



Call for Application

Vacancy No.	IOM-CFA/0120/19
Position Title	Consultant to Develop A National Migration Policy for The Federal Democratic Republic Of Ethiopia
Duty Station	Addis Ababa, Ethiopia
Classification	Consultant
Closing Date	November 8, 2019

1. BACKGROUND

Ethiopia is faced with a wide range of migration related challenges. With the second largest population in Africa and rapid demographic growth combined with significant socioeconomic insecurities, irregular migration, trafficking in persons (TiP) and smuggling of migrants (SoM) are rife on three major migration routes: the Eastern route which transits through Djibouti, Somaliland, and Yemen onward mainly to Saudi Arabia; the Northern route which transits through Sudan, Libya and Egypt onwards to mainland Europe; and the Southern route which transits mainly through Kenya, Tanzania and Mozambique onwards to South Africa. Migrants during their travel, including often at early stages, face numerous protection risks ranging from deception and abandonment by smugglers and traffickers, dehydration, hunger, exhaustion and disease to beating, sexual abuse including rape, forced labour and/or begging, exploitation, abduction for ransom, serious forms of trafficking in persons, and torture, sometimes resulting in death.

While most of Ethiopia's irregular migrants are young men, a smaller but significant proportion of women and children (accompanied or separated/unaccompanied) irregular migrants are increasingly vulnerable to TiP and other human rights violations. Ethiopia migrants also include high and medium skilled persons, who migrate through legal channels. These migrants not only fill skills gaps in destination countries, but also contribute to Ethiopia's national development. In 2018, Ethiopian migrants contributed \$810 million to the country's foreign exchange earnings through financial remittances. Children of Ethiopian migrants are also often more educated than their peers, thanks to their parent's migration. The connections that Ethiopian migrants create between their origin and their destination countries have led to thriving diaspora communities.

These and many other factors underpin migration governance in Ethiopia. The Government of Ethiopia (GoE) has made significant strides governing migration in a manner that fully responds to the related



challenges and opportunities. A combination of youth empowerment livelihood schemes, overseas employment to countries in the Middle East, and community awareness raising lay at the centre of GoE efforts to counter irregular migration and youth unemployment. To counter trafficking in persons (TiP) and smuggling of migrants (SoM), the Government of Ethiopia has established federal and regional level multi-stakeholder anti-trafficking taskforces aimed at coordinating counter-trafficking and wider migration management initiatives. The GoE and its humanitarian partners have agreed on a strategy which strengthens multi-sectoral planning and response, upholds the centrality of protection, and is increasingly responsive to perspectives of affected communities.

The National Anti-Trafficking and Smuggling of Migrants (NATF) has coordinated several initiatives such as developing a migration profile for Ethiopia and assessing Ethiopia's migration governance frameworks. These initiatives, plus various stakeholder consultations, have led to the conclusion that a major gap facing migration governance in Ethiopia is the absence of a comprehensive migration policy needed to anchor the whole-of-government and whole-of-society approaches, which in turn, are required to address mobility-related crises and maximize the benefits of the migration-development nexus.

Following a high level inter-ministerial consultative workshop on migration governance convened by the Office of the Attorney General, GoE ministries with migration management mandates agreed to jointly develop a comprehensive National Migration Policy. To this effect, a Technical Working Group (TWG) chaired by the Office of the Attorney General has been established to spearhead the drafting of the national migration policy.

2. OBJECTIVES OF THE CONSULTANCY

The overall objective of the consultancy is to provide technical assistance to the process of drafting a comprehensive and coherent National Migration Policy for Ethiopia.

The specific objectives are to:

- a) Update the draft Migration Profile for Ethiopia by updating the primary and secondary data on the context and drivers of migration in Ethiopia and revamping the findings and recommendations of the current draft document;
- b) Conduct a policy gap analysis by referring to migration-related regulatory and institutional reviews conducted by IOM and other stakeholders, and AU and IGAD Migration Policy Frameworks;



- c) Compile a compendium of existing legislations and policies on relevant migration issues in Ethiopia;
- d) Based on the findings of the policy gap analysis and consultations with relevant GoE authorities, identify and devise a methodology for development of the policy prioritizing a whole of government approach;
- e) Develop a draft migration policy for the Government of Ethiopia, working in close coordination with the inter-ministerial TWG. The policy drafting process should include identification of priority issues, generation of policy options ensuring coherence with other policies, alignment with Ethiopia's international obligations, and Ethiopia's institutional mechanisms for policy coordination and implementation;
- f) Draft a short, medium and long-term implementation plan for the National Migration Policy, including actors/institutions, indicators and timeframes;
- g) Attend meetings of the TWG to facilitate GoE ownership of the policy development process; and
- h) Organize and facilitate a stakeholders' consultative workshops to deliberate on and validate the national migration policy.

3. SCOPE, APPROACH AND METHODOLOGY

The consultant will be stationed in Addis Ababa. The consultant should adopt a mixed methods approach, integrating quantitative and qualitative methods to ensure that data collected is triangulated and can be communicated, explained and contextualized. It is expected that the consultant will combine surveys/questionnaires with structured interviews and focus group discussions. Research teams are encouraged to use innovative methods to collect and analyze data.

Initially, the consultant will be requested to prepare an inception report to demonstrate how s/he will accomplish the objectives in a timely manner.

4. EXPECTED DELIVERABLES AND TIMELINE

The consultancy will be conducted from 15 November 2019 to 15 April 2020. The consultant is expected to produce deliverables according to the following timeframe:



- I. Inception report outlining the approach and workplan for all works within 5 working days of signing the contract;
- II. Updated migration profile by 31 January 2020;
- III. Draft Migration Policy for Ethiopia submitted to the TWG on 28 February 2020;
- IV. Draft implementation plan to operationalize the migration policy submitted to the TWG on 28 February 2020;
- V. Facilitation of an experts level consultative workshop to collect input into the draft policy and implementation from governmental and non-governmental stakeholders no later than 12 March 2019;
- VI. Facilitation of a stakeholder workshop to validate the draft policy document no later than 26 March 2019; and
- VII. Final National Migration Policy document and implementation plan submitted to the TWG on 15 April 2020.

5. SUPERVISION

The consultancy will be coordinated by Federal Democratic Republic of Ethiopia Federal Attorney General Office and IOM Ethiopia. The consultant will receive guidance on this task from the inter-ministerial TWG established to spearhead drafting of the national migration policy.

6. REQUIRED QUALIFICATIONS

Education:

- a) Advanced University degree in Political, Social Science or Public Administration, International Relations, Law or alternatively an equivalent combination of relevant training and experience in policy development.

Experience:



- a) At least 10 years of professional work experience in migration and/or related fields of policy review and development, including possibly the civil service;
- b) Proven experience applying research and analytical skills in the migration sector, with ability to write technical reports, is required; and
- c) Experience conducting mixed method research or analytical work in the Horn of Africa or wider African continent is highly desirable.

Competencies:

The following competencies are a requirement for this assignment:

- a) Advanced knowledge of migration issues and governance;
- b) Fluency in English language is required;
- c) Strong computer skills;
- d) Ability to work under pressure and meet deadlines;
- e) Excellent operational, organizational and communication skills;
- f) Proven ability and experience in leading and facilitating training and/or consultative processes;
- g) Ability to work in close consultation with governmental authorities; and
- h) Proven track record to work in a multi-cultural and multi-disciplinary environment is necessary.

7. PAYMENT SCHEDULE

- I. First instalment: 15% of the total consultancy fee upon satisfactory submission of a quality inception report.
- II. Second instalment: 20% of the total consultancy fee upon satisfactory submission of the updated migration profile report.



III. Third instalment: 30% of the total consultancy fee upon submission of a quality and validated draft policy document and implementation plan.

IV. Fourth instalment: 35% of the total consultancy fee upon submission of a quality final policy document and implementation plan inclusive of TWG and stakeholder feedback collected at the consultative workshop.

HOW TO APPLY:

How to apply:

Interested candidates are invited to submit their application written in English via our e-mail address RECADDIS@IOM.INT by November 8th, 2019 the latest, referring the position title and Vacancy number in the subject line of your email; no photocopies of educational/training certificates is required at this stage; applicant who doesn't follow the required application procedure will automatically be disqualified from the competition.

I. Technical proposal outlining:

- a) Conceptual framework (2-3 pages)
- b) Detailed methodology (2-3 pages)
- c) Work plan (1-2 pages)
- d) Explanation of the consultants' suitability for the assignment (1 page) including names and contacts of three recent professional referees
- e) Two examples of previous similar work
- f) Names and CVs of individuals or team members proposed, highlighting their experience relevant to this study and their roles in the achievement of the assignment.

II. Financial proposal:

- a. The proposal will include a lump sum cost for the assignment



b. A breakdown of the costs related to all aspects of the consultancy (consultancy fee, travel, and the assignment deliverables).

Only shortlisted candidates will be contacted.

We strongly encourage qualified women to apply.

The appointment is subject to funding confirmation.

Appointment will be subject to certification that the candidate is medically fit for appointment, accreditation, any residency or visa requirements, and security clearances.

No late applications will be accepted.