**Position Title:** Consultant to conduct migration related data assessment for the development of a Migration profile for Zambia  
**Type of Contract:** Consultancy  
**Duration of Assignment:** 1st May 2017 to 31st August 2017 (approximately 60 days of work)

1. **BACKGROUND**

Migration dynamics in Zambia are complex, as it is a country of origin, transit, and destination for men, women and children on the move, including labour migrants, asylum seekers, irregular migrants and victims of human trafficking within the Southern Africa region and beyond. Zambia lies at the heart of central southern Africa and has land borders with eight countries: Democratic Republic of Congo (DRC), Tanzania, Malawi, Mozambique, Zimbabwe, Botswana, Namibia and Angola. It has more than forty official border posts and innumerable informal crossing points. Department of Immigration statistics indicate an annual total of 1,347,059 formal entries into Zambia, and 1,316,149 exits, in 2014; due to the clandestine nature of irregular migration, statistics on informal entries into Zambia are not available. However, a 2009 IOM study estimates that approximately 17,000 to 20,000 irregular migrants journey from the East and the Horn of Africa towards South Africa (often transiting Zambia) every year.

In addition to cross border migration, Zambia has historically been characterised by population movements within the country’s borders, including internal labour migration, internal trafficking and high exposure to health risks. Migration of Zambians to other countries for the purpose of labour migration, as well as to study abroad, is also becoming increasingly common. The significance of this is reflected in recent steps by the Government of Zambia to develop a National Diaspora Policy.

Given the migration challenges and opportunities resulting from the above mentioned migration dynamics, the Government of Zambia has highlighted the pressing need for comprehensive data on migration that can be used for planning and policy making. However, at present, migration data in Zambia are analysed and addressed in a fragmented manner and administrative records are not collected for the purposes of measuring migration in its entirety. Generally, administrative and demographic registers in the country tend to be somewhat incomplete, given that data comes from a broad range of ministries, departments and agencies in the country, and is not well coordinated, nor is there any centralised body to ensure coherence across these institutions.

2. **OBJECTIVES**

The overall objective of this assignment is to support evidence-based policy making in Zambia, and will include support to mainstreaming migration data into migration and related policymaking and planning processes in different sectors including health. The specific objectives of this assignment are as follows:

a. To conduct an in-depth data assessment of current available migration related data including the health situation of migrants.

b. Highlight critical data gaps and propose ways to address long-term data collection and management practices; and

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1 Department of Immigration Annual Report, 2014  
c. Map out a methodology for on-going migration data collection, sharing, and analysis, taking into consideration gender-sensitive data, and lay the foundation for the production of a comprehensive Migration Profile.

3. TASKS/JOB DESCRIPTION

Under the overall supervision of the Chief of Mission, IOM Zambia, the direct supervision of the Programme Officer (Migration Management and Migration Health) and in coordination with the Technical working Group (TWG), the Consultant will perform the following tasks:

a. Develop a work plan and data collection methodology in preparation for the development of the Migration Profile.

b. Conduct a comprehensive stakeholder analysis/mapping to determine key players in the field of migration.

c. Coordinate with the Technical Working Group (TWG), which will provide technical input throughout the project. (i.e. situation analysis: assessment of current available data; identification of data sources for data analysis and recommendations and way forward).

d. Carry out migration related data assessments including health through, inter alia, identification of appropriate available data sources, evaluations of the quality of existing data sets, determination of data users’ needs and priorities, and identification of information gaps.

e. Produce and present to key stakeholders a detailed data assessment report containing findings of the assessment, identified gaps, as well as recommendations for the development of a national data management and dissemination strategy.

f. Undertake duty travel as necessary to complete the above-mentioned tasks.

g. Perform such other duties pertaining to this assignment as may be assigned by the IOM Zambia Project Coordinator.

4. DELIVERABLES

A typed final version of the data assessment report must be between 50 and 75 pages in length, giving a clear description of the patterns and types of migration that take place within, into, out of, and through Zambia.

The report must include various chapters such as mixed migration, labour migration, health status of migrants etc. The report should identify the gaps and provide detailed and concrete recommendations toward strengthening institutional capacities dealing with migration, inclusive of health and internal and cross-border migration, in line with international norms and standards. The following annexes should be attached to the final report:

a. All notes from meetings with stakeholders, including a list of all respondents in consultations, interviews, and other meetings.

b. All available statistics gathered in the course of the data collection and assessment process.

c. All references and sources consulted.

d. Any other material relevant to the assignment
5. Consultants
The study will be carried out by a team of two consultants, and one of them will serve as a Team Leader and the other one as Assistant team leader.

6. MINIMUM QUALIFICATIONS AND EXPERIENCE

- Advanced degree in economics, statistics, sociology, health and/or other social science related areas relevant for the assignment; preferably with training in research methods;
- Minimum six years’ experience in statistical research on human development /migration, health;
- Experience with data assessments including data from Demographic Health Survey strongly desired and proven experience in developing analytical works in the field of migration, health or related domains such as social policy;
- Knowledge of statistical methods and migration data sources at the national and regional level required;
- Confident use of statistical analysis software (i.e. SPSS, STATA) and social research methods;
- Strong analytical, writing and communication skills; ability to draft text clearly and concisely; written English essential

7. Submissions and Closing Date
Submit a motivation letter, an updated CV and a short Concept Paper outlining your proposed approach to the assignment (including timelines) indicating the vacancy number in the subject line to iomlusakarecruitment@iom.int.

Closing date for applications is: 26th April 2017 at 18:00 HRS, local time. Only short listed candidates will be contacted for interviews.