



FMM West Africa

Support to Free Movement of Persons & Migration in West Africa

TERMS OF REFERENCE

Support to Free Movement and Migration in West Africa:

Consultancy for the Development of a National Migration Profile and the facilitation of a Migration Data Workshop for Cape Verde

Agency:	International Organization for Migration (IOM)
Duty Station:	Home-based (with up to 15 working days travel)
Position Title:	Migration Data Consultant
Duration:	45 working days
Tentative start date:	July 15, 2016

1. Background Information:

The assignment is to update a Migration Profile and organise a workshop on migration data management for Cape Verde within the framework of the Support for Free Movement of Persons and Migration in West Africa Project (FMM West Africa). The Migration Profile is a central activity in developing evidence-based policy to support national migration policies, including international commitments related to migration, including ECOWAS' Free Movement policies and the implementation of the Sustainable Development Goals (SDGs). Consequently, there is a need to regularly update the contents of the profile to ensure that it is a useful tool for policy makers seeking to develop institutions in a constantly evolving migration sector.

Migration is bound to play an increasingly important role in development in Cape Verde. As a country of origin, transit, and destination, migration dynamics in Cape Verde are complex. However, it is estimated that 30 per cent of foreign direct investment (FDI) in the country comes from its diaspora and the country received USD 173 million in remittances in 2013, accounting for 8.8 per cent of national GDP.

It has been proven that a well-managed migration sector can have a crosscutting positive impact on several indices of development, in countries of origin, transit, and destination and Cape Verde is potentially a country where development could thrive through migration. However, for the country to reap these developmental benefits of migration, migration policies and interrelated development policies, including labour market policies, education policies, social security policies, and so on, should be developed in a manner that ensures coherence.

In recognition of this, the government has been taking steps to ensure the proper management of migration, including the adoption of a National Immigration Strategy (2012), with a plan of action (2013-2016), and a National Emigration Strategy for Development (2013). These policy documents



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This project is jointly funded by the European Union and ECOWAS

cover a range of issues related migration, including protection of migrants' rights, promoting the participation of diaspora in national development, labour migration strategies, and countering human trafficking.

Implementation and monitoring of the impact of these policies are largely dependent on reliable data on migration. Consequently, there is an urgent need for data collection on all categories of migrants within the country, especially in areas where there are few available and relevant data.

The first migration profile for Cape Verde was developed in 2009 and the update of the migration profile will support the government's efforts to improve the system and framework for migration data management. The profile will provide an up-to-date one stop guide on current trends in migration, the impact of migration, the instruments for migration governance, and recommendations for improving migration management in Mauritania.

Migration data management requires a synchronized data collection system based on enriched communication and collaboration between and within different departments. The process of developing a migration profile supports such systems through improved coordination among the relevant ministries, departments, and agencies. Moreover, the collection and analysis of sex and age and gender-disaggregated migration data will contribute to an in-depth understanding of patterns and trends in intra-regional mobility as well as international migration beyond the region. These efforts will strengthen the knowledge-base of how migration affects different categories of the population and support the future design of evidence-based migration policies at a national level, as well as internationally, in relation to regional priorities and the SDGs.

The update of the migration profile will be supported by a workshop on migration data collection and management targeting all government institutions managing migration data. The workshop will focus on the best means of collecting reliable data on migration from the available sources and also share best practices and international standards on migration data collection.

These activities are supported by the FMM West Africa which is funded jointly by the EU and ECOWAS and supports the ECOWAS Commission, ECOWAS Member States and Mauritania in maximizing the development potential of free movement of persons and migration in West Africa. In the area of data collection and management, the project seeks to support the development of standardized procedures to collect and process migration relevant data as well as the analysis and dissemination of such data to support the development of evidence-based migration policies in the region.

2. Objective

The overall objective of this assignment is to support evidence-based policy making and promote the mainstreaming of migration into the policymaking process at national and regional levels, as appropriate, by making current existing reliable and comprehensive sex- and age-disaggregated migration data available to government and other stakeholders through updating the Migration Profile of Cape Verde.

The specific objectives of this assignment are as follows:

1. To assess the current available data (secondary and primary) and produce a summary report to share with all relevant stakeholders;
2. To increase the capacity of relevant government officials and other stakeholders on data collection, management, analysis; and
3. To develop a detailed national Migration Profile within the context of regional capacity and in line with the regional guidelines.

3. Tasks/Job Description:

- a) In collaboration with INE, develop a work plan and data collection methodology in preparation for the development of the Migration Profile.
- b) In collaboration with INE, conduct a comprehensive stakeholder analysis to determine key players in the field of migration.
- c) Carry out data assessments through, *inter alia*, identification of appropriate available data sources, evaluations of the quality, timeliness and periodicity of existing data sets and sources, determination of data users' needs and priorities, and identification of information gaps and where national practice differs from regional and international standards.
- d) 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.
- e) Lead the process of the development of the Migration Profile on the basis of current available data (new migration data will not be collected) in close coordination with the TWG and under the direct supervision of the FMM West Africa Programme Coordinator.
- f) Produce a Migration Profile endorsed by the Government of Cape Verde, the TWG, and IOM.
- g) Facilitate workshops and other capacity building initiatives to enhance the capacity of national institutions managing migration data.
- h) Undertake duty travel as necessary to complete the above-mentioned tasks.
- i) Perform such other duties pertaining to this assignment as may be assigned by the FMM West Africa Programme Coordinator.

4. Deliverables

- A. A detailed inception report, within 1 week of the commencement of the consultancy, outlining a work plan for the consultancy and preliminary overview of methodology based on desk review of existing information on migration data in Cape Verde. The report should also include draft tools/ survey framework for conducting further data assessments.
- B. After interviews with migration data management stakeholders in Cape Verde, a detailed data assessment report, outlining available data sources, quality of data, reliability and consistency of data, data users' needs and priorities, and information gaps.
- C. A workshop report outlining summarising the presentations and key observations and recommendations of a national workshop on migration data management.
- D. A typed final version of the Migration Profile must be between 60 and 100 pages in length, giving a clear description of the patterns and types of migration that take place within, into, out of, and through Cape Verde, and include an executive summary with main findings. Furthermore, the report must primarily, but not exclusively, address the key regional priorities as expressed in the FMM project and agreed upon in the regional guidelines:
 - Mixed Migration (inclusive of trafficking and assisted voluntary return and reintegration)

- Labour Migration and Economic Development (inclusive of diaspora engagement and remittances)
- Immigration and Border Management
- Migration and health
- Emergencies and Transition (inclusive of the preparedness, response, transition, and recovery phases)
- Regional Mobility
- Regional Cooperation and Capacity
- Migration and the Sustainable Development Goals (SDGs)

The report must provide detailed concrete recommendations toward strengthening institutional capacities dealing with migration, inclusive of internal and cross-border migration, in line with international and regional norms and standards. The following annexes should be attached to the final report:

- All notes from meetings with stakeholders, including a list of all respondents in consultations, interviews, and other meetings;
- Policy and legal framework;
- All available statistics gathered in the course of the data collection and assessment process;
- Explanatory table of cases where national practices and definitions differ from international and regional norms;
- All references and sources consulted;
- Any other material relevant to the assignment

Guidance on the structure of the Migration Profile report can be accessed at <http://www.iom.int/migration-profiles>

5. Management and Supervision

The international consultant will report to the FMM West Africa Project Coordinator with regular coordination with the TWG and the National Programme Officer, FMM West Africa.

6. Desirable Qualifications

Education and Experience:

- University degree in demography or development economics, preferably with training in research methods
- Minimum six years of experience in statistical research on international migration
- Experience liaising with relevant national and regional stakeholders a distinct advantage
- Experience with data assessments in ECOWAS region strongly desired
- Knowledge of ECOWAS region an advantage
- Knowledge of English and Portuguese is required
- Knowledge of the Migration Profile concept's evolution and previous applications strongly desired

Competencies:

- Good interpersonal and communication skills

- Knowledge of statistical methods and migration data sources at the regional and international level required
- Confident use of statistical analysis software and social research methods
- Personal commitment, efficiency and drive for results
- Ability to draft text clearly and concisely
- Ability to effectively handle multiple tasks under time constraint
- Proven track record of delivering on time and within the budget

How to Apply

Interested candidates are invited to submit their cover letter and CV to email address- iomnigeriahr@iom.int on or before **5th July, 2016**, addressed to **The Chief of Mission, International Organization for Migration (IOM)** and with a subject line **Consultant: Development of National Migration Policy of Cape Verde**

All applications should include a functional e-mail address and mobile number. Candidates are also expected to propose a daily rate for consultancy fee which should be verifiable.

Please note that only applications sent by email will be accepted and only shortlisted candidates will be contacted.