



Call for Applications / Expression of Interest

Appointment Title	: National Labour Migration Policy Implementation Cell Consultant
Duty Station	: Harare, Zimbabwe
Type of Appointment	: Consultancy Contract
Contract Duration	: 6 Months
Estimated Start Date	: As soon as possible
CFA Reference Number	CFA2022/03
Closing Date	1 April 2022

*Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental, and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants*

**1. Nature of the consultancy:** To technically backstop the Policy Implementation Cell (PIC) to ensure the effective implementation of the National Labour Migration Policy.

**2. Project Context and Scope:**

The Government of Zimbabwe (GoZ) in collaboration with IOM – UN Migration Agency, is implementing a project entitled “Strengthening Capacities for Labour Mobility Governance in Zimbabwe” whose objective is to contribute to strengthened labour mobility governance by the GoZ through supporting the implementation of prioritized actions defined in the National Labour Migration Policy (NLMP) and its Implementation Plan. The project aims to strengthen institutional coordination structures and mechanisms, particularly through the establishment of the Policy Implementation Cell (PIC) which will promote effective mobilization and engagement of key stakeholders and foster whole-of-government and whole-of-society approaches to labour migration in Zimbabwe. Further, the project will assist the GoZ in accessing new evidence on labour migration regulatory frameworks and labour market situation in the region through conducting various assessments while supporting Migrant Resource Centres (MRCs) in improving their services for migrants and potential migrants.

As part of the support aimed at operationalizing the implementation mechanism of the NLMP, the aforementioned project will establish the implementation mechanism of the policy including its connecting or coordinating directorate - the Policy implementation Cell (PIC). In accordance with the Implementation Plan of the National Labour Migration Policy, the PIC will include members of the Ministry of Public Service Labour and Social Welfare (MoPSSLW) directorates including: Department of Labour, Department of International Relations, National Employment Services and Promotion Department, and the Department of



Research and Economics. Further, the PIC will technically backstop the Interministerial Labour Migration Coordination Committee (LMCC) which will be chaired by the MoPSSLW, whose objective is to address issues of policy coherence among concerned ministries.

The PIC will be located within the MoPSSLW, and it will monitor the implementation of the policy, develop sector reports and reviews which will feed into the national development processes. Moreover, the PIC will coordinate resource mobilization functions to support the implementation of the NLMP.

The PIC will further support the effective implementation of the policy through the conduct of policy implementation review meetings. The meetings will be convened quarterly by the MoPSSLW, with participation being drawn from technical officers within the GoZ and various organisations and institutions dealing with labour migration issues such as IOM, ILO and other institutions who may be invited as relevant. The meetings will provide a regular reporting mechanism to foster accountability with the outputs including review reports, new evidence and assessments feeding into the LMCC.

The PIC will organize joint needs assessments to be conducted by the GoZ and IOM at the Migrant Resource Centers in Beitbridge and Plumtree, as mandated in the NLMP Implementation Plan. The joint needs assessment will inform resource mobilization strategies by the GoZ and will serve as preparation for the implementation of labour migration programmes with South Africa and Botswana. The assessments are a necessary requirement for the successful implementation of circular labour migration programmes between Zimbabwe and its neighbouring countries, in light of Zimbabwe's labour and employment MoU with South Africa (Beitbridge) including in seasonal agriculture and the recent MoU on Employment and Labour signed with Botswana (Plumtree). The assessments would support internal and external resource mobilization (and further technical support) for the Migrant Resource Centres with a particular focus on building capacities for implementing circular labour migration schemes. Moreover, the assessments will feed into the implementation processes of the National Development Strategy (2021-2025) for which labour migration is be a prominent component.

In order to contribute to the strengthening of the technical capacity of the PIC, IOM is seeking the services of a technical expert who will support the PIC in order to enhance the efficiency in the implementation of project activities. The technical expert will provide support for the PIC including conducting joint assessments, assist technical review meetings and the compilations of reports related to the implementation of the NLMP.

**3. Organizational Department / Unit to which the Consultant is contributing:** IOM Zimbabwe, Migration Governance and Development Unit

**4. Tangible and measurable outputs of the work assignment**

Purpose of the assignment:



- Technical Backstopping: act as a direct liaison between the Government of Zimbabwe and IOM in the implementation of the National Labour Migration Policy.
- Support Resource Mobilization Functions: Develop needs assessment reports aimed at mobilizing resources for the migrant resource centres in Beitbridge and Plumtree.
- Policy Review Processes: Technically backstop policy implementation and review processes for the National Labour Migration Policy through the conduct of four policy review meetings.

The detailed assignment objectives are:

1. Technically backstop the implementation of the National Labour Migration Policy through supporting the effective functioning of the Policy Implementation Cell.
2. Support the conduct of joint needs assessments of the migrant resource centres in Beitbridge and Plumtree including coordination with stakeholders, organizing logistics and the development of two reports and presentations to the Labour Migration Sub-Committee.
3. Support the Labour Migration Sub-Committee in developing three policy implementation review reports.
4. Support the Ministry of Public Service Labour and Social Welfare in the conduct of National Labour Migration Policy review meetings.

## 5. Deliverables and Payment Schedule

The consultant is to deliver a report on a monthly-installment payment basis:

	<b>Deliverable</b>	<b>Due Date</b>	<b>Installment to be paid</b>
1	Workplan and progress report	15 April 2022	First instalment-16% of overall contract value
2	Policy Review Meeting and Progress Report, including Labour Migration Sub-Committee meeting report	15 May 2022	Second installment– 16% of overall contract value
3	Joint Needs Assessment Report for Migrant Resource Centres in Beitbridge and Plumtree, and presentation to the Labour Migration Sub-Committee	15 June 2022	Third instalment – 16% of overall contract value
4	Policy Review Meeting and Progress Report, including Labour Migration Sub-Committee meeting report	15 July 2022	Fourth installment – 16% of overall contract value
5	Progress Report, including Labour Migration Sub-Committee meeting report	15 August 2022	Fifth installment – 16% of overall contract value
6	Policy Review Meeting Report, Progress Report and Labour Migration Sub-Committee meeting report	15 September 2022	Sixth installment – 20% of overall contract value

### Final Deliverables

- Six monthly reports outlining progress towards the abovementioned objectives of the assignment.
- Two Joint needs assessment reports and presentations to the Labour Migration Sub-Committee.



- Policy Review Meeting Reports
- Three Labour Migration Sub-Committee meeting reports.

## 6. Performance indicators for the evaluation of results

The consultancy will be evaluated against the following indicators, for which targets will be discussed with IOM:

- Quality of the desk analysis provided by the consultant
- Quality of questionnaire developed for the key informants interview
- Number and relevance of the key informants interview

## 7. Education, Experience and/or skills required

### Education:

Advanced university degree in Economics, Political Science, International Relations, Migration, Development, Social Sciences, or a related field from an accredited academic institution with at least seven years of relevant professional experience.

### Experience and skills:

- Proven experience in analysis, consulting and/or market research
- Strong knowledge of the local economic and political context, ability to independently identify and connect with relevant stakeholders
- Strong writing and analytical skills, ability to produce clear and well-written reports

## 8. Travel required

Field travel may be required for meetings with Government Stakeholders and other relevant partners.

## 9. Competencies

### Values

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- **Integrity and transparency:** maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- **Professionalism:** demonstrates ability to work in a composed, competent, and committed manner and exercises careful judgment in meeting day-to-day challenges.

### Core Competencies – behavioural indicators

- **Teamwork:** develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- **Delivering results:** produces and delivers quality results in a service-oriented and timely manner; is action-oriented and committed to achieving agreed outcomes.
- **Managing and sharing knowledge:** continuously seeks to learn, share knowledge, and innovate.



- **Accountability:** takes ownership for achieving the Organization’s priorities and assumes responsibility for own action and delegated work.
- **Communication:** encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring, and motivational way.

#### 10. How to apply:

Interested candidates are invited to submit their cover letters (detailed expression of interest) and CVs with names and contacts of three referees, listing references to previous similar studies conducted or relevant publication(s) with subject line “**Labour Migration Consultant**” by April 1, 2022, at the latest. Only shortlisted candidates will be contacted.

All applications clearly indicating the position title in the subject line must be submitted on or before 1 April 2022 via e-mail to [procurementbids@iom.int](mailto:procurementbids@iom.int). Please note that only shortlisted candidates will be contacted.

#### 11. Posting period:

From 24 March 2022 to 1 April 2022