



Call for Applications / Expressions of Interest

Position Title : Development of the National Migration Data Strategy  
Duty Station : Harare, Zimbabwe  
Type of Appointment : Consultancy Contract  
Contract Duration : April – September 2024  
CFA Reference Number : CFA2024/001  
Closing Date : 26 March 2024

*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.*

**Nature of the consultancy:** To undertake a baseline assessment of the migration data landscape in Zimbabwe and develop the National Migration Data Strategy and Action Plan for Zimbabwe.

### **Project Context and Scope**

Zimbabwe as a country of origin, transit, and destination for migrants, has complex mixed-migration dynamics that pose both challenges and opportunities for migration management. There is a need to strengthen instruments and systems to collect comprehensively and efficiently, store, analyse and use migration data, to inform policymaking on migration and propose strategic, effective, and sustainable responses. Critical data gaps in Zimbabwe result from challenges such as lack of capacity, limited coordination among, relevant stakeholders, inadequate resources to focus on migration data and limited coverage of migration data collection.

Migration data is pivotal in strengthening the evidence-base that policymakers, practitioners, and the public need to understand and navigate the complex and rapidly changing migration environment to produce meaningful and useful policies that comprehensively address the migration trends in Zimbabwe. As such Zimbabwe launched the National Migration Policy (NMP) in August 2023, which prioritises data-driven policies under one of its pillars. Migration data is critical to such policy formulation, and it was noted in the Migration Governance Indicators Profile 2021[2] that there is a huge gap in the availability of disaggregated data, which limited the scope of policy development. Additionally, the country has sectoral policies that focus on labour migration (National Labour Migration Policy, 2021), engagement with the diaspora (Zimbabwe Diaspora Policy 2016), and anti-trafficking (Trafficking in Persons Act 2014). Zimbabwe has made significant strides in producing these policies, regardless of the data gap. However, there is a need to further improve migration governance by advancing the implementation of the Global Compact for Migration (GCM) which states the importance of data through GCM objective 1: collect and utilise disaggregated data as a basis for evidence-based policies.

Reliable data allow for the inclusion of all migrants in policymaking. Comprehensive, disaggregated data can help policymakers develop sound, evidence-based policies and ensure they leave no migrants behind, especially the most vulnerable ones. Additionally, migration data allow for highlighting migrants' contributions. Migrants fill essential jobs in their countries of destination and have much to contribute to their countries of origin through the transfer of remittances and knowledge, trade, and foreign direct investment. Having the right data can support governments and communities in harnessing that potential.

The significance of collecting disaggregated data is prioritized in Global Compact on Safe, Orderly and Regular Migration (GCM) objective one (1), continental and regional frameworks, particularly the Southern Africa Development Community (SADC) Regional Migration Policy Framework (RMPF), Labour Migration Action Plan (LMAP) and the SADC Migration Data Harmonization Process which aims to ensure data comparability across Member States, thereby enhancing the capacity of relevant stakeholders to capitalize on migration's development potential. Furthermore, at the continental level, the Migration Policy Framework for Africa and Revised Plan of Action underscores the importance of migration data as one of the pillars for improved migration governance in Africa. The Migration Policy Framework for Africa is not a legally binding framework but a reference document that different Member States may adopt or customize in accordance with their own priorities and resources. It is also aligned with other sub-regional and global frameworks. Notably, Agenda 2030 underscores this importance by emphasizing the "availability of timely, accessible, reliable, disaggregated and comparable data as being key for effective migration management. At the country level, the Zimbabwe National Development Strategy 1 (NDS1) aims to achieve a prosperous and empowered upper middle-income society by 2030, with job opportunities (both local and international) and a high quality of life (With less income disparities). To achieve this aim, migration data plays a critical role to well-informed policy formulation that support migrants' rights and addresses the protection and wellbeing of migrants and would-be migrants hence leaving no one behind.

As such, IOM is seeking the services of a technical expert to support the Migration Statistics Technical Working Group (MSTWG) in undertaking a baseline study on the current migration data landscape and developing a migration data strategy, and an action plan on the implementation of the strategy in consultation with the technical group.

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

**2. Tangible and measurable outputs of the assignment**

Purpose of the assignment:

- a. Develop a gender-sensitive and other vulnerabilities baseline report on the migration data landscape: through desk review and interviews with relevant stakeholders.
  - Baseline report: Share the draft baseline report with IOM and MSTWG to solicit feedback, review, revise and finalise the draft report.
- b. Develop the National Migration Data Strategy (NMDS) in consultation with the MSTWG as informed by the baseline report.
  - Share draft NMDS with IOM and MSTWG for further inputs and finalization of the draft strategy.
- c. Develop the implementation action plan of the NMDS in consultation with MSTWG.

**d. Deliverables and Payment Schedule**

The consultant is to deliver on three outputs, and payment will be based per each output:

|   | <b>Deliverable</b>   | <b>Due Date</b> | <b>Instalment to be paid</b>                          |
|---|--|-----------------|---|
| 1 | Workplan   | 15 May 2024     | First instalment-10% of the overall contract value    |
| 2 | A gender-sensitive and other vulnerabilities baseline assessment | 15 June 2024    | Second instalment– 30% of the overall contract value  |
| 3 | A National Migration Data Strategy                               | 30 July 2024    | Third instalment – 30% of overall contract value      |
| 4 | National Migration Data Strategy Implementation Action Plan      | 30 August 2024  | Fourth instalment – 30% of the overall contract value |

#### Final Deliverables

- Baseline Assessment Report
- A National Migration Data Strategy
- Action Plan.

#### e. **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 interview questionnaire developed for the key informants.
- Interaction with relevant key stakeholders for data gathering under the supervision of ZIMSTAT.
- Adoption of the National Migration Data Strategy
- Adoption of the implementation action plan

#### f. **Education, Experience and/or skills required.**

##### Education:

Advanced university degree in Economics, Mathematics, statistician, 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 data analysis, and migration consulting.
- Familiarity with data management principles notably data collection, data storage, data ethics, data privacy and data sharing.
- Adept at understanding data sources, data quality and data visualisation.
- Good knowledge of reliable data sources and platforms of migration data is essential.
- String knowledge of migration issues with a deep understanding of migration dynamics, policies, and frameworks.
- Strong research and data analysis skills.
- Strong knowledge of the local economic and political context, and ability to independently identify and connect with relevant stakeholders.
- Good communication and presentation skills with excellent oral and written communication skills
- Strong writing and analytical skills, ability to produce clear and well-written reports.

**g. Travel required.**

Field travel may be required for meetings with Government Stakeholders and other relevant partners, cost to be covered with consultant as part of the overall contract value.

**Values**

- i. **Inclusion and respect for diversity** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- ii. **Integrity and transparency** maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- iii. **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.**

- iv. **Data Cleaning and Preparation:** This includes removing errors, identifying outliers, and transforming data into a format that can be analysed.
- v. **Data Analysis and Exploration:** need to be able to analyse data and explore it for insights. This includes using statistical methods to test hypotheses, identify trends, and make predictions.
- vi. **Statistical Analysis:** Understanding statistical tests and tools is crucial. Familiarity with mean, median, variance, standard deviation, correlation, regression, and hypothesis testing can be fundamental.
- vii. **Critical Thinking:** The ability to approach problems logically and make informed decisions based on the data.
- viii. **Attention to Detail:** Ensuring accuracy in data analysis and recognizing anomalies or errors in data.
- ix. **Ethical Judgement:** Recognizing the ethical implications of data usage, storage, and analysis, especially in terms of privacy and security.
- x. Ability to maintain and improve Data Quality, ensure Data Governance guidelines are followed, and provide metadata management services.
- xi. **Teamwork:** develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- xii. **Delivering results** produces and delivers quality results in a service-oriented and timely manner; is action-oriented and committed to achieving agreed outcomes.
- xiii. **Managing and sharing knowledge** continuously seeks to learn, share knowledge, and innovate.
- xiv. **Accountability:** takes ownership for achieving the Organization’s priorities and assumes responsibility for own actions and delegated work.
- xv. **Communication:** encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring, and motivational way.

**1. 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 “Development of the National Migration Data Strategy **Consultant**” by 26 March 2024 at the latest via e-mail to [procurementbids@iom.int](mailto:procurementbids@iom.int).