



International Organization for Migration (IOM)

The UN Migration Agency

TERMS OF REFERENCE

FOR THE CONSULTANCY CONTRACT OF: Consultant – Environmental Migration and Human Security Policy Assessment Tool

1. **Duty Station of the Consultancy:** Roseau, Dominica
2. **Duration of Consultancy:** Eight Months
3. **Nature of the consultancy:** Creation of an assessment tool on the integration of human security in environmental migration and disaster displacement policies and mechanisms :Category B Consultancy
4. **Project Context and Scope:**

Established in 1951, IOM is the leading UN agency in the field of migration and 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.

The Migration Governance Needs Assessment (2018) carried out by IOM in the ten island states of the Commonwealth Caribbean, highlights the limited integration of human mobility issues in climate change and disaster plans and strategies. The identified limitations of available data and evidence must as such be factored in as countries require adequate information to plan their interventions.

Furthermore, the *Global Compact for Safe, Orderly and Regular Migration*, adopted by a majority of IOM Member States in 2019, defines a set of objectives that include minimizing the adverse drivers and structural factors that compel people to leave their country of origin (Objective 2) - paying specific attention to natural disasters, the adverse effects of climate change, and environmental degradation - as well as collecting adequate and reliable data as a basis for the development of evidence-based policies (Objective 1).

The prevalence of different forms of mobility (often characterized as migration, displacement and planned relocation since the adoption of the Cancun Adaptation Framework in 2010), depend on the interaction between the different migration drivers and the prevalent macro, micro and meso conditions in place. From a human security perspective, it is important to put into perspective the implications of these forms of mobility. On one hand, migration, displacement and planned relocation may enhance the vulnerability of mobile communities in terms of losses of goods and livelihoods, vulnerability to new hazards, loss of identity and others. However, where certain conditions prevail and adequate frameworks are in place, human mobility may entail positive outcome in terms of reducing threats such as through the use of remittances, well designed evacuation processes, diversification of incomes and reducing exposure to hazards through planned relocation. This requires the adoption of adequate policy frameworks that reduce harm and enable a positive contribution of mobility to adaptation.

IOM is implementing a Joint Programme (JP), aligned to the UN's Global Socio-Economic Response to COVID-19 and the Eastern Caribbean Multi Sectoral Response Plan for COVID-19, that will contribute, through the promotion of the human security approach, to address the challenges that COVID-19 exposes in relation to environmental migration and disaster displacement in the Eastern Caribbean. Through the application of the

Headquarters:

17 route des Morillons • C.P. 71 • CH-1211 Geneva 19 • Switzerland

Tel: +41.22.717 91 11 • Fax: +41.22.798 61 50 • E-mail: hq@iom.int • Internet: <http://www.iom.int>

human security approach, the JP will address a multidimensional ongoing challenge in an interlinked manner (COVID-19, disaster and climate change and displacement) and through a multi-partner approach with the OECS Commission and other regional institutions, national governments, communities, and other stakeholders to ensure that no one is left behind. The beneficiary states are Anguilla, Antigua and Barbuda, the British Virgin Islands, Commonwealth of Dominica, Grenada, Guadeloupe, Martinique, Montserrat, Saint Kitts and Nevis, Saint Lucia and Saint Vincent and the Grenadines.

The International Organization for Migration (IOM) will focus on the Improved policy coherence at the national level in the Eastern Caribbean on the different forms of human mobility (migration, displacement and planned relocation) in contexts of disasters and climate change for a stronger integration of the human security approach and the COVID-19 response.

Under the overall guidance of the Regional Thematic Specialist for Migration, Environment and Climate Change, and the direct supervision of IOM Dominica's Head of Office and Project Manager, the Consultant will be responsible for 1. the development of an assessment tool to incorporate the human security framework and focus on human mobility in contexts of disasters and climate change and its related threats and 2. the use of the approved tool to assess the policy and legal system of the 11 countries and territories of the OECS.

5. Organizational Department / Unit to which the Consultant is contributing:

Migration, Environment and Climate Change : Promoting a human security approach to disaster displacement and environmental migration policies integrating the COVID-19 pandemic response in the Eastern Caribbean (NC.0076)

6. Category B Consultants: Tangible and measurable outputs of the work assignment

1. **First deliverable** – The production and endorsement of an assessment tool on the integration of human security in environmental migration and disaster displacement policies and mechanisms.
- *Deliverable by 31 July 2022*
2. **Second deliverable** – The production of 11 draft assessment reports based on informed conversations with national and regional stakeholders and experts using the approved assessment tool. - *Deliverable by email by 31 October 2022*
3. **Final deliverable** – The validation of the 11 assessments by project partners and national and regional authorities including the integration of received comments in the final documents. —
Deliverable by 31 December 2022

7. Performance indicators for the evaluation of results

- Satisfactory completion of tasks indicated in these ToR
- Initiative and planning for the data cleaning and data analysis
- Quality of the desk research as well as the datasets/ data assessments.

8. Education, Experience and/or skills required

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- Master's degree in Migration Studies, Economics, Statistics, International Relations, Environmental or Social Sciences, Development or Policy Studies, International Affairs, or a related field from an accredited institution.

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.

Other:

- 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.
- Vacancies close at 23:59 Eastern Caribbean time on 19 May, 2022.
- No late applications will be accepted.

How to apply:

Interested candidates should send their resume, including a track record of publications on migration, environment and climate change (maximum 2 pages excluding publications), a brief statement of interest (maximum 1 page) and proposed fees to (iomdominica@iom.int) by 19 May 2022. Candidates will be selected based on experience in human security and environmental migration and relevant language skills. Only shortlisted candidates will be contacted.

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