



## **Call for Applications**

ROWCA-HR-24-002-CFA

### **Consultancy Mapping of Bissau Guinean diaspora organizations based in Cabo Verde and Senegal**

**Organizational Unit :** LMI  
**Duty Station :** Bissau, Guinea-Bissau  
**Type of Appointment:** Consultancy  
**Duration :** 3 months  
**Closing Date :** 15-May-24

#### **1. Project Context and Scope:**

IOM works with its partners to support effective migration management and governance upholding the rights of migrants; improve knowledge on migration issues; encourage social and economic development through migration; uphold the human dignity and well-being of migrants.

Among its areas of intervention, IOM Guinea-Bissau implements a three-year project entitled PROMOTING INTRA-REGIONAL LABOUR MIGRATION FOR LOCAL DEVELOPMENT IN WEST AFRICAN COUNTRIES to enhance socio-economic growth and mobility for youth in rural and border regions of The Gambia, Senegal, Guinea-Bissau, and Guinea.

This initiative leverages the achievements of the "Youth, Diaspora and Local Authorities for Integrated Employment Promotion and Irregular Migration Combat" (YDLA) and the "Support for Local Economic Development" (SLED) projects, implemented by IOM from 2018-2021 with the support of the Italian Agency for Development Cooperation's (AICS).

The focus of the on-going project is on addressing youth unemployment and irregular migration by fostering socio-economic development and regional mobility. This involves advocating safe and regular mobility, balancing labor supply and demand, and creating youth employment opportunities in strategic sectors.

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#### **Headquarters:**

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According to the Directorate General for the Communities of the Ministry of Foreign Affairs, the country lacks a regulatory framework that encourages the active and organized participation of the diaspora in the national development. IOM with the Ministry of Foreign Affairs and the Diaspora will carry out a mapping of diaspora organizations in Cabo Verde and Senegal. The mapping will support key initiatives that seek to enhance the Ministry's engagement with diaspora for the country's development.

With this three-year project, IOM proposes to enhance the socio-economic development and intra-regional mobility of the four countries' rural areas through youth-driven programs.

Specifically, IOM will address safe mobility within and across the countries, matching labour demand and supply to support youth employment and income generation, by achieving the following outcomes:

- 1. Governments adopt evidence-based policies and strategies in labour migration governance.**
- 2. Youth across countries find job opportunities in identified strategic economic sectors, especially those in rural and border-areas.**

To achieve the result of the first outcome the consultant will have to conduct a mapping of Bissau Guinean diaspora organizations based in Cabo Verde and Senegal, with a specific focus on their areas of expertise. The report will also be essential to conduct related activities of the project that seek to involve diaspora members as actors of development, such as conducting entrepreneurship trainings and coaching sessions for beneficiaries; and strengthen different value chain networks and cooperatives.

The general objective of the study is to conduct a mapping of Bissau Guinean diaspora organizations living in Cabo Verde and Senegal with a specific focus on their areas of expertise.

#### **SPECIFIC OBJECTIVES:**

- Understand the composition and distribution (education, qualification, occupation, sex, age, number, geographic location, membership, etc) of the Bissau Guinean diaspora organizations and associations based in Cabo Verde and Senegal, including a specific analysis on gender and youth.
- Identify specific diaspora organizations in the target countries that contribute or wish to

contribute to their country of origin - Guinea-Bissau (type of contribution, sectors).

- Identify partnership/cooperation between the diaspora organizations and other local actors active in Guinea-Bissau development (interest of the diaspora to cooperate with these other actors - NGOs, local authorities, companies, etc.) and enhance the quality of existing partnerships.
- Identify the challenges that diaspora organizations face to contribute to the socio-economic development of the country.
- Craft recommendations for the Government on the basis of the mapping, highlighting needs and opportunities identified for diaspora engagement.
- Elaborate a diaspora engagement strategy to include diasporas into the design and implementation of local development planning.

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

Labour Migration Division - Migration for Development Programme: *PROMOTING INTRA-REGIONAL LABOUR MIGRATION FOR LOCAL DEVELOPMENT IN WEST AFRICAN COUNTRIES* (LM.0516).

## 6. Category B Consultants: Tangible and measurable outputs of the work assignment (*with realistic delivery dates*)

*Category B Consultant hired to deliver a report on a four-instalment payment basis:*

- 1) Inception report highlighting the findings from desk research and the methodological tools for data collection (including surveys) - **First instalment payment - Deliverable by email by 27 May 2024.**
- 2) First draft of the assessment and of the diaspora engagement strategy – **Second instalment payment - Deliverable by email by 12 July 2024.**
- 3) Second draft of the assessment and of the diaspora engagement strategy – **Third instalment payment - Deliverable by email by 26 July 2024.**
- 4) Final draft of the assessment, including an executive summary and a Power Point presentation of the findings - **Fourth and Final payment (no less than 25% of overall contract value) – Deliverable by email by 2 August 2024.**

## 7. Performance indicators for the evaluation of results

Quality of services delivered in accordance with Terms of Reference.

- Number of deliverables.

- Number of interviews.
- Compliance with deadlines.

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

### EDUCATION

- Advanced university degree in economics, demography, social or political sciences, or an equivalent combination of education and work experience.

### EXPERIENCE

- Minimum 5 years of experience in researching, collecting, and analyzing data and information on migration themes, including migration, development and diaspora.
- Ability to provide technical advice and recommendations on diaspora engagement strategies and tools in their countries of origin.
- Ability to prepare quality, technically correct reports, and publications with relevant conclusions.
- Good knowledge of migration issues internationally.
- Excellent analytical and writing skills.
- Good interpersonal skills and communication and protection of the data collected.
- Ability to work independently.
- Personal commitment, efficiency and desire to achieve results.
- Proficiency in French and Portuguese
- Excellent written English or French

## 9. Travel required

Travel to Cape Verde and Senegal to engage with Bissau Guinean Diaspora organisations and key informants is planned.

## 10. Competencies

### Values

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- **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.

- **Courage:** demonstrates willingness to take a stand on issues of importance.
- **Empathy:** shows compassion for others, makes people feel safe, respected and fairly treated.

#### 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 actions and delegated work.
- **Communication:** encourages and contributes to clear and open communication. Explains complex matters in an informative, inspiring and motivational way.

#### **How to Apply:**

Interested candidates are invited to submit their applications via email to [recrutementdkr@iom.int](mailto:recrutementdkr@iom.int) indicating "ROWCA-HR-24-002-CFA" on the subject line, by 15 May 2024.

IOM only accepts applications with a cover letter not more than one page specifying the motivation for the application as well as a detailed resume/CV.

Only shortlisted candidates will be contacted.

Posting Period:

**From 1-mai-24 to 15-May-24**