



OPEN TO INTERNAL AND EXTERNAL CANDIDATE

Reference No. : **CFCV/MZ10/2023/007**
Position Title : **Labour Migration Expert Consultant**
Duty Station : Maputo, Mozambique
Organization Unit : Labour Mobility & Social Inclusion (LMI)
Classification : **Consultancy, Category B**
Type of Appointment : Consultancy Contract, 08 (eight) months.
Report to : Labour Mobility & Social Inclusion (LMI) Focal Point
Estimated Start Date : As soon as possible
Closing Date : **17 March 2023**

IOM is committed to a diverse and inclusive environment. This is a request for Curricula / expression of interest for the position of **Labour Migration Expert Consultant**. The successful candidate will be offered a Consultancy Contract.

CONTEXT:

Mozambique is a country of origin, transit and destination of migration and most Mozambicans who migrate looking for new and better work and business opportunities are youth with low levels of education. Labour migration has been increasingly playing a significant role in the development of the Southern Africa region, including Mozambique. Mozambique is a country of origin and transit for migrant workers, mainly to South Africa. In addition, cross-border migration, and migration to Mozambique, as well as of Mozambicans to other countries, presents an opportunity to leverage labour migration as a driver of development. In line with the International Convention on the Protection of the Rights of All Migrant Workers and the Members of their Families, to which Mozambique is a signatory, and the SADC Labour Migration Action Plan (2020–2025) adopted at the 2020 SADC Ministerial and Social Partners, Employment and Labour Sector Meeting held in Dar Es Salaam, United Republic of Tanzania IOM will support the Government of Mozambique to implement the priorities in this action plan including data collection, bilateral and multilateral coordination, portability of social benefits, remittances, protection of the rights of migrant workers, ethical recruitment and corporate social responsibility.

While these movements can pose challenges, especially for vulnerable migrant workers, governments and organizations are increasingly acknowledging the mutual benefits of well-managed labour migration. Higher incomes, remittances, skills development and new business linkages are some of the benefits that can accrue to migrants and sending countries, while

receiving countries can enjoy a larger workforce and human capital stock. The Government of Mozambique (GoM) recognizes that employment and labour are critical for the country's economic progress and eradication of poverty. In this context, the Government of Mozambique has requested IOM for technical support to develop a National Labour Migration Policy.

The International Organization for Migration (IOM) aims to support the Ministry of Labour, Employment and Social Security (MITESS) towards development of National Labour Migration Policy. The overall objective will be achieved through the following three outcomes: The Government of Mozambique (GoM) demonstrates increased capacity on labour migration management; GoM bilateral engagement on labour migration management with a country of destination is strengthened including the development of a bilateral labour agreement guidelines and model; and GoM has improved the implementation of the national labour migration policy through the development of the national labour migration policy action plan.

This national labour migration project is designed to complement the Southern Africa Migration Management Project under objective 1: Improved policy environment for labour migration across the region and improved access to legal and efficient means of labour mobility for (prospective) labour migrants. The programme is aligned with the SADC Labour Migration Plan (2020 – 2025) as revised in 2020 and it is geared to support the implementation of labour migration action plan in the SADC Member States.

Objective: The overall objective of this assignment is to support the MITESS towards developing Labour Migration Policy and Action Plan.

The specific objectives of the assignment are as follows:

- To conduct an in-depth analysis of existing legislation, policies, institutional structures, and coordination mechanisms pertaining to labour migration in Mozambique and to provide recommendations in line with international good practices; and
- To develop the Labour Migration Policy and f action plan to operationalize the labour migration policy in Mozambique.

Under the overall supervision of the Head of Migration Management Unit in Mozambique, the direct supervision of the Labour Mobility & Social Inclusion (LMI) Focal Point in Maputo and the SAMM Regional Project Coordinator based in IOM Pretoria, and in close coordination with the Deputy Chief of Mission in Mozambique, the consultant will work closely with MITESS and other relevant key stakeholders to carry out this assignment. The IOM Thematic Specialists on Labour Mobility and Human Development based in Pretoria, IOM HQ colleagues and SAMM CTA + ILO Senior Labour Migration Specialist based in Pretoria will provide technical guidance to the consultant.

RESPONSIBILITIES AND ACCOUNTABILITIES

- 1) Develop an overall work plan inclusive of methodology and make the necessary adjustments as per the comments to be provided.

- 2) Preparatory work be undertaken before the SAMM country dialogue and can serve as input into the dialogue.
- 3) Presentation on the development of the labour migration policy in the SAMM country dialogue, including a workplan and discussion on the way forward.
- 4) Conduct a comprehensive stakeholder's analysis to identify key role players responsible for labour migration management.
- 5) Assess labour migration policies, practices, structures, legislation, and coordination mechanisms in Mozambique.
- 6) Present the workplan at the SAMM country level dialogue.
- 7) Lead the process of the development of the National Labour Migration Policy and Action Plan based on current available data and information in close coordination with the TWG and in collaboration with the SAMM international labour migration policy development team.
- 8) Conduct a two-day capacity building workshop with relevant stakeholders on Labour Migration Management, including the development of labour migration policies.
- 9) Facilitate a three-day stakeholders' workshop on the revision of national labour migration policy action plan.
- 10) Present, participate, and provide expert advice in technical working group (TWG) meetings and workshops with relevant government representatives and other key stakeholders from Mozambique.
- 11) Undertake duty travel as necessary to complete the above-mentioned tasks.
- 12) Perform such other duties pertaining to this assignment as may be assigned by MITESS and IOM.

The Labour Migration Management Assessment (LMMA) should include the following elements:

1. Data Collection and Analysis:
 - Identify and take stock of existing data sources available on labour migration from internal sources in Mozambique, being provided with all the relevant data by relevant stakeholders who play a role or have interest in labour migration.
 - Analyse data collected to gauge the coherence and compatibility of data collection mechanisms to give a better overview of the current situation of labour migration into and from Mozambique.
 - Assess the availability of data and data sources as well as the credibility of existing data to be able to ascertain the means and feasibility of bilateral agreements for the placement and matching of Mozambican workers into labour markets.
2. Institutional Structures and Inter-institutional Collaboration:
 - Analyse the roles and responsibilities of existing institutional structures responsible for managing labour migration in Mozambique, including the scope, and functioning of inter-ministerial and inter-institutional collaboration.

- Provide recommendations on how to improve these structures and coordination mechanisms.
3. National Legislative Basis and International Norms:
- Analyse current national legislation regarding the departure of national workers for employment opportunities abroad to identify potential gaps.
 - Examine existing bilateral and multilateral labour agreements involving Lesotho and to what extent such agreements are being implemented in an effective manner.
 - Ascertain the extent to which legal provisions prescribed in international conventions are in place and functioning, and where ratification has not taken place, assesses the obstacles and requirements for ratification. Focus on any obstacles in the national legislation preventing access to employment.
4. Regional Context:
- Examine good practices and lessons learned vis-à-vis labour migration in other countries in Southern Africa that have draft labour migration policies as well as those farther (e.g., the Namibia, Lesotho, Zimbabwe, and others) and assess their applicability to the specific context in Mozambique.
 - Explore the extent to which labour migration policies, practices, structures, and legislation in Mozambique are in line with AU and SADC policy frameworks (e.g., AU Migration Policy Framework and Common Position on Migration and Development) and make recommendations accordingly.

Deliverables:

- A. National Labour Migration Policy Action Plan:
- A typed final version of the Action Plan must be between 12 and 15 pages, providing guidelines to the GoM on operationalizing the National Labour Migration Policy.
 - The action plan will include the following components:
 - Executive Summary
 - Introduction
 - Strategic Objectives
 - Gaps and Challenges
 - Priority Areas of Intervention
 - Stakeholder Roles and Responsibilities
 - Timeframe
 - Required Resources
 - Conclusion

The following annexes should be attached to the final documents:

- a. All notes from meetings with stakeholders, including a list of all respondents in consultations, interviews, and other meetings.
- b. All available statistics gathered in the course of the data/information collection and assessment process.
- c. All references and sources consulted.
- d. Any other material relevant to the assignment.

Reporting Arrangements:

The international consultant will report to the IOM Project Coordinator with regular coordination with the TWG and the focal points from MITESS.

The consultant will be required to engage in monthly calls with the IOM regional Project Coordinator and Programme Manager. Brief written bi-monthly progress reports will be submitted to IOM on the last day of each second month, starting from 20 March 2023, making a total of four progress reports (as indicated below).

Bi-Monthly Progress Reports	Date
Progress Report 1	30 April 2023
Progress Report 2	30 June 2023
Progress Report 3	31 August 2023
Progress Report 4	31 October 2023

EDUCATION

- Advanced university degree in statistics, economics, demography, and/or social sciences.

EXPERIENCE

- Minimum of 10 years of relevant professional experience in academia, research institutes, think tanks, governmental, inter-governmental, or non-governmental organizations.
- Proven previous working experience consisting of substantial involvement in assessments, evaluations, and/or reviews in related areas.
- Working experience with senior officials within government, inter-governmental, and non-governmental organizations.

SKILLS

- Full computer literacy, including familiarity with research and statistical tools.
- Proven capacity to supervise and coordinate all administrative and technical aspects of the consultancy.

- Demonstrated ability to work in a multicultural environment and establish harmonious and effective relationships.
- Extensive knowledge of labour migration, labour exporting and circular migration.

LANGUAGES

- Excellent written and spoken English.

REQUIRED COMPETENCIES

The incumbent is expected to demonstrate the following values and competencies:

VALUES - All IOM staff members must abide by and demonstrate these five values:

- Inclusion and respect for diversity: Respects and promotes individual and cultural differences. Encourages diversity and inclusion.
- Integrity and transparency: Maintain 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.

Other

Any offer made to the candidate in relation to this vacancy notice is subject to funding confirmation.

How to apply

Interested candidates are invited to submit their applications in **ENGLISH**, with:

- Technical proposal, not more than 5 pages comprising conceptual framework, detailed methodology, workplan, letter of motivation describing the consultant's suitability for the assignment, curriculum vitae, example of similar works and three professional referees; and
- Financial quotation/proposal relating to this assignment in USD.

Please submit your application by email to iommzbvacancies@iom.int , indicating your name and the reference code above **[Name, CFCV/MZ10/2023/007 – Migration Labour Expert Consultant]** as subject. The deadline for applications is **17 March 2023**.

Only applicant who meets the above qualification will be considered.

No Fees:

IOM does not charge a fee at any stage of its recruitment process (application, interview, processing, training, or other fee). IOM does not request any information related to bank accounts.

Posting period:

From 02.03.2023 to 17.03.2023