



TERMS OF REFERENCE

Monitoring Framework and Scorecard on the Implementation of the Free Movement of Persons (FMP) Protocol in Africa

FOR THE CONSULTANCY CONTRACT OF DEVELOPING MONITORING FRAMEWORK AND SCORECARD ON THE IMPLEMENTATION OF THE FREE MOVEMENT OF PERSONS (FMP) PROTOCOL IN AFRICA

1. **Duty Station of the Consultancy:** Homebased with travel to Ethiopia if required
2. **Duration of Consultancy:** 3 months (90 Days)
3. **Nature of the consultancy:** Level 3 Consultancy: Development of Monitoring framework and Scorecard assessment on Free Movement of Persons (FMP) protocol in Africa
4. **Project Context and Scope:** The International Organization for Migration (IOM) Special Liaison Office to the African Union (AU) and United Nations Economic Commission for Africa (UNECA), has for several decades partnered with the AU Commission in addressing mutual priorities on migration in Africa. Both organizations advocate for the role of migration in the continent's development and integration agenda, and the subsequent need to enhance migration governance for safer, more orderly and humane migration practices. In this regard, IOM works closely with various AUC departments, including Health, Humanitarian Affairs and Social Development (HHS), Political Affairs, Peace and Security (PAPS), Economic Development, Trade, Industry and Mining (ETIM) and the Citizens and Diaspora Directorate, among others, for the advancement of migration discourse and strategic policy development and programming in the Continent.

Since 2016, IOM has been collaborating with the AUC HHS on its continent-wide initiative to facilitate free movement of persons in Africa, particularly through the popularization of the Protocol to the Treaty Establishing the African Economic Community Relating to the Free Movement of Persons, Right of Residence and Right of Establishment- also known as the Free Movement of Persons Protocol (FMP). The FMP Protocol was adopted in 2018 with 32 Member State signatories and is defined as *“the right of nationals of a Member State to enter, move freely and reside in another Member State in accordance with the laws of the host Member State and to exit the host Member State in accordance with the laws and procedures for existing that Member State”*. This flagship programme of the African Union is pivotal to the aspirations for

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Continental integration as postulated in Agenda 2063 – Africa’s blueprint for transforming the Continent and delivering on its goal for inclusive and sustainable development.

With funding from the Swedish International Development Cooperation Agency (SIDA), IOM and the AUC are collaborating on a project aimed at contributing to the efforts of the AUC in accelerating the ratification of the Protocol Establishing the Free Movement of Persons, Right of Entry, Right of Residence and Right of Establishment Protocol (FMP). In this regard, the purpose of this consultancy will be to conduct an in-depth assessment on the status of free movement of persons in Africa, which will be comprised of two components:

1. Develop a monitoring framework and a series of accompanying indicators that address all components of continental free movement of persons and Member States level of implementation, paying particular attention to gender and age considerations. The framework should include clear scoring criteria for each indicator, identification of key national or regional legislation, processes/procedures, along with opportunities to provide narrative accounts of achievements or lack thereof. The framework will also form part of a monitoring plan.
2. Methodically evaluate each Member state against the approved framework that represents the status quo on implementation of continental free movement of persons and develop an analytical scorecard report paying particular attention to these **four categories; 1) Countries who have ratified and their preparedness for the implementation of the protocol; 2) Countries who are signatories to the protocol but have not ratified and 3) Countries who have neither signed nor ratified the protocol; 4) the State of Play of countries’ implementation of the different FMP phases (right of entry and abolition of visa requirements, right if residence and right of establishment) even where they have not ratified the protocol.**

The report will provide recommendations on what is required for Member States to fast-track ratification of the FMP protocol and readiness for FMP implementation, highlight capacity support based on findings of this evaluation, including identification of specific issues as it relates to each Member State and areas for targetted support by the AUC and IOM.

Overall, this consultancy will conduct an in-depth baseline assessment and review on the status of each category of countries, and provide recommendations on how to engage them in view of the full ratification and implementation of the protocol for the continent. This consultancy will lay the foundation for several other activities in the IOM-AUC project and will, therefore, prioritise providing clear benchmarks from which the project can measure influencing, advocacy, and policy effectiveness. This consultancy will also aid in identifying specific opportunities for ‘*quick wins*’ on advancing FMP protocol ratification and implementation. It is envisaged that this framework would be updated over time to monitor overall implementation results and achievements. Finally, the consultancy will ensure that gender and age are cross-cutting themes that will be analysed throughout the development of the framework and the subsequent

evaluation.

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

IOM Special Liaison Office Addis Ababa (UNECA Unit)

6. Tangible and measurable outputs of the work assignment:

The consultant will deliver on the following:

- a. One **inception report** with the set of tools and methodologies to be used, as well as key sources to be consulted, with a timeframe for data collection, analysis and reporting.
- b. A **monitoring framework with associated indicators** and a **monitoring plan** for measuring policy effectiveness.
- c. A **comprehensive scorecard report** sectioning countries within the proposed categories, with an indepth analysis highlighting recommendations, way forward and areas for capacity building, in line with envisioned implementation of the free movement of persons protocol in Africa.

7. Performance indicators for the evaluation of results

The consultant is expected to initiate and complete the work within **(90) calendar days** after signing of the contract, as detailed below:

Deliverable	Outputs	Timelines	
A	Inception Report with a with the set of tools and methodologies to be used, as well as key sources to be consulted, with a timeframe for data collection, analysis and reporting	1 Week After Signing Contract	20%
B	Monitoring and evaluation framework with a series of accompanying indicators that address all components of the FMP and a monitoring plan to gauge level of implementation over time.	1 Month After Signing Contract	30%
C	Comprehensive scorecard report: a baseline assessment and develop first draft of the report based on identified and discussed categories. Weekly meetings report.	2 Months After Signing Contract	50%
	Finalization of all documents- monitoring framework and plan and scorecard report.	Within the 3rd Month of signing Contract	
Total: 90 Days			100%

8. Required Skills and Education

The Firm should have extensive (15 years +) in working in Africa and specifically working with the African Union or its member states.

The Firm is also expected to have the following experts to undertake and deliver on the outputs.

S.no	Key Staff Position	Specific Qualifications
1.	Lead Coordinator	<ul style="list-style-type: none"> • Advanced University Degree in one or more of the following fields: social science, political science, development studies, demography and statistics; • Knowledge and understanding of issues of migration, human capital development, security, mobility, trade, and integration in Africa, and relevant stakeholders; • At least 10 years of work experience in international development involving data, critical analysis and research. • Demonstrated analytical, planning, organizational and advisory skills; • Skills in writing reports and reviews, delivering presentations and defending recommendations • Excellent communication skills including fluency in written and spoken English. Working knowledge of French is required; • Strong computer skills and analytical skills with ability to write and review technical documents/reports, conduct interviews as part of background research and draft guidelines • Ability to work under pressure with tight deadlines; • Experience in a similar research capacity, and in synthesis and preparation of strategic information for decision-makers; • Knowledge and experience working with the African Union Commission, RECs and African Member States. • Proven track record to work in a multi-cultural and multi-disciplinary environment is necessary
2.	Senior Researcher	<ul style="list-style-type: none"> • Advanced University Degree in one or more of the following fields: social science, political science, development studies, demography and statistics; • Knowledge and understanding of issues of migration, human capital development, security, mobility, trade, and integration in Africa, and relevant stakeholders;

		<ul style="list-style-type: none"> • At least 7 years of work experience in international development involving data, critical analysis and research. • Demonstrated analytical, planning, organizational and advisory skills; • Skills in writing reports and reviews, delivering presentations and defending recommendations • Excellent communication skills including fluency in written and spoken English. Working knowledge of French is required; • Strong computer skills and analytical skills with ability to write and review technical documents/reports, conduct interviews as part of background research and draft guidelines • Ability to work under pressure with tight deadlines; • Experience in a similar research capacity, and in synthesis and preparation of strategic information for decision-makers; • Knowledge and experience working with the African Union Commission, RECs and African Member States. • Proven track record to work in a multi-cultural and multi-disciplinary environment is necessary
3.	Researcher	<ul style="list-style-type: none"> • Advanced University Degree in one or more of the following fields: social science, political science, development studies, demography and statistics; • Knowledge and understanding of issues of migration, human capital development, security, mobility, trade, and integration in Africa, and relevant stakeholders; • At least 5 years of work experience in international development involving data, critical analysis and research. • Demonstrated analytical, planning, organizational and advisory skills; • Skills in writing reports and reviews, delivering presentations and defending recommendations • Excellent communication skills including fluency in written and spoken English. Working knowledge of French is required; • Strong computer skills and analytical skills with ability to write and review technical documents/reports, conduct interviews as part of background research and draft guidelines • Ability to work under pressure with tight deadlines; • Experience in a similar research capacity, and in synthesis and preparation of strategic information for decision-makers; • Knowledge and experience working with the African Union Commission, RECs and African Member States.

		<ul style="list-style-type: none"> • Proven track record to work in a multi-cultural and multi-disciplinary environment is necessary
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9. Travel required

Home Based with travel to Ethiopia, if required.

10. Competencies

The firm's experts are expected to demonstrate the following values and competencies:

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.

11. Interested Firms should submit their Technical and Financial Proposals.

A. Introduction to Firm

- Company profile
- Qualifications in the field of the assignment
- Technical and Management structure of the Firm

B. Description of the Approach, methodology, and Workplan

- Background

- Methodology
 - Workplan
- C. Team Composition & Task Assignments
- General qualifications, number of key staff and task assignments
 - Core Research Team
- D. Time Schedule for Professional Personnel
- E. Activity Work Schedule
- F. Annex 1: CVs, recommended technical expertise
- Project Director
 - Project Manager
 - Coordination and Technical Expertise