



Term of Reference (ToR)

The International Organization for Migration (IOM) is looking for a **qualified International Consultant to support the support the development of the National Action Plan (NAP) Global Compact for Safe, Orderly and Regular Migration (GCM)**

POSITION INFORMATION	
Position title	International Consultant to support the development of the National Action Plan for Global Compact for Safe, Orderly and Regular Migration (GCM)
Duty station	Home-based, with a travel to be scheduled in Dhaka, Bangladesh
Organizational unit	Migration Policy and Sustainable Development (MP&SD)
Appointment type	Consultant, 30 days over a period of 7 months
Reports directly to	Programme Officer, Migration Policy and Processes in coordination with the Head-Migration Policy and Sustainable Development
VACANCY-SPECIFIC INFORMATION	
Estimated start date	May 2023

Background

The Global Compact for Safe, Orderly and Regular Migration (GCM) was adopted at the Intergovernmental Conference in Marrakech, Morocco, and subsequently endorsed by the General Assembly in its resolution 73/195 of December 2018. The Global Compact sets out a cooperative framework for achieving safe, orderly and regular migration, including 10 overarching guiding principles and 23 objectives with attendant actions and a process for its implementation, follow-up and review, as well as guidance for support from the United Nations system.

According to the Department of Economic and Social Affairs of the Secretariat, the estimated number of international migrants is nearing 272 million. Over the past several decades, migration has become increasingly complex, due in part to political, environmental and socioeconomic changes in countries of both origin and destination. In this context, the GCM is based on the recognition that no single State can effectively govern migration without principled and effective international cooperation. The GCM creates a comprehensive 360-degree approach, and a common language, for discussing migration and provides tools for implementing well-governed migration policies.

Bangladesh is a major labour sending country with approximately 15 million nationals living abroad and the country being one of the top ten remittance recipients in the world. As a result of the importance of international migration to Bangladesh, the Government of Bangladesh has prioritized migration as a development strategy in the 8th Five Year Plan and has delineated a 10-Point agenda to promote overseas employment. In addition, to labour migration, Bangladesh faces multi-dimensional aspects of migration including climate-induced migration, returnee migrants and so on.

At the international forefront, Bangladesh has led the efforts for the GCM and was one of the first countries to have been identified as a GCM Champion country showcasing the recognition of the commitment and dedication to GCM implementation and review. In July 2019, the first ever national network-the Bangladesh United Nations Network on Migration (BDUNNM) was formed to support the GoB for GCM and broader migration related interventions. Following the GCM principle of the “whole of government” approach, the GoB also launched the Bangladesh Migration Compact Taskforce comprising of 15 ministries to look at migration related issues more holistically.

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IOM Offices and vehicles have smoke-free work environment.**

In line with national policy frameworks and strategies, the GoB, has committed to developing a National Action Plan (NAP) for GCM, reiterated through the “Pledging Initiative” at the International Migration Review Forum (IMRF) held in New York in May 2022. The International Organization for Migration (IOM), as the Coordinator and Secretariat for the BDUNNM, is providing technical support to the GoB to develop the GCM NAP. In this regard, IOM will commission a “GCM NAP Development Support Team” comprising an international consultant and a national individual consultant or national consultancy firm to support the development of the NAP.

IOM Project to which the Consultancy is contributing

The activity is being supported by the project “Improved Migration Governance and Climate Migration Engagement in Bangladesh”, implemented by IOM Bangladesh and funded by Migration Resource Allocation Committee (MIRAC).

Objectives of the consultancy

In line with the Implementation of the Global Compact for Safe, Orderly and Regular Migration: Guidance for governments and all relevant stakeholders¹, the main objective of this consultancy is to provide technical guidance and support to the development of the GCM NAP. The main responsibility of the International Consultant will be providing overall guidance to the process of development and validation of the GCM NAP, working in close coordination with the national consultancy firm.

Key Tasks of the Consultancy

The specific tasks of the assignment for the International Consultant are:

- To provide advice, and guide the initial planning phase of the assignment, including the development of the detailed work plan, in coordination with the national consultancy firm
- To provide technical support including the development of the detailed methodology of the assignment, materials for the desk review and programmes/policy frameworks for an in depth analysis, developing data collection tools to feed into the Inception Report
- To guide the development of the outline of the GCM NAP to be approved by the GoB including outlining concrete actions, results monitoring framework, and coordination mechanisms

To provide inputs to the draft version of the GCM NAP based on the approved outline

- To co-facilitate the national sharing and validation workshop to gather inputs on the draft NAP
- To finalize the GCM NAP based on the feedback from the national consultation and prepare a brief policy brief (not more than 5 pages in English)

Tangible and measurable outputs of the work assignment

- In coordination with the national consultancy firm, submit the Inception report to IOM Bangladesh
- Provide references and share good practices from global and regional levels to feed into the literature review process.
- Outline of the GCM NAP to be approved by the GoB
- Provide inputs to the drafting of the GCM NAP and in coordination with the national consultancy firm, submit the draft to IOM Bangladesh

¹ <https://migrationnetwork.un.org/gcm-guidance>; accessed on 26th February 2023

- Co-facilitate the national sharing and validation workshop to be held in Dhaka (in-person and would require travel) to gather inputs from multi-stakeholders on the draft GCM NAP
- Provide inputs to finalize the draft NAP based on the feedback from the consultation
- Developed policy brief (5 pages in English) summarizing the GCM NAP

Proposed Methodology for the assignment

The International Consultant will support the National Consultancy Firm in the development of the detailed methodology for their proposed activities through the following:

1. Primary Information: Support to data collection through Key informants' interviews and other participatory approaches.
2. Secondary information: Support to review of existing NAPs as case studies; relevant guidance documents, policies and related frameworks from regional and global levels.
3. All work submitted must be in line with the programme communication guidelines including IOM spelling list: IOM House Style Manual and IOM Brand Guidelines. Consultants are encouraged to request the guidelines before they start writing the report.

Deliverables

The following are the expected deliverables:

1. Final GCM NAP in English
2. Publishable report and policy brief summarizing the GCM NAP

Coordination and Reporting

The International Consultant will work under direct supervision of the Programme Officer-Migration Policy and Process and the overall guidance of the Head-Migration Policy and Sustainable Development. Satisfactory completion of the deliverables and final submission will be subject to approval of IOM. Coordination with IOM should be maintained through regular updates on work progress (either through email or virtual meetings), or as needed, submitted to IOM.

Duration/ Timeline

The total duration for this assignment is proposed to be approximately 8 months (30 days²).

Method of Application

Interested Candidates are invited to submit documents stated below by **24th April 2023** through e-mail to: faahmed@iom.int; CC: mruahmed@iom.int mentioning the "*CO/BD10-MPS/2023/010: International consultancy on National Action Plan for Global Compact for Safe, Orderly and Regular Migration*" in subject line. Please keep the attachment size under **9 MB**.

For any queries please write to smunir@iom.int and lfarjana@iom.int keeping CC to DhakaPL@iom.int

² This is suggested and the candidate may suggest as feasible.

Required Documents

the application package should include the following documents:

- i. **Consultant Profile:** CV of the expert including records on past experience in similar assignments and name of the references.
- ii. **Technical Proposal** with detailed methodology, tools, and work plan
- iii. **Financial Proposal** indicating the proposed number of the workdays for each task of the Consultancy and daily fee (in USD)
- iv. **Samples of previous work on similar assignments**

Required Qualifications and Experience

The consultant should have the following competence:

- i. Must be an expert who has completed minimum master's degree in public policy, Social Sciences, Migration Studies, International Development, International Relations or related field with at least eight years of relevant professional experience. PhD is an added advantage.
- ii. Advanced knowledge of migration and cross cutting issues
- iii. Solid experience in providing expert support in development of national action plans.
- iv. Sound knowledge and demonstrated capacity in designing the tools and methodology and developing national action plans.
- v. Demonstrated ability to draw lessons from relevant international, regional and national practices and processes.
- vi. Excellent presentation, oral and written communication skills.
- vii. Proficiency in English and good analytical, drafting skills.
- viii. Ability to deliver according to specified timeline while maintain quality of the output.
- ix. Strong organizational, analytical and writing skills.
- x. For Organization, need to submit updated legal business documents and should have above qualification, expertise and experiences.

The Proposal should be written in English.

Evaluation Criteria and Weight:

Criteria	Required areas	Score
Eligibility	a) Consultancy firm/ service provider should have minimum 5 years of relevant experience b) The key consultant must have 10 years of professional experience in the relevant field. c) Individual Consultant must have Master’s degree. PhD is an added advantage d) Consultancy firm/service provider need to be submitted the updated legal documents (Copy of Trade Licence, TIN and BIN Certificate)	PASS /FAIL
Technical Evaluation	a. Organization Profile ----- 10 b. Methodology -----20 c. Work Plan -----8 d. Sample of relevant work experience -----15 (consulting firm submit at least 3 sample works along with proposal) e. Expertise of Resource -----7 - Team Leader /Key Management expertise - Other resource expertise f. Client List of similar assignment done with– (at least 5 clients) -----10 [firm should share the list of clients of the following categories of organization - UN Organizations/ Diplomatic mission - INGO/Development Partners - International Organizations - Government /reputed Organization etc]	70
Financial Evaluation	Financial Proposal/ Cost of the Proposal	30
	Total Score	100

Any attempt for persuasion will be considered as a disqualification.

ONLY SHORT-LISTED ORGANIZATIONS/INDIVIDUALS WILL BE NOTIFIED.