



TERMS OF REFERENCE

1. **Duty Station of the Consultancy:** Home-Based

2. **Duration of Consultancy:** 1 year 30 July 2022 to 01 July 2023

3. **Nature of the consultancy:**

Category B – Development and implementation of the IOM–BMZ joint research on gendered reintegration experiences and gender-sensitive/responsive/transformational approaches to reintegration assistance.

4. **Project Context and Scope:**

Following the election of the new German federal government, the German Federal Ministry for Economic Cooperation & Development (BMZ) has adopted a feminist approach to development cooperation with a focus on gender and gender-related vulnerabilities. In the same year (2021), IOM and the Maastricht Graduate School of Governance of Maastricht University collaboratively conducted and published the study [“Comparative Reintegration Outcomes between Forced and Voluntary Return and Through a Gender Perspective”](#). Even though the reintegration of women and girls who were assisted to return to their countries of origin and their gendered reintegration experiences have gained more attention, important research gaps persist. Reintegration policies and programmes can benefit greatly from studies that approach gender as a relational issue, considering the experiences of women and girls, but also those of men, boys and people with diverse sexual orientation, gender identities and expressions, and sex characteristics (SOGIESC).

In this context, BMZ and IOM have agreed on joining their efforts to conduct a new study on gendered reintegration experiences and gender-sensitive/responsive/transformational approaches to reintegration assistance. The main objective of this research will be to identify good practices and to make concrete recommendations for policy and programming on the subject. In addition, derived objectives will focus on the assessment of the intersection of gender with relevant socio-economic aspects for the reintegration of migrants, such as: education, age, race/ethnicity, socioeconomic status and physical abilities. The study will result in a research report based on secondary and primary data analysis. The latter includes qualitative data collection by local consultants in five (5) target countries to be selected from a list of BMZ priority countries in West Africa, the Middle East and North Africa, Asia and the Western Balkans.

Headquarters:

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For this purpose, the IOM is recruiting a consultant to coordinate the preparation, development, implementation, publication and dissemination of the above-mentioned study. The consultant will work under the overall supervision of the Programme Manager of the EU-IOM Knowledge Management Hub (KMH) and direct supervision of the Research and Data Officer of the KMH, and in collaboration with other relevant colleagues at Headquarters and Regional and Country Offices.

A Technical Review Panel (TRP), composed of representatives from IOM and BMZ will oversee the overall implementation of this research project. Deliverables submitted by the consultant will be reviewed and validated by an Advisory Group composed of experts in the fields of migration, reintegration and gender.

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

The study will be coordinated under the Protection Division (PXD) of the Department of Programme Support and Migration Management (DPSMM), which provides protection and assistance to migrants in need, including trafficked persons, smuggled migrants with protection needs, (rejected) asylum seekers, migrants in irregular situations, stranded migrants, unaccompanied and separated migrant children, migrants subjected to violence, exploitation or abuse, and other migrants in vulnerable situations. Within PXD, the Return and Reintegration Unit oversees activities strengthening assisted voluntary return and reintegration frameworks in host countries, countries of transit and origin. These involve the review of current approaches and practices and the adoption of an integrated approach to migrant reintegration, with the objective of addressing the individual, community and structural levels, while also considering cross-cutting issues such as the promotion of gender, migrants' rights, partnership and cooperation.

As part of the Return and Reintegration Unit, technical support will be provided by the Knowledge Management Hub (KMH), which was established in September 2017 under the *European Union funded Pilot Action on Voluntary Return and Sustainable, Community-Based Reintegration*.

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

The consultant hired for the development, implementation, publication and dissemination of the research on gendered reintegration experiences and gender-sensitive/responsive/transformational approaches to reintegration assistance will work an estimated number of 100 working days, with a payment schedule as follows:

Inception phase from July to October 2022

1. **First deliverable:** inception report, including the proposed target countries, desk review and secondary data analysis – validated by the TRP
 - **First installment payment** – deliverable by email by 16 September 2022.
2. **Second deliverable:** expert roundtable, including presentation of the inception report. Finalization of the inception report based on the feedback received – validated by the TRP.

- **Second instalment payment** – deliverable by email by 14 October 2022.

Fieldwork phase from November 2022 to March 2023

3. **Third deliverable:** Fieldwork plan and qualitative data collection tools. Establishment and recruitment of a team of consultants in the target countries – validated by the TRP.
 - **Third instalment payment** – deliverable by email by 15 November 2022.
4. **Fourth deliverable:** Fieldwork report and data collected during fieldwork in target countries. Presentation of the fieldwork report during experts' roundtable – validated by the TRP.
 - **Fourth instalment payment** – Deliverable by email by 17 March 2023.

Final report phase from May to June 2023

5. **Fifth deliverable:** Final report based on the primary and secondary data analysis, including the identified gender-sensitive/responsive/transformational approaches and recommendations on gender and reintegration.
 - **Fifth instalment payment** – Deliverable by email by 5 May 2023.
6. **Sixth deliverable:** Dissemination of the final report at global and country levels, including global event and five (TBC) regional presentations.
 - **Sixth instalment payment** – Deliverable by 19 June 2023.

6. Performance indicators for the evaluation of results

Output 1: Inception phase

- Activity 1.1: Analyse and select the target countries for data collection.
- Activity 1.2: Establish an advisory group, composed of experts on migration, return, reintegration and gender.
- Activity 1.3: Conduct a review of the relevant literature to identify existing gender-sensitive/responsive/transformational approaches to reintegration assistance or in other areas related to development or humanitarian assistance in target countries and globally.
- Activity 1.4: Conduct a first round of interviews with key informants with relevant expertise in target countries and at the global level
- Activity 1.5: Conduct an analysis of quantitative Reintegration Sustainability Survey data, with a focus on sex-disaggregation in order to explore gendered experiences of returnees of different sexes.
- Activity 1.6: Produce an inception report based on the previous activities. Present the inception report during an expert roundtable.

Output 2: Fieldwork phase

- Activity 2.1 Support the recruitment of country level consultants
- Activity 2.2: Prepare a fieldwork plan, including approach, timeline and roles and responsibilities
- Activity 2.3: Develop the qualitative data collection tools
- Activity 2.4: Coordinate the qualitative data collection (in-depth interviews, focus group discussions etc.) by consultants based in target countries
- Activity 2.5: Support the identification of gender-sensitive/responsive/transformational approaches through interviews with reintegration and gender experts and practitioners from International Organisations, NGOs, government and development agencies, and academic institutions in target countries

Output 3: Final report

- Activity 3.1: Analyse all the collected information applying a gender perspective
- Activity 3.2: Identify the gender-sensitive/responsive/transformational approaches in the field of reintegration or that can be applied to it
- Activity 3.3: Formulate practical and operational recommendations on gender and reintegration.
- Activity 3.4: Presentation of the final report
- Activity 3.5: Support the dissemination of the final report at the global and local level

**Activities across outputs, such as coordination with the TRP and other tasks relevant to the assignment may be allocated as needed.

7. Education, Experience and/or skills required

Education

- PhD in Social Sciences, Social Anthropology, Development Studies, Political Sciences, Gender studies, or a related field from an accredited academic institution with 2 years of relevant experience; or
- Master's degree in one of the above fields with 6 years of relevant professional experience; or
- Bachelor's degree in one of the above fields with 8 years of relevant professional experience

Experience

- Experience in designing and conducting qualitative and quantitative research studies.
- Experience in coordinating data collection across countries.
- Experience working on migration issues, preferably in the context of return and reintegration
- Strong understanding of gender issues.
- Knowledge of migrant vulnerabilities and protection issues.
- Strong communication and writing skills in English.

Languages

IOM's official languages are English, French and Spanish. For this position, fluency in English is required (oral

and written). Knowledge of French will be considered an asset.

8. **Travel required**

Travel to research target countries may be required.

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.