



IOM International Organization for Migration  
OIM Organisation Internationale pour les Migrations  
OIM Organización Internacional para las Migraciones

## **Terms of Reference**

### **1. Nature of the consultancy: Conduct a study on green jobs and nature-based livelihoods opportunities at origin and destination areas within The Gambia**

**Objective:** The overall objective of the project titled, “Building Evidence and Enhancing Capacity to Formulate Policy Responses on Environmental Migration in The Gambia,” is to contribute to evidence-based policies to better address environmental migration-related challenges in The Gambia. The overall objective of the Study is to identify green jobs and nature-based livelihood opportunities within The Gambia which would further assist the target audience in designing climate resilient livelihood strategies and employment schemes. The consultant, through a gender lens, will provide recommendations for policy guidelines and implementation based on the findings from the Study.

**Target Audience:** Ministry of Environment, Climate Change and Natural Resources (MECCNAR); Ministry of Trade, Industry, Regional Integration and Employment (MoTIE), National Climate Secretariat, National Disaster Management Agency (NDMA); National Environment Agency; Ministry of Fisheries and Water Resources; Department of Physical Planning; Ministry of Agriculture; The University of The Gambia, Ministry of Youths and Sports – National Youth Council.

### **2. IOM Project to which the Consultancy is contributing: Building Evidence and Enhancing Capacity to Formulate Policy Responses on Environmental Migration in The Gambia**

**Background:** The Gambia has experienced a gradual increase in out-migration as well as internal urbanization over the span of several decades. The peak of urbanization took place between 1993-2010 and the trend has since continued upwards, with migrants from all regions traveling to two key urban centres within The Gambia. According to the Government of The Gambia, climate change and environmental degradation-induced migration, particularly from rural to urban areas, is showing an increase in rate and distribution of geographic coverage. This analysis adds to the anticipated risks climate change and environmental degradation will pose to the livelihoods of a large portion of the Gambian population.

While the Government of The Gambia has taken steps to put in place a comprehensive migration governance architecture and climate change policy, there remains a gap between the two focal points. This project, therefore, will contribute to evidence-based policies to better address environmental migration-related challenges in The Gambia. The two main areas of focus for the project will be on generating knowledge on climate and environment vulnerabilities, associated movements/displacements, and existing adaptation measures; and building capacity of national/local government authorities to utilize the generated knowledge to respond to environmental migration-related challenges.

The study in question for this consultancy will be for a duration of three months. It will build off of an additional study within the scope of this project which focuses on vulnerabilities caused by climate change, existing adaptation practices and mobility impacts of environmental degradation and climate change.

The consultant is responsible for conducting a study that identifies green jobs and nature-based livelihood opportunities at both origin and destination areas. The study should pay particular attention to gender-related economic vulnerabilities and challenges, and should aim to be gender sensitive when proposing recommendations for policy guidelines and implementation to relevant target audience members.

Both studies will contribute to capacity building efforts for national and local area government authorities as well as relevant development partners.

### **3. Tasks to be performed under this contract:**

- Organize an introductory meeting with key stakeholders;
- Develop the research methodology and workplan to be implemented, which will be included in the inception report and give due consideration to the need of conducting the study through a gender lens;
- Create research materials based on the type of information required for the Study i.e interview questionnaires, field assessment guidelines, etc.;
- Carry out Desk Review existing National Documents on Climate change adaptation and Livelihoods
- Facilitate field and stakeholder interviews;
- Present key findings to and conduct a validation with relevant stakeholders;
- Revise the study and integrate any feedback received during the validation meeting(s) with relevant stakeholders;
- Produce a final draft of the Study and provide recommendations through a gender lens for policy guidelines and implementation.

#### **4. Tangible and measurable output of the work assignment:**

- Inception meeting with identified key stakeholders
- Inception report summarizing key discussion points of the introductory meeting(s) and any challenges experienced;
- Proposed research methodology and detailed work plan, including any interview questionnaires, guidelines, etc.;
- First draft of Study;
- Validation workshop with key stakeholders and partners to discuss the draft and initial findings of the Study;
- Final draft of the Study, taking into consideration feedback received during the validation workshop and ensuring that a gender lens has been utilized throughout.

#### **5. Delivery dates and details as to how the work must be delivered:**

#	Output	Timeframe (from signing of a contract)
1	Briefing with IOM Gambia	Within five days
2	An introductory meeting with key stakeholders	Within 10 days
3	Submission of Inception Report stemming from the introductory meeting	Within 15 days
4	Submission of research methodology and detailed work plan, including any interview questionnaires, guidelines, etc.	Within 25 days
5	Interviews with key stakeholders and partners in Banjul and the selected regions identified in preceding Study	Within 50 days
6	Submission of first draft of the Study	Within 65 days
7	A validation workshop held with key stakeholders and partners	Within 75 days
8	Submission of final draft of Study	Within 80 days

#### **6. Performance indicators for evaluation of final output:**

- Satisfactory completion of tasks indicated in point 3;
- Quality of the elaborated analysis;
- Timely delivery of outlines and/or drafts as indicated in point 5 and the final draft;
- Compliance with IOM House style Guidelines;
- Delivery of any other tasks indicated above.

#### **7. Minimum Qualifications:**

The consultant should have:

- A minimum of five years of experience in policy related work on Migration, Environment and Climate Change both at national and regional levels in the West Africa Region;
- Advanced University degree in Development, Economics, Environment, and/or Natural Resources Management;
- Experience in structurally formulating and conducting research studies on Environment and Climate Change with a focus on green livelihoods;
- Experience in planning and facilitating trainings;
- Demonstrated experience in producing quality reports in English language;
- Excellent oral and writing skills;
- Strong communication and negotiation capacities;
- Excellent organizational skills and being detail oriented;
- Ability to work independently and as part of a team.

## **8. How to apply:**

Interested candidates are invited to submit their applications via email to **IOMBANJULREC@iom.int** indicating position applied on subject line by **11 October 2021**.

For the applications to be considered valid, 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/C.V., addressed to **Human Resources, International Organization for Migration (IOM)** and with a subject line- **Conduct a study on vulnerabilities caused by climate change, existing adaptation practices and mobility impacts of environmental degradation and climate change in The Gambia**

All applications should include a functional email address, mobile numbers and detailed curriculum vitae (CV).