

TERMS OF REFERENCE

SURINAME MIGRANT SITUATION ANALYSIS PROJECT

Position title: Baseline Assessment Consultant/ Research Consultant
Duty Station: Paramaribo, Suriname. Work may be conducted off-site, but candidates based in the Caribbean and with expert knowledge of the region are preferred
Estimated start date: As soon as possible

IOM seeks to recruit a qualified consultant to conduct a baseline assessment of existing data and collection mechanisms in Suriname and guide the determination of the scope and scale of a migrant situation analysis for the next phase of the project.

1. **Work modality:** Hybrid, (three face-to-face days in the office)
2. **Duration:** 5 months
3. **Nature of the consultancy:** Assess, analyze, and develop a comprehensive survey strategy
4. **Context and scope of the project:**

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, working closely with governmental, intergovernmental, and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants.

The Western Hemisphere Program (WHP), funded by the United States Department of State, Bureau of Population, Refugees and Migration (PRM), seeks to strengthen the capacities of States in Central America, Mexico, and the Caribbean to manage migration humanely and sustainably. The Program has four key outcome areas: migration management, regional dialogue and partnerships, migration crisis management, and communication for development. The Program has national activities in 11 countries.

Within the framework of the regional and national activities in migration management of the WHP, the Research and Data Unit in close collaboration with the National Coordinator in Suriname is currently implementing, in partnership with the Government of Suriname, a project in Suriname named: Suriname Migrant Situation Analysis using IOM's Displacement Tracking Matrix (DTM) methodology.

The number of migrants has been increasing significantly over recent decades in Suriname. In 2020, there were an estimated 47,801 foreign nationals in the country, an increase of 78 per cent compared to the year 2000.¹ This also indicates that the country is progressively becoming an important migration

¹ United Nations. 2020. International Migrant Stock 2020.

Available at <https://www.un.org/development/desa/pd/content/international-migrant-stock>

destination, with Guyana, Brazil, China, and the Netherlands being the predominant countries of origin for migrants within Suriname².

In general, most migrants in Suriname arrived for economic or labour purposes, including migrants with regular status looking to start a business, migrants who work for employers with a work permit, and irregular migrants participating in both formal and informal sectors. Irregular migrants in the country consist of those persons who have overstayed their visa-free entries, tourist visa entries, their residence permit, or those who entered the country irregularly in the first place.

In July 2022 Suriname removed visa requirements for all nationalities³ which resulted in a sudden increase of persons arriving to Suriname. The Government has recorded dramatic increases of travel from some countries and has encountered difficulties in ensuring adequate screening. While these travellers enter on a tourist visa, it is expected that many will continue their journey, perhaps through irregular means, through neighbouring countries in South America. These movements have yet to be recorded in a systematic manner.

The Government of Suriname is devoted to improving the Government's collection and maintenance of reliable migration data. Therefore, the Government of Suriname has requested assistance from IOM in understanding international migration flows in the country. Information gaps exist in variables such as economic status, educational level, nationalities, language capacities, geographical distribution, vulnerable populations, challenges to accessing basic services, purpose of travel and the extent of irregular migration⁴. The Displacement Tracking Matrix (DTM) methodology also remains one of the only means to gather information on irregular movements of migrants.

In order to create a comprehensive survey strategy that allows for the collection of mentioned data and beyond, it is first required to conduct a *baseline assessment* of existing data and collection mechanisms in the country. This will guide the determination of the scope and scale of following surveying activities needed to develop a comprehensive evidence-based migration policy in the country.

5. Organizational Department / Unit to which the Consultant is contributing: Research and Data Unit and National Coordinator (IOM Suriname) of the Western Hemisphere Program.

6. Category "A" consultants: Tasks to be performed within the framework of this contract.

Deliverables*:

TASKS	DELIVERABLES
February 2023	
<ul style="list-style-type: none"> Develop a detailed baseline assessment activity work plan including timeline, approach, specification of planned consultations with national government, local governments, and civil society 	<ul style="list-style-type: none"> Methodology for data gathering and consultations Work plan Validated contact list for consultation invitations

² Ibid.

³ Haitian nationals excluded

⁴ Interview with Ministry of Home Affairs of Suriname, November, 2022

organizations, among others, for the baseline assessment	
Payment	25%
March-May 2023	
<ul style="list-style-type: none"> Completed desk review and gathering of secondary data, including information about migrant populations in Suriname with georeferenced locations of such populations 	<ul style="list-style-type: none"> Develop secondary data matrix including hyperlinks to specific documents Draft report of desk review with key findings organized according to population and location. Collected data should include reasons for mobilizing, presence of shelters and assistance services and, whenever possible, identification of each population's main needs. <p>Draft of georeferenced maps including the main locations where migrant populations were identified</p>
Collect data from stakeholders: schedule and conduct consultations, focus groups and interviews	<ul style="list-style-type: none"> List and contact information of all participants in consultations, focus groups and interviews, (disaggregated by gender, sector, ministry and department, etc.) Notes transcription of a minimum of 10 semi-structured interviews and two focus groups Draft report (including georeferenced maps) complementing desk review results with findings from consultations, interviews and focus groups
Payment	50%
June-July 2023	
<ul style="list-style-type: none"> Revision of report Validation of report with Government Draft final report 	<ul style="list-style-type: none"> Draft methodology of validation process Final report including feedback obtained from the validation process, conclusions and recommendations for implementation of mobility tracking DTM
Payment	25%

*Deadlines to be finalized within (to be determined after hiring)

7. Performance indicators for the evaluation of results

- Satisfactory completion of the outputs indicated on this vacancy announcement;
- Showing initiative and problem-solving behaviour;

- Timely delivery of outputs;
- Upholding and demonstrating the values of IOM in the daily consultancy activities.

8. Education, Experience and/or skills required

- Master's degree or Bachelor degree with 4-5 years' experience in political science, data science, applied research, development studies or similar fields.
- Work experience in the Caribbean. Experience in Suriname is advantageous.
- Experience analysing and responding to government and donor priorities.
- Experience collecting and analysing data.
- Fluency in Dutch and English. Spanish is advantageous.

9. Travel required

- Travel to Suriname will be required if not based in Suriname. Travel and expenses should be considered in the consultancy proposal.

10. 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.

How to apply

Please adhere to the guidelines below:

1. Resume and Cover letter/ Motivational Letter should be submitted to IOMSuriname@iom.int.

Clearly indicate the name of the position in the subject line.

2. Take time to read about IOM, our values, our work, and our culture before sending your proposal.

3. Applications after the deadline will not be considered.

4. Hand-delivered applications will not be given special consideration over the ones sent electronically.

5. Only short-listed candidates will be contacted due to the large volume of applications that are usually received.

We thank you for your interest in IOM and looking forward to receiving your application.