



I. Position Information

Job Code Title:	Facilitator and Rapporteur - Joint UNDP-IOM Program to Fast-Track Joint Response to the Socio-economic Impact of COVID-19 on Migrants
Assignment Period:	Not more than 2 months
Contract Period:	June - July 2021
Supervisor:	Resident Representative UNDP and IOM Head of Mission

II. Context

South Africa is one of the most developed countries in the African region, ranked seventh in 2018 for the Human Development Index (HDI) ranking in Africa and currently recording the second largest Gross Domestic Product (GDP) after Nigeria. Though the country is amongst the leading economies in the region, it is challenged with addressing the triple development challenges of high poverty levels, unemployment and inequality which plagues the most vulnerable in the country including foreign nationals from neighboring countries.

South Africa is home to the largest number of migrants in Southern Africa, hosting approximately 4.2 million on record, with most of these migrants from African countries, especially Southern African Development Community (SADC) countries, moving to South Africa as refugees and for economic reasons to seek employment and better living conditions. Most migrants are absorbed in the informal sector depending on daily wage employment such as *spaza* shops with limited to no access to social security.

Migrants face numerous challenges including socio-economic risks, fear of attacks, marginalization, deportation, unemployment, poor housing and a lack of access to basic services such as health, water and sanitation. With the COVID-19 pandemic permeating in all spheres of the economy, these challenges have worsened as the triple inherent development challenges in South Africa escalated.

While the Government made means towards recovery through safeguarding the vulnerable including migrants, the interventions did not have far reaching effects as some migrant are undocumented and face fear of discrimination, detention and deportation if seeking assistance from relevant authorities.

The United Nations Development Programme (UNDP), one of the leading global development agency for transformation together with the International Organization for Migration (IOM), a leading inter-governmental organization in the field of migration, with both organizations working closely with Governments to provide socio

economic development support have partnered to foster a common understanding among all relevant stakeholders including all levels of government - national and municipal levels, the private sector, CSOs as well as the migrant and host community on key policy issues that enable post-COVID recovery and social cohesion in line with the Global Compact for Migration (GCM), as well as further opportunities to mainstream migration issues in Government strategies, plans and joint programming.

III. Functions / Key Results Expected

Objective:

The objective of the UNDP-IOM joint initiative is to foster a common understanding among all relevant stakeholders including all levels of government - national and municipal levels, the private sector, CSOs as well as the migrant and host community on key policy issues that enable post-COVID recovery and social cohesion in line with the Global Compact for Migration (GCM), as well as further opportunities for mainstreaming migration issues in Government strategies, plans and joint programming.

Scope of work:

1. Working closely with the UNDP-IOM technical team, organize a national dialogue forum and at least one focus group discussion forum on integration of migrants in South Africa. This will entail leading the:
 - (i) operational, (ii) planning and (iii) logistical process of the multi-stakeholder dialogues as well as (iv) synthesize information from the dialogues which will capture key-findings, take-aways, action and follow up plans in a report to achieve overall outcome of mainstreaming migrant issues.
 - (ii) Capture key messages from the dialogues to be developed into an infographics.
 - (iii) Work with the UNDP-IOM team to develop communication materials promoting the integration of migrants in South Africa.

Outcomes:

- i. Open dialogue through stakeholder consultations (Focus Group Discussions and a National Conference) to strengthen efforts of government, private sector, CSO, trade and organized labour unions and key stakeholders on integration of migrant communities in both social and economic lives, and on a COVID-19 recovery strategy in line with the GCM. The focus group discussion is to be held in a hotspot for migration discord.
- ii. Roadmap for a policy framework on integration of migrant communities and formalization of their social and economic activities and their residency in the country
- iii. Joint implementation opportunities identified among IOM and UNDP to mainstream migration and key policy issues in future activities.
- iv. In the spirit of Leave No One Behind, contribute to SDGs 5, 8, 10 and 16.

Expected Deliverables:

- i. To provide content and operational support to discussions between multi-stakeholders and take notes of key issues highlighted during the discussions
- ii. To provide a comprehensive report summarizing key findings, key take-aways and action plans resulting from the multi-stakeholder dialogue

Competencies and qualifications:

The consultant, must possess the following:

- (i) At least a Bachelor’s degree in social sciences, law, human rights
- (ii) At least 10 years’ experience in dealing with migration issues and working with migrant communities.
- (iii) Facilitation skills and capabilities
- (iv) Analytic skills and familiar with synthesising information from group discussions in order to provide comprehensive feedback, key findings, and action points in the form of a report
- (v) Strong reporting and writing skills

Reporting Arrangement:

The consultant will report to the UNDP Resident Representative and IOM Head of Mission through the Economic Advisor and the UNDP /IOM technical team.

Duration of the Work:

May to June 2021

IV. Impact of Results

The impact of this initiative will be manifested by increased understanding of migrants and host communities relations and better access of migrants to Government services.

V. Competencies and Critical Success Factors

Corporate Competencies:

- Demonstrates integrity by modeling the UN's and IOM's values and ethical standards
- Promotes the vision, mission, and strategic goals of UNDP and IOM
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability

Functional Competencies:

Communication Skills

- Excellent writing, critical and analytical skills in English
- Ability to communicate and present ideas clearly
- To have some level of skill in facilitating discussions
- Ability to effectively record and synthesize information from discussions
- Multi-Stakeholder engagement skills

Knowledge Management and Learning

- Excellent reporting ability
- Excellent research and data management skills

Development and Operational Effectiveness

- Experience in strategic planning, results-based management and reporting

Management and Leadership

- Proactive with a positive and constructive attitude
- Neutral to different schools of thoughts and perceptions
- Agile and have ability to persuade differing groups towards a common goal

VI. Evaluation Criteria:

	Criteria	Weight
1.	At least a Bachelor's degree in social sciences, law, human rights; Knowledge of and familiarity with migration in the context of a developing country and South Africa	30%
2.	Experience and examples of similar assignment	20%
3.	Report writing experience and publications	20%
4.	Proven Capability of leading multi-stakeholder engagements on migration issues	30%
	TOTAL	100%