



Terms of Reference

Position Title: Consultant - Country-wide research to assess the linkage between Migration and Environment / Climate Change in Lesotho)

Type of Contract: Consultancy service

Contract duration: Deliverables – based Consultancy

I. INTRODUCTION

The International Organization for Migration (IOM) is seeking to contract services of a consultant to undertake country-wide assessment to understand interlinkages and impact of climate change, environmental degradation and disasters on migration, as well as identify the geographic locations of climate-induced or environmental migrants as part of the project on 'Supporting climate Adaptive Solutions in Lesotho Through Policy and Community Based Green Economy being implemented in Lesotho. The assessment will also seek to understand the implications of unplanned migration and relocation on vulnerable populations and ongoing efforts at long-term resilience and sustainable development across communities in the country. The international consultant will lead the country-wide assessment, coordinate and supervise one national consultant who will assist with the country-wide assessment in Lesotho. The consultant(s) will work under the supervision of IOM Lesotho.

2.CONTEXT / BACKGROUND

Lesotho is vulnerable to the impacts of climate change, environmental degradation and disasters. In recent years, the country has witnessed changes in its climate, with an observed increase in the frequency and intensity of extreme climate events such as droughts, floods, and prolonged dry periods and heavy snowfall. Furthermore, the interlinkage between these events and migration were confirmed by a rapid assessment conducted by IOM in 2021 which indicated ways climate change has impacted human mobility patterns in Lesotho. Recent evidence in some communities revealed that some smallholder farmers had abandoned their farms and relocated to South Africa due to climate change impacts, particularly the lack of rain. In dry places across the Southern districts of Lesotho, many families have left their farmlands and relocated to peri-urban areas in pursuit of alternative livelihood opportunities. Given the long history of Basotho labour migration to South Africa and neighbouring countries, it is also observed many of them are returning to communities of origin and peri-urban in the face of economic reforms, job losses and economic hardship due to COVID-19 impact on the national economies across these destination countries. In effect, the sustainable reintegration of returnees has remained a key challenge to facilitating climate adaptation, resilience and inclusive growth in the country.

To address these challenges, the project on 'Supporting climate Adaptive Solutions in Lesotho Through

Policy and Community Based Green Economy aims to contribute to reducing the climate change impact on human mobility and promoting the green economy through sustainable livelihood opportunities. In order to achieve this objective, two overarching aims are envisaged: i) the Government of Lesotho (GoL) develops and commits to implementing climate adaptive solutions, guided by a national MECC Strategy and Action Plan, and ii) communities adopt climate resilient practices, while also contributing to sustainable livelihood opportunities through the recycling cooperatives. As first step to realizing these expected objective and outcomes, the project seeks to undertake a country-wide assessment on the situation of migration and its linkages with the environment and climate change. The project will then support the Government of Lesotho in developing a gender-sensitive, rights-based MECC strategy and Action Plan for Lesotho, based on the analysis of the three categories of human mobility: (a) migration, (b) displacement and (c) planned relocation / settlement, with a view to promoting multiple Sustainable Development Goals (SDG) targets in addition to the main SDG 13 target (climate action).

The project will thus seek to work with a group of cooperatives in the migrant-affected communities of the identified five districts who are engaged in recycling activities to: i) expand the initiative to provide green job opportunities for new members and ii) provide environmental education to the recycling cooperative members so that they can then engage their own communities in climate resilient environmental practices. This would include information on how waste materials can be used for agricultural production such as compost making, waste separation and on the relationship between the environment and migration. This will be done as a pilot project for one of the potential activities in the context of the new Lesotho MECC strategy, which will aim to enhance the participation and contribution of vulnerable communities towards the green transition in Lesotho. The project will take an innovative approach to supporting the shift to green economy and creation of green jobs, which will also contribute to SDG 8 (decent work and economic growth), as well as SDG 13. It is envisaged that the proposed MECC Strategy and Action Plan to be developed will bring transformative change in the climate and environmental governance in Lesotho, as well as contribute to inclusive growth, long-term resilience and sustainable development agenda of the country.

3. THE OBJECTIVE AND SCOPE OF THE COUNTRY ASSESSMENT

IOM's recent assessment 2021-2022 confirmed the interlinkage between climate change, environmental degradation and migration in Lesotho. The assessment revealed the ways that climate change has impacted mobility patterns in Lesotho and its impact on the livelihoods of Basotho. However, the assessment was done in only five Southern districts of the country. There is a need to conduct a country-wide assessment to identify the geographic locations of climate-induced or environmental migrants including how many people and which groups are mostly affected and in relation to demographic factors such as age and gender. The assessment also seeks to understand the dynamics and impacts of unplanned migrations and unsustainable relocation, among others. The objective of this country-wide assessment is to provide the needed evidence and basis to inform the development of a national MECC strategy which will contribute to Lesotho's commitment under the National Climate Change Policy and other climate action plans and policies in Lesotho.

The goal of this assignment is to produce a comprehensive assessment report **profiling environmental migration and its impacts across Lesotho, including recommendations that would be made available to stakeholders to support and promote informed climate adaptive solutions as part of ongoing climate action in Lesotho**. The assessment is being undertaken within the scope of the IOM Lesotho project on ‘Supporting climate Adaptive Solutions in Lesotho Through Policy and Community Based Green Economy’.

The assessment will start with a desk review that will be guided by IOM, working in collaboration with Department of Environment which is responsible for policy framework and monitoring of environmental issues in the country. The assessment will analyze existing information and data, as well as reviewing published reports, studies, and national strategies and policies, relating to displacement, climate change adaptation, durable solutions and climate change in Lesotho. As part of the desk review, the assessment team will identify and obtain relevant datasets and existing analyses of environment and climate related challenges in Lesotho, coupled with migration and displacement data from IOM and other partners, which will further help define the field assessment approach. A Technical Working Group (TWG) - which was established in 2021 during the previous MECC project and consisting of Department of Environment, Ministry of Gender, Youth, Sports, Art, Culture and Social Development, Ministry of Natural Resources, Ministry of Public Service, Labour and Employment, Ministry of Local Government, Chieftainship, Home Affairs and Police, Disaster Management Authority and the National Consultative Committee on Migration and Development (NCC) as well as the relevant United Nations agencies (UNDP, UNCDF, FAO, WFP, UNEP among others), academia, Non-governmental organizations and Red Cross - will be regularly involved in the series of workshops and provide technical inputs.

The field assessment approach will entail a mixed approach (quantitative and qualitative methods) that will draw on different methods to probe and collect data on the issues of focus of this consultancy. It will utilize best practices and methodologies from similar IOM projects in the region, the African continent, and globally, including incorporating a gender analysis. The expected field surveys and qualitative data collection will be conducted in at least five districts and across different climatic zones (low-land, high-land, mountainous area and Senqu river) targeting both community members, members of the herding community, female headed households, households with migrant family members (seasonal or permanent), and in rural areas to better understand people's levels of resilience (socio-economic and other), as well as communities in urban areas affected by environmental migration or displacement. All collected data will be gender disaggregated to determine the differential impact on gender.

4.DELIVERABLES

1. Inception report
2. Stakeholder inception meeting
3. Draft report
4. Facilitation of report validation workshop
5. Final assessment report

TIMELINES

No	Activity	Duration/Deadline
1	Orientation meeting with IOM	1 June 2023
2	Submission of inception report including methodology	9 June 2023
3	Inception meeting with stakeholders to validate methodology	22 June 2023
4	Development of assessment tool	By 30 June 2023
5	Testing of assessment tools	By 4 July 2023
6	Revision and final assessment tools	By 6 July 2023
7	Field work	7 July - 31 July 2023
8	Data entry and analysis	14 – 25 August 2023
9	Submission of draft report	By 25 September 2023
10	Report validation workshop	By 1 October 2023
11	Implementation of Research and Publications Units comments as required	till completed

5. EDUCATION, EXPERIENCE AND/OR SKILLS REQUIRED

The successful consultant should have the following qualifications and experience:

- a. Completed advanced University degree from an accredited academic institution preferably in Environmental Studies, Social Sciences, International Development
- b. At least 8-10 years of experience in research-oriented project management, monitoring, and reporting
- c. Experience in analyzing demographic data and leading qualitative interviews
- d. Capacity to collate and synthesize qualitative and quantitative data in a comprehensible manner
- e. Knowledge of relevant policies on migration, environment, and climate change and environmentally induced migration in African countries and preferably previous experience working in Southern Africa
- f. Proven previous working experience consisting of substantial involvement in assessments, research and/or policy reviews in related areas;
- g. Working experience with senior officials within government, inter-governmental, and non-governmental organizations in Africa, preferably in SADC/IOC.
- h. Demonstrated ability to work in a multicultural environment and establish harmonious and effective relationships.
- i. Language(s): Fluency in English is required.

6. TRAVEL REQUIRED

One trip to Lesotho may be necessary for validation workshop of the findings of the assessment

7. 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 of IOM.

- **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.

8.APPLICATION PROCEDURE

Interested candidates should submit an Expression of Interest that includes the following:

1. Technical proposal which summarizes a proposed workplan and proposed methodology for the research on migration, environment and climate change in Lesotho as well as outline the candidate's relevant experience
2. Financial Proposal with a breakdown of costs
3. Updated Curriculum Vitae of key individual(s) who will undertake this assignment
4. Sample work done in the area of research preferably on the impact of environmental degradation, disasters and climate change on migration

Applications should be sent to **iomlesothoadmin@iom.int** not later than 17:00 hours (South African time), 22 May 2023 with a subject line "Consulting Service (Conduct country-wide research to assess the linkage between Migration and Environment / Climate Change in Lesotho)"

Both independent consultant (s) (individual) and consultancy firm(s) are eligible for this assignment.