



## **Terms of Reference (ToR)**

Consultancy for the development of the technical guide on averting, minimizing and addressing non-economic losses in the context of human mobility

**February 2024**

***Closing Date for Submitting Application: 6 March 2024***

***Estimated Start Date for the Consultancy: 1 April 2024***

**Commissioned by: IOM Climate Action Division**

**Managed by: IOM Climate Action**

1. Duty Station of the Consultancy: Home-based.
2. Duration of Consultancy: 6 months (April 2024 to September 2024)
3. Nature of the consultancy: Expert - Category B Consultancy.
4. Project Context and Scope

## **BACKGROUND**

The Executive Committee of the Warsaw International Mechanism for Loss and Damage (WIM ExCom) is working on the nexus between non-economic losses and human mobility. As part of their respective Plans of Action, the members of the Task Force on Displacement (representatives from the International Organization for Migration, the United Nations High Commissioner for Refugees and the International Labour Organisation) and the Expert Group on Non-economic losses (representatives from Hugo Observatory for the Environment, Migration and Politics at the University of Liège and the Organization of Eastern Caribbean States) are co-leading the development of a technical guide on averting, minimizing and addressing non-economic losses in the context of human mobility.

Understanding and addressing non-economic losses in the context of human mobility constitutes a crucial component of enhanced action and support for loss and damage. Addressing these types of losses involves a unique range of efforts that target individual and societal levels as well as the environment on which peoples' livelihoods depend. They include, for instance, providing psychosocial support and access to healthcare, promoting cultural preservation and local or indigenous knowledge, maintaining social cohesion, and safeguarding or replacing degrading ecosystem services and biodiversity losses, in a manner that strengthens overall community resilience in different timescales. Each type of non-economic loss in the context of human mobility calls for distinct expertise and support in the developing country context. Accordingly, entities and organizations across the board play crucial roles in anticipating the risks of and addressing non-economic losses to help affected populations rebuild their lives and livelihoods.

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### **Headquarters:**

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Human mobility can be viewed as a continuum from completely voluntary to completely forced population movement in the form of displacement, migration and planned relocation. Displacement is a clear form of non-economic loss in the continuum, and a situation of vulnerability to further economic and non-economic losses such as the loss of security and agency, which are impaired by displacement. Displacement disrupts social networks and existing support systems, which can lead to the loss of social ties, community traditions, and a sense of belonging. Leaving cultural heritage, livelihoods, and homes behind may have deep impacts on an individual's overall well-being while exacerbating other risks.

## **SCOPE**

This technical guide will provide user-friendly tools to Parties and other relevant stakeholders to avert, minimize and address non-economic losses in the context of human mobility, including impacts on indigenous or local knowledge, societal identity and cultural heritage. This guide supplements and leverages the other two technical guides to be rolled out in 2024 under the plan of action of the Task Force on Displacement on integrating linkages between human mobility consideration into relevant national climate change planning processes, and on accessing finance for averting, minimizing, and addressing the impacts of displacement. This would, in turn, support wider efforts to form a holistic overview of the integration of human mobility-related provisions across policy processes in the disaster risk and climate policy spaces.

The technical guide will be developed based on an outline endorsed by the WIM ExCom.

5. **Organizational Department / Unit to which the Consultant is contributing:** Climate Action Division, IOM

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

The entire evaluation process will take 50 working days, including preparation, data collection, analysis, and technical guide writing. The consultancy must be completed **by 13 September 2024**. The consultancy will take place under the overall supervision of the IOM MECR Programme Officer and IOM MECR Thematic Specialist, under the guidance of the reference group and in consultation with the stakeholder group. The reference group is made of members of the Task Force on Displacement (representatives from the International Organization for Migration, the United Nations High Commissioner for Refugees and the International Labour Organisation) and the Expert Group on Non-economic losses (representatives from Hugo Observatory for the Environment, Migration and Politics at the University of Liège and the Organization of Eastern Caribbean States). The stakeholder group is a wider group made of all members of the Task Force on Displacement and the Expert Group on Non-economic losses, Member States focal points and identified experts on human mobility and/or non-economic losses from civil society organizations, academia and international organizations.

The consultant will perform the following actions:

<b>Activity/responsible party</b>	<b>Number of days (working)</b>	<b>Deliverable/Timeframe</b>
<b>Inception phase:</b> 1. Document review, inception interviews and preparation of the draft technical guide and key informant interview list (consultant) 2. Review of the technical guide and key informant interview list (reference group) 3. Approval of the inception technical guide (reference group).	10 days	<b>Inception technical guide: 15 April 2024</b>
<b>Data collection phase:</b> 1. Conduct of in-depth interviews with internal and external stakeholders (consultant) 2. Regular updates to manager (consultant) 3. Update of the key informant interview list with overview of respondents (consultant) 4. Review of the key informant interview list to support further outreach and diversity (reference group) 5. Finalise in-depth interviews with internal and external stakeholders (consultant)	20 days	<b>Updated key informant interview list: 30 April 2024</b>
<b>Drafting phase:</b> 1. Drafting of the technical guide 2. Review of the draft technical guide (reference group) 3. Incorporation of feedback and submission of the updated technical guide (consultant)	15 days	<b>First draft technical guide: 10 May 2024</b>  <b>Second draft technical guide 30 May 2024</b>
<b>Stakeholder review phase:</b> During the Bonn Climate Change Conference: 1. Organisation of a 2h stakeholder meeting for review (consultant and reference group) 2. Presentation of findings for feedback from review process and collection of feedback (consultant)	2 days	<b>Stakeholder consultation: 3-13 June 2024 (TBC)</b>
<b>Finalisation phase:</b> 1. Incorporation of feedback and submission of final technical guide (consultant) 2. Submission of the technical guide for endorsement (reference group)	3 days	<b>Final technical guide: July 2024</b>
<i>Technical guide to be submitted for endorsement by WIM ExCom meeting (September 2024)</i>		
<i>Technical guide to be in layout for COP2024 (November 2024)</i>		

## 7. Performance indicators for the evaluation of results

- Deliverables submitted according to timelines outlined above.
- Quality of the deliverables according to the task outlined above.
- Geographical balance and diversity integrated in the task outlined above
- Final version of the deliverables submitted reflects the inputs of the parties consulted.

## 8. Education, experience and/or skills required

An individual consultant is required for this consultancy. The individual consultant will sign a consultancy contract with IOM. IOM will also consider multiple individual consultants to work as lead-consultant and support, as long as the financial proposal does not exceed the budget allocated for the vacancy post.

In particular, applicants must present:

- A minimum of a Master's degree in social research and/or social/political science, development, environmental, studies, or similar disciplines;
- Demonstrated experience at country or regional level in the context of disasters and the adverse effects of climate change required and demonstrated knowledge of these impacts on people and their mobility decisions desirable;
- Demonstrated knowledge of human mobility in the context of climate change required;
- Demonstrated knowledge of non-economic losses required;
- Demonstrated knowledge of UNFCCC processes desirable;
- Fluency in English required and excellent command of other UN languages desirable;
- Proven skills and experience in quantitative and qualitative research and and proven track record of writing technical guidance documents required;
- Strong conceptual, analytical and communication skills required;
- Proven ability to deliver quality assignments under tight deadlines required.

## Other requirements

The consultant must adhere to the IOM Data Protection Principles (IN/138) and maintain confidentiality. All deliverables must be written in English.

9. **Travel required:** No travel required.

## 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.

Interested candidates should apply by 6 March 2024 and send the following to [ivalencia@iom.int](mailto:ivalencia@iom.int), with [cdaszkievicz@iom.int](mailto:cdaszkievicz@iom.int) in CC *via* e-mail with the title “Human Mobility and NELs Application by [X]”:

- Copy of CV of the candidate
- Proposal outlining the proposed methodology, data analysis techniques and specification of timelines
- Availability
- Detailed financial proposal
- A sample of previous similar work

Late or incomplete proposals will not be considered.