

TERMS OF REFERENCE

INTERNATIONAL CONSULTANT

« CONDUCTING A SKILLS NEEDS ASSESSMENT AND EMPLOYER MAPPING IN SELECTED CANADIAN PROVINCES »

I. Context

In the Republic of Djibouti, young people make up a very large proportion of the population, with 73% of the population aged under 35 (2021)¹. Despite a decade of positive economic growth, Djibouti faces persistently high unemployment, particularly among young people. According to the World Bank (2022), the overall unemployment rate in Djibouti is 27.9%, while among young people (defined as those aged between 15 and 24) this figure rises to 77.2%.

The Djibouti government is working with its partners, including UN agencies, to support job creation initiatives for young people, including collaboration between the public and private sectors. Efforts are being made to strengthen the governance framework for access to employment for young Djiboutians. To this end, IOM is committed to supporting the Ministry of Labour in developing the first draft of the labour migration strategy and building the technical capacity of the Ministry of Labour to develop the skills of Djiboutian workers in order to prepare them to work in other countries. Since January 2020, the Republic of Djibouti has been engaged in a regional initiative for "safe, regular and humane labour migration" to promote common regional approaches and social dialogue in the formulation and implementation of harmonised, evidence-based, human rights-respecting and gender-sensitive labour migration policies.

As part of its partnership with UN agencies to facilitate youth employment, IOM Djibouti is working with the government to address the challenges and reap the benefits of migration. The national strategy for migration in Djibouti was developed in 2021 taking into account the component on labour migration.

The Republic of Djibouti is very committed to promoting labour migration of young people to developed countries in search of skilled labour. In 2018, IOM collaborated with the Ministry of Labour through the Agence Nationale de l'Emploi, de la Formation et de l'Insertion Professionnelle (ANEFIP) to implement a pilot project whose main objective is to facilitate the legal migration of young Djiboutians to Canada. This project has enabled 18 young Djiboutians to be placed in Canadian companies working in the agri-food sector. In order to continue the Djibouti government's efforts to promote legal labour migration, the IOM in Djibouti is going to duplicate this previous pilot project and include different sectors beyond the food industry. The aim of this programme is to strengthen links and develop capacities in order to facilitate sustainable professional migration pathways for young people. The new target is 25 young jobseekers in the Republic of Djibouti who will benefit from capacity building training prior to their departure to Canada based on the lessons learned from the pilot project.

¹ 1] <https://www.undp.org/fr/djibouti/news/lutte-contre-le-ch%C3%B4mage-une-priorit%C3%A9-pour-djibouti>

Achieving this requires knowledge of the supply and demand for skills. It must be ascertained which skills are needed in what sectors, and how the key actors provide these skills.

To this end, IOM Djibouti is seeking to recruit an international consultant to conduct a targeted study of migrant labour recruitment needs in key provinces of Canada, with the aim of identifying what can be done, the specific sectors that could benefit labour migration candidates and how best to create and strengthen linkages, taking into account past experience. The scope of this assessment could focus on only a few selected provinces, but the total scope will be determined in consultation with stakeholders. The assessment will also identify private sector companies that meet the established criteria/requirements and are interested in this project to recruit potential migrant workers from Djibouti; this identification process will also be supported by the Canadian Embassy based in Ethiopia and the IOM Canada office based in Ottawa. Based on the results of the study, and in order to develop partnership links between the Djibouti authorities, the private sector and the Canadian government, an exchange visit to Canada will take place.

II. General Objective

The objective of this consultancy is to carry out a study on the needs of Canadian private companies in terms of skilled labour, to draw up a map of these companies and to develop an approach that would facilitate ethical recruitment that respects the fundamental human, labour and social rights of migrant workers.

III. Specifics Objectives

The consultant will be recruited in Canada and will work in close collaboration with the IOM office based in Ottawa, the IOM Djibouti project team, the members of the Djibouti-based steering committee, and the Ministry of Labour's migration focal point responsible for formalisation and social protection. A regular online meeting mechanism will be set up to facilitate coordination.

- a) Identify sectors and occupations by province with labour mobility job schemes. This includes analysis of the opportunities offered by the provinces to Djibouti migrant workers, as well as the different employment markets.
- b) Map private employers in the identified provinces and carry out a skills needs assessment of Canadian companies in ONTARIO and QUEBEC leveraging existing Canadian labour market information.
- c) Recommend the institutional mechanisms, training programmes, and job matching approach needed to facilitate mutually beneficial skills-based migration from Djibouti to the identified Canadian provinces.
- d) Mainstream gender considerations in identifying the sectors opportunities and conducting the mapping of employers and skills needs assessment.
- e) Participate in online progress review and validation meetings of the project's operational committee.

IV. Deliverables of the consultancy

- An inception report detailing the methodology, the work plan and the interview guide with the various companies, and the timetable for the consultancy.

Qualitative and quantitative data collection tools for the mapping and assessments

- A skills assessment and matching report, consisting of a situational analysis report aimed at developing a detailed understanding of the context and dynamics of labour migration, including an inventory of the key markets identified and the companies favourable to Djiboutian migrant workers, and recommendations for institutional mechanisms and approaches for skills matching and labour mobility from Djibouti to Canada.
- Powerpoint slides on the inception report and methodology, mapping and assessment tools, and the results of the assessment to be presented during the stakeholder progress review and validation meetings.

V. Consultancy Timetable

The consultant will carry out the activities listed below within 8 weeks of signing the contract

Activities	Days	Responsible	Localisation
Mission inception and scoping meeting	1 day	Steering Committee	Online
Review project documents and relevant literature of the project	2 days	The consultant	Remote
Develop the methodology and tools for gathering information	3 days	The consultant	Remote
Working meeting with the steering committee	1 day	The consultant and the steering committee	
Field visits, interviews and information gathering	10 days	The consultant	Canada
Meeting on the progress of the evaluation mission	1 day	The consultant and the steering committee	Online
Field visits, interviews and information gathering	10 days	The consultant	Canada
Presentation of preliminary results and briefing meeting with steering committee	1 day	The consultant	Remote
Submission of the provisional employer mapping and skills assessment reports	7 days	The consultant	Remote
Revision of the provisional evaluation report, incorporating comments	3 days	The consultant	Remote
Submission of the final employer mapping and skills assessment reports	5 days	The consultant	Remote
Presentation of the final report	1 day	The consultant	Online

VI. Technical qualifications and experience

- Advanced degree in public administration, international relations, political science economics, social sciences or other relevant fields.
- At least 7 years of professional experience in policy/strategy development, including 2 years of relevant experience in labour migration or similar field.
- Good knowledge and experience of labour migration issues in Canada, including legal frameworks, the labour market, and employment sector.
- Experience in conducting similar mappings and/assessments
- Previous experience working with IOM on labour migration would be an asset;
- Good teamwork and fieldwork skills
- Good interpersonal and communication skills.
- Excellent oral and written communication skills in English and French.
- Good IT skills, knowledge of internet communication and MS Office applications (Word, Excel, Power point) Zoom and MS Teams.

VII. Composition of the application file

Interested consultants are invited to submit their applications, including the following documents:

- Technical proposal, specifying the understanding of the ToRs, the work methodology, approach and work plan, the consultant's qualifications and experience, and examples of reports of similar work carried out previously. An updated CV of the candidate indicating experience gained in similar tasks, relevant referees, as well as contact details (e-mail address and telephone number).
- Financial proposal: the interested consultant is requested to provide a financial offer in US dollars (USD.).

VIII. Application

Complete technical and financial proposals must be submitted by 05 May 2024 at the latest to iomdjhrd@iom.int

Only shortlisted candidates will be contacted.

