



## Terms of References (ToR)

### Develop Vanuatu Labour Migration Reintegration Strategy and Action Plan

#### 1. Background

Vanuatu was the first country in the Pacific to send seasonal workers to New Zealand (in 2007) and has remained the top three countries of origin for migrant workers to both New Zealand and Australia. In total 16,562 Ni-Vanuatu workers participated in the 2022–2023 season (7,100 in New Zealand and 9,462 in Australia). An estimated 11.5 per cent overall, and 20.4 per cent of men in the working age population in Vanuatu (aged 20 to 59 years) are engaged in seasonal work.<sup>1</sup> The popularity of seasonal work is unsurprising given that workers from Vanuatu earn up to ten times more in New Zealand and Australia than they would in Vanuatu. Since Vanuatu began sending workers to New Zealand and Australia, engagement in these schemes has been noticeably gendered, with the percentage of Ni-Vanuatu women participating in seasonal work proportionately lower than most other Pacific countries.

Within Vanuatu, reintegration is increasingly understood to include not only the workers themselves, but also their families, their communities, and the broader social, economic, and governance environment. This approach has been referred to as the “ecosystem approach” which includes the understanding that labour migration takes place across various phases and is not simply one directional. In the context of Vanuatu’s labour mobility, it is crucial to appreciate the circular nature of labour migration, with many workers returning to seasonal work multiple times. Ultimately, successful reintegration in Vanuatu, as elsewhere, is not only about how people feel, but includes a range of considerations and factors. The IOM Glossary on Migration describes reintegration as “A process which enables individuals to re-establish the economic, social and psychosocial relationships needed to maintain life, livelihood and dignity and inclusion in civic life”. As a complex and multifaceted process, return and reintegration takes place at a range of levels and across several different dimensions. As such, a more integrated and nuanced approach to return and reintegration is needed. Particularly for seasonal schemes, where most workers travel to New Zealand or Australia for periods of less than one year, and often return to work for several seasons, the experiences of returnees and the families they return to are diverse, as are their goals and challenges.

The International Organization for Migration (IOM) office in Vanuatu recognized the wider impact of labour mobility on socio-economic development, and the importance of reintegration initiatives that leverage benefits for migrant workers and their families. When promoting successful reintegration for migrant workers, an important step is to ensure that they have access to support and services pre- and upon their return, as well as able to make well-informed decisions regarding all aspects of their reintegration and/or remigration. This approach is closely aligned with Vanuatu’s 2030 National Sustainable Development Goals, as well as the Government of Vanuatu’s evolving approach to the governance and management of labour migration.

With this, IOM Vanuatu aims to support the Government of Vanuatu, specifically the Department of Labour and Employment Services (DOL), to strengthen and streamline the approach and planning on reintegration nationally, through the development of Vanuatu Labour Migration Reintegration Strategy and Action Plan. The initiative is implemented under the IOM-ILO Joint Labour Mobility for Sustainable Development and Climate Resilience in the Pacific Programme funded by the Migration Multi-Partner Trust Fund (MMPTF). To ensure that the initiative responds to the needs of migrant workers and their families, IOM Vanuatu through this TOR aims to engage a

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<sup>1</sup> Bedford, C. 2023 Pacific labour mobility over the last year: continued growth. *Devpolicy Blog*, 8 August.



consultant(s) to carry out desk reviews, assessments and consultations leading to the development of the Reintegration Strategy and Action Plan.

## 2. Objective

IOM Vanuatu aims to engage a consultant(s) to develop Vanuatu Labour Mobility Reintegration Strategy to strengthen and streamline the approach and planning on reintegration, nationally, to enhance migrant workers and their families' well-being upon return through an integrated approach to reintegration, informed by the needs of migrant worker returnees and their families.

The development of the strategy will be guided by DOL, and designed in a way that reflect the local context of Vanuatu, including the:

- Nuanced and sensitive to the diversity of experience and context in Vanuatu.
- Balanced and sustainable, with the ultimate goal being migration by choice not necessity.
- Holistic and based on the needs of returnees, their communities and Vanuatu's socioeconomic and governance context.
- Rights-based and involving the participation and empowerment of all parties, particularly workers, their families, and their communities.
- Based on evidence and continuous learning; and
- Built on strong partnerships and coordination across all relevant stakeholders in Vanuatu and overseas.

To do so, the consultant(s) is expected to work closely with DOL and IOM, as well as other key local stakeholders for the Reintegration Strategy and Action Plan development.

## 3. Scope of Assignment

The selected consultant(s) is expected to be located in Vanuatu and required to participate in both online and in-person consultations/meetings throughout the assessment, as necessary. Specifically, the selected consultant(s) will undertake the following tasks:

1. Conduct desk review of existing reintegration reports and publications, including the Framework for the Reintegration of Agricultural Workers in Labour Mobility Programs, draft Vanuatu National Labour Mobility Policy & Action Plan (to be shared offline), IOM's Reintegration report on Assessing the reintegration context, available support and services, and the experiences of migrant workers and their family members in Vanuatu (to be shared offline); [IOM Reintegration Handbook: practical guidance on the design, implementation and monitoring of reintegration assistance](#); [ILO Guidelines on labour market reintegration upon return in origin countries](#), among others.
2. Jointly with DOL, convene pre-workshop bilateral consultations (as needed) and one national consultation with key stakeholders including migrant workers, trade union, civil society, development partners, private sectors, labour agents, and relevant government departments to map the needs of migrant worker returnees and their families; existing reintegration programmes and support networks; and recommendations for the development of Reintegration Strategy and Action Plan.
3. Present initial outline of the Reintegration Strategy and Action Plan based on the findings from desk reviews, pre-workshop bilateral consultations, and national consultation workshop for DOL and IOM approval.
4. Draft the Reintegration Strategy and Action Plan, in English, for DOL and IOM review.
5. Jointly with DOL, hold a validation workshop with relevant stakeholders to present the draft Reintegration Strategy and Action Plan and gather further inputs.
6. Incorporate feedback from the validation workshop, as well as DOL and IOM inputs, to finalize the Reintegration Strategy and Action Plan.

7. Finalize, copyedit and design the the Reintegration Strategy and Action Plan (in word, PDF and PPT as relevant) in line with the DOL and IOM House Style manual, Spelling List, and Branding guide. The Strategy should contain infographics, graphs, maps, photos, and tables as applicable.
8. Throughout the assignment, regularly communicate with DOL and IOM on the progress of the deliverables, any challenges/changes required, and unexpected impact.

#### 4. Expected deliverables

1. A detailed workplan with activity timeline for the entire duration of the assignment.
2. A draft Term of Reference and agenda for the National Consultation and Validation workshops.
3. A draft outline of the Reintegration Strategy and Action Plan based on the findings from desk reviews, pre-workshop bilateral consultations, and national consultation workshop.
4. A draft Reintegration Strategy and Action Plan, in English, for DOL and IOM reviews.
5. A finalized and designed Reintegration Strategy and Action Plan in English (in word, PDF and PPT as relevant), copyedited in line with the DOL and IOM House Style manual and Spelling List, and designed in line with IOM Branding guide.

#### 6. Project timeframe

The duration of this assignment is 12<sup>th</sup> August 2024 – 30<sup>th</sup> November 2024, tentative submission dates for each deliverable are as follows. The exact timeline will be agreed upon signing of the contract.

<b>A detailed workplan with activity timeline</b>	A detailed workplan with activity timeline will be presented for DOL and IOM feedback.	By 15 <sup>th</sup> August 2024
<b>A draft Term of Reference and agenda for the National Consultation</b>	A draft TOR and agenda for the National Consultation will be presented for DOL and IOM feedback.	By 22 <sup>nd</sup> August 2024
<b>National Consultation</b>	Following feedback and approval of the TOR and Agenda by DOL and IOM, lead the facilitation of the National Consultation workshop to collect feedback and recommendations. Logistics to be arranged by DOL.	On 3 <sup>rd</sup> -4 <sup>th</sup> September 2024
<b>A draft outline of the Reintegration Strategy and Action Plan</b>	A draft outline of the Reintegration Strategy and Action plan will be presented for DOL and IOM feedback and approval.	By 17 <sup>th</sup> September 2024
<b>A draft Reintegration Strategy and Action Plan</b>	A draft Reintegration Strategy and Action plan will be presented for DOL and IOM feedback.	By 15 <sup>th</sup> October 2024
<b>Validation Workshop</b>	Following feedback and approval by DOL and IOM of the draft Reintegration Strategy and Action plan, present the draft to external stakeholders during the validation workshop	Early November 2024

	to collect feedback and recommendations. Logistics to be arranged by DOL.	
<b>Finalized Reintegration Strategy and Action Plan</b>	Following the incorporation of feedback from the Validation workshop, DOL and IOM, and relevant counterparts, the final Reintegration Strategy and Action Plan will be delivered in English, together with all supporting materials (as relevant).	By 30 <sup>th</sup> November 2024

## 7. Schedule of payment

The payment will be made upon successful delivery of the deliverables as per the below instalment payment timeline:

No.	Description	Means of verification	Amount	Target Month
1.	Upon contract signing and provision of detailed workplan with activity timeline	Approval of the workplan	30%	End of August 2024
2.	Upon submission and approval of the draft Reintegration Strategy and Action Plan, which incorporates findings from desk reviews, pre-workshop bilateral consultations, national consultation workshop; as well as initial rounds of DOL and IOM comments.	Approval of the drafted Reintegration Strategy and Action Plan	40%	Mid- October 2024
3	Upon submission and approval of the finalized Reintegration Strategy and Action Plan (copyedited in line with the DOL and IOM House style manual, Spelling List, and Branding guide).	Approval of the finalized Reintegration Strategy and Action Plan	30%	End of November 2024

## 8. Education, Experience and/or Skills required

### Education

- University degree in Political or Social Sciences, International Development, Migration Studies, International Relations, Law or a related field from an accredited academic institution with five years of relevant professional experience.

### Experience

- Proven experience in conducting data collection, analysis and report writing is require;
- Knowledge or experience on issues related to labour mobility, migration laws and regulations, and the challenges faced by migrant workers and their families in Vanuatu and/or the Pacific is require;
- Excellent written and oral communication skills;
- Demonstrated expertise in gender, family and/or migration issues is an advantage;



- Experience in conducting workshops with diverse stakeholders is an advantage;
- Experience in working in a multi-partner or regional project and with UN agencies is an advantage;
- Prior experience working for a UN agency is an advantage.

#### Language

- English and Bislama is required

### **9. Submission of applications**

Complete applications should be submitted by email to [nspence@iom.int](mailto:nspence@iom.int) no later than 23:59 local time in Port Vila, Vanuatu on 9 August 2024. Applications should include:

- A curriculum vitae, clearly outlining relevant past experiences, as well as the contact details of the applicant and at least three professional references.
- A cover letter underlining why the individual considers themselves to be the most suitable for the assignment, making reference to relevant expertise and qualifications sought in the TOR (two pages maximum).
- A technical and financial proposal.
- A sample of a recent research, assessment or similar to the TOR scope.

Late or incomplete applications will not be accepted.