



Terms of Reference

Position Title: Consultancy on Community Development Projects Identification and Feasibility Study

Type of Contract: Consultancy service

Duration of Assignment: April 2021 to May 2021 (25 working days)

1. BACKGROUND:

International Organization for Migration (IOM) has been advocating for the adoption of sustainability-oriented reintegration policies that respond to the economic, social and psychosocial needs of returning migrants while also benefiting communities of origin and addressing structural challenges to reintegration. With the aim to support sustainable reintegration of returnees who continue to come back to Lesotho affected by COVID-19, as well as host communities in migration affected areas, the Government of Japan has provided financial support to International Organization for Migration (IOM) under the project called **"Socio-Economic Reintegration of Returnees and other vulnerable members in migration affected areas severely impacted by COVID-19 pandemic."** The project will be implemented from March 2021 for 12 months.

In this project, IOM intends to apply part of the reintegration assistance modality which proved to be effective and productive based on the global IOM Reintegration project which will be modified and tailored to the Lesotho context and the urgent needs of returnees pressured by continuous challenges of COVID-19. The project has three outcomes. **Outcome 1:** GoL has improved its ability to successfully implement reintegration programmes; **Outcome 2:** Vulnerable Basotho returnees impacted by COVID-19 have enhanced their livelihoods through restoring their dignity, income generating opportunities and enhanced their living conditions in the district of origin; and **Outcome 3:** GoL (Local Government) has improved its ability to enhance social unity / cohesion through community development initiative.

These activities are designed to improve beneficiaries' livelihoods through maximizing income-generating opportunities and enhancing their living conditions while addressing the returnees' immediate needs to restore their livelihoods and ensure their safety from being infected/affected by COVID-19. This project will be implemented in close collaboration with Ministry of Social Development (MoSD), Ministry of Labour and Employment (MoLE), local government in target districts/community, among others.

In this project, IOM will target five migration affected community in Mafeteng, Mochale's Hoek, Quthing, Quthing's Nek and Leribe district to provide support in the form of community development / income generating activities. As the first step, IOM is looking for a local consultant who will conduct field assessment to the target five districts / community and identify the feasible community development project which will benefit the community as a whole.

2. OBJECTIVE:

The specific objectives of the assignment are as follows:

1. Assess priority needs in terms of small-scale community development projects or income generating activities (i.e. community infrastructure rehabilitation, saving and loan group formulation, agricultural processing, livestock project).

2. Identify and select priority areas of intervention and target beneficiaries within the communities

This assignment will contribute to **Outcome 3: GoL (Local Government) has improved its ability to enhance social unity / cohesion through community development initiative**, and specifically, **Output 3.1: Community development projects are accessible to returnees and host community members.**

3. SCOPE

Under the overall guidance of the IOM Lesotho Head of Office and under the direct supervision of National Project Officer, and Regional Thematic Specialist (RTS) based in IOM Regional Office in Pretoria, the consultant will be responsible for the following:

Community Development Project Identification and Feasibility Study

1. Propose the assessment methodology and the implementation plan
2. Conduct a desk research on community / rural development project in Lesotho including analysis of existing assessment reports from Ministry of Social Development (community development department), NGOs which implement community development / poverty reduction projects such as World Vision, Skillshare, Catholic Relief Service and Red Cross
3. Conduct visit to five districts and interview district officials and other stakeholders
4. Conduct visit to five identified community councils and assess the economic/livelihood situation of the target populations, poverty situation and challenges and opportunities to improve their livelihood at the community level, in consultation with village leaders and local community members (women, men, youth, returnees, mobile populations and host community)
5. Propose a strategy for economic reintegration of returnees and other vulnerable groups through the community development project
6. Identify potential community development projects in the target community and assess the feasibility and estimated cost, develop risk mitigation strategy and estimated number of beneficiaries (direct and indirect) based on the proposed projects

4. METHODOLOGY

A. Desk-based research: Conduct a desk research on community / rural development project in Lesotho including analysis of existing assessment reports from Ministry of Social Development (community development department), NGOs which implement community development / poverty reduction projects such as World Vision, Skillshare, Catholic Relief Service and Red Cross

B. Stakeholder Interview: The Consultancy will hold some consultations with Government, UN, IOM, NGOs and civil society at national level which is involved in community development projects, and with district officials, NGOs which are providing livelihood support in target districts / community councils.

C. Observation, Field Research: The Consultant will visit the target community councils identified by each District, and observe the local economic activity and livelihood situation. The consultant will hold consultation with the community councils, village leaders and local community in order to

identify the potential community development projects which are welcomed by the community and could benefit the community as a whole to improve their livelihood situation.

5. DELIVERABLES

The Consultancy will produce a final document - Report on Community Development Projects identification and Feasibility Study - with key policy recommendations.

A typed final version of the Report on Community Development Projects identification and Feasibility Study is expected to be approximately 25 to 30 pages, excluding annexes. The proposed structure is as follows;

- Acronyms
- Executive Summary
- Section 1: Assessment Background
- Section 2: Methodology
- Section 3: Community Development Project Findings
 - 3.1. Mafeteng District
 - 3.2. Mophale's Hoek District
 - 3.3. Quthing District
 - 3.4. Quthing's Nek District
 - 3.5. Leribe District
- Section 4: Conclusion and Recommendations

The following **Annexes** should be attached to the final documents:

- Annex 1: Terms of Reference for the assignment
- Annex 2: Survey questionnaire
- Annex 3: List of people interviewed (organization, title)

The consultant can add other Annexes as appropriate.

The following does not have to be included in the report but shall be shared with IOM Lesotho:

- All notes from meetings with stakeholders, including a list of all respondents in consultations, interviews, and other meetings.
- All references and sources consulted.
- Any other material relevant to the assignment.

| | Deliverables | Duration |
|---|---|--------------------------|
| 1 | Initial meeting with IOM Lesotho <i>virtual meeting</i> | 2 April 2021 |
| 2 | Submit the inception report which includes research methodology, timeline, stakeholders to be interviewed and draft questionnaire | 15 April 2021 |
| 3 | Desk review of the relevant documents and conduct interview at national level | 19 April – 23 April 2021 |
| 4 | Field research / interview in five districts | 26 April – 14 May 2021 |
| 5 | Analyse the data collected from the field and draft a report | 15-20 May 2021 |
| 6 | Submit the first draft report to IOM | 21 May 2021 |
| 7 | Submit the final report to IOM after incorporating the feedback | 31 May 2021 |

*** This is an estimated timeframe to guide our planning process.**

6. Qualifications and Experience

The successful consultant should have the following qualifications and experience:

- a. Completed advanced University degree from an accredited academic institution preferably in Economics, International Development, Business and Entrepreneurship, Social Studies and other relevant fields
- b. Experience working in rural/community development, local market assessment, community-based infrastructure, or community poverty reduction initiatives such as income generating or saving group in rural area preferably in Lesotho
- c. Proven previous working experience consisting of substantial involvement in assessments and research at community level
- d. Capacity to collate and synthesize qualitative and quantitative data in a comprehensible manner
- e. Demonstrated ability to work in a multicultural environment and establish harmonious and effective relationships.
- f. Proven analytical and drafting skills, capable of working under pressure
- g. Familiarity with basic concepts of forced migration, return and reintegration
- h. Language(s): Fluency in English and Sesotho is required.

7. Payment Schedule

Total fee, inclusive of all travel and related costs, not subject to any deductions, will be paid to the consultant as follows;

- 30 % upon submission of the Deliverable 1 and 2
- 50 % upon the satisfactory completion of Deliverable 3, 4, 5 and 6
- 20 % upon satisfactory completion of the Deliverable 7

8. How to apply

Interested candidates should submit an Expression of Interest which should include the following:

1. Technical proposal which summarizes a proposed workplan and proposed methodology for the assessment on community development project identification and feasibility study
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, evaluation or assessment

Applications should be sent to iomlesothoadmin@iom.int not later than **17:00 hours** (Lesotho Time), **18 March 2021** with a subject line ***“Consultancy – Community Development Projects Identification and Feasibility Study - Lesotho 003/2021.”***

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