



International Organization for Migration (IOM)

The UN Migration Agency

Terms of Reference

Position Title: Researcher

Duty Station: Georgetown, Guyana. Work may be conducted off-site, but candidates based in Guyana are preferred.

Type of Appointment: Consultancy. 3 months (possibility of extension up to 6 months)

Estimated start and end date: 15 April 2020 – 15 July 2020

IOM seeks to recruit a qualified consultant to lead a rapid assessment on labour migration connected to the oil and gas sector in Guyana. This activity is to be carried out under the management of the International Organization for Migration (IOM), under the Western Hemisphere Regional Migration Capacity-Building Program, funded by the U.S. Department of State Bureau of Population, Refugees, and Migration.

Background

Guyana, the only English-speaking country in South America, is also one of the smallest, with a population of 779,004 as of 2017.¹ Despite its geographic location with its coast on the Atlantic, Guyana is considered a Caribbean country due to its political and cultural history and structures. Guyana became a Member State of IOM on 5 December 2011. Since then, IOM has implemented several projects in Guyana to promote the involvement of the diaspora in Guyana's development, strengthen the security mechanisms for the enhancement of migration management in Guyana, and promote the nexus of migration and health, among others.² In addition to this skills gap study, IOM is conducting both a country profile and a needs assessment on migration governance in 2020. These are distinct but interlinking projects, and each will provide a basis for the development of data-driven policies and programs.

In 2000, the United States Geological Survey (USGS) sparked the oil and gas industry's interest in the Guyana-Suriname offshore basin with the release of its USGS assessment of undiscovered resource potential in South America. The 2012 update of this report identified the basin as the second-largest prospect on or near the continent. The assessment's mean values for the basin were 13.6 billion barrels of oil, 21.2 trillion cubic feet of natural gas, and 574 million barrels of natural gas liquids.³

After years of exploration and development operations, a deal was made between the Government of Guyana and ExxonMobil for oil extraction, which will begin producing up to 120,000 barrels of oil per day from the Liza Phase 1 development by early 2020⁴. Economic growth in Guyana is projected to jump considerably from the 3-4 percent range in 2018-19 to over 30 percent in 2020 and 2021, as a result of the oil industry.⁵

This economic growth is expected to result in important migratory inflows of people, including Guyanese nationals in the diaspora, nationals from outside the region and from other CSME Member States and internal flows of Guyanese and migrants from the interior. One of the most significant flows currently is the one of Venezuelan migrants, and as of 11 November 2019, the Government of Guyana reported that it was hosting 11,881 Venezuelans.⁶ A 2019 IOM Displacement Tracking Matrix profile reported that 98 per cent of Venezuelans interviewed in Guyana stated that Guyana was their intended destination and that income generation and employment were pressing needs for these individuals.⁷

This study will focus on labour management and labour migration, with an emphasis on fair recruitment. The study will provide an in-depth analysis of the policies and mechanisms in place to address labour migration and recruitment, including the identification of new and existing data on labour demand in specific sectors connected to the oil and gas sector. IOM will assess the governance needs from the present through the next five to ten years in terms of labour demand and regulatory policies in order to ensure orderly and safe labour recruitment and migration processes, prioritising adherence to international standards and fulfilment of migrants' rights. This study will prioritise interviews with individuals and officials in the service sector who are responding to changes in the oil and gas sector and the agencies that accredit or certify businesses, particularly those who are knowledgeable about the linkages with development, labour, migration and capital flows. The service sector serving the oil and gas (O&G) sector as well as the agencies that accredit or certify the businesses will also be a priority.

This research is one of the many activities conducted in the field of labour migration as part of IOM's Western Hemisphere Program, which looks to support the comparability and exchange of data on labour market gaps and labour migration information systems, promoting the use of evidence and

“whole-of-government” approach in policy making. The Western Hemisphere Program seeks to review and promote improved recruitment practices in the region to ensure that labour migration and recruitment are conducted in alignment with international standards, and takes place in a safe, orderly and dignified manner, and respond to labor market needs.

This study will build on the preliminary findings and address some of the needs and information gaps identified through of another IOM study, the Guyana Migration Governance Needs Assessment, addressing some of the identified information gaps and needs, particularly those relevant for labour migration. The goal is to help Guyana's progress in achieving orderly, safe and regular migration and mobility of people, through the facilitation of comprehensive and reliable data to support the implementation of planned and well-managed labour migration policies. In addition, such labour migration policies should protect labour rights and promote safe and secure working environments of all workers, including migrant workers – and particularly migrants in vulnerable situations, such as women, migrant children, indigenous people, individuals with disabilities, and LGBTQI individuals, and those in unstable or informal employment. This analysis will engage both government and private sector stakeholders, providing a critical cross-sector perspective, engaging with partners to address migration and related issues. The study will provide tools to the Government of Guyana to support these efforts, including recommendations and examples of best practices for Memoranda of Understanding (MOUs), ethical recruitment practices and strategies for managing labour migration effectively.

While this study's primary aim is to support Guyana's national migration policies, it will also speak to regional migration flows, particularly within the CARICOM Single Market and Economy (CSME). The burgeoning Guyanese oil and gas industry will likely affect how workers and families move around the Caribbean, which has regional and international impacts. In this regard, the study seeks to contribute to advance the socioeconomic well-being of migrants and Guyanese society. Additionally, this study will lay a foundation for national and regional strategies for IOM programming, including training programs.

The main purposes and objectives of the country skills gap assessment to be carried out in 2020 are:

1. Analyse the local dynamics of labour migration and labour migration governance in Guyana in the context of the development of the oil industry and other increased migration flows. This will include an analysis of existing data on foreign workforces, with a particular focus on the Venezuelan migrant population and including Displacement Tracking Matrix (DTM) data;
2. Conduct an in-depth analysis of the relevant governance structures, including legislation, agreements, institutions and other mechanisms available to the State to identify skills gaps and recruit labour; and

3. Identify good practices and possible tools which may support a well-planned labour migration, including for assessing public and private organisational needs for recruiting within the oil and gas sector as well as surrounding sectors; ensuring recruitment practices and regulations are aligned with international standards, and strengthening Guyana's labour migration data collection capabilities.

This study will involve interviews with representatives of the government, private sector, recruitment agencies, O&G sector service provider certification agencies, civil society organisations and academic institutions. Interviews with government representatives will be focused on ministries and departments that oversee and regulate labour and labour recruitment, the oil and gas sector and migration governance.

General Functions

Under the overall guidance of the IOM Program Support Officer for the Caribbean and the IOM Research Coordinator, and the direct supervision of the Project Assistant, the incumbent consultant will take responsibility for the quality of the assessment and report, and should include the following tasks:

Tasks	Deliverables
April	
Design and Diagnostics	
Identification and contact made with relevant stakeholders.	<ul style="list-style-type: none"> • Stakeholder mapping • In coordination with the Program Support Officer for the Caribbean, attend meetings and consultations with government stakeholders and coordinate with ILO and IDB staff as necessary, ensuring that the main findings are complementary to the work being done by these organisations
In consultation with the Research Coordinator, develop methodology and instruments for data collection in the field.	<ul style="list-style-type: none"> • Methodology finalised for interviews and focus group discussions • Finalised questionnaires for interviews with government officials • Interview protocol for INGO and civil society stakeholders • Diagnostic interviews conducted with IOM and regional specialists

	<p><i>Note: If in-person interviews cannot be conducted, the consultant will have to develop an alternative methodology, including only remote work</i></p> <p>Delivery date: April 30, 2020</p>
May	
Schedule travel and interviews.	<ul style="list-style-type: none"> Detailed work plan and travel/interview schedule Detailed contingency plan for filling data gaps remotely in the case that, due to a public health or political crisis, it is not possible to conduct in-person interviews. <p><i>Note: If in-person interviews are not achieved, these same deliverables will apply for remote interviews</i></p>
Desk review and analysis including review of current law and legislation and involvement in international and regional frameworks, published migration statistics, national strategies and action plans and related information.	<ul style="list-style-type: none"> Report from the desk review analysis <p>Delivery date: May 31, 2020</p>
June-July	
Data Analysis (phase 1)	
Systematise and analyse data, write first draft of the report.	<ul style="list-style-type: none"> Analyze data collected through secondary data and remote interviews Draft country report Draft tools and examples intended for use by the Government of Guyana <p>Payment: 30%</p> <p>Delivery date: July 5, 2020</p>

Main Tasks of the Consultant Related to the Assignment:

- Communicate regularly with the IOM Program Support Officer for the Caribbean and Research Coordinator.
- Hire and supervise the work of a research assistant, preferably based in Guyana (the main consultant should include all related costs as part of the financial proposal).
- Conduct a comprehensive desk review and support data collection and analysis.

- Deliver documents and other deliverables in a timely manner as stated in the action plan, or as amended in conjunction with supervisors.
- Maintain a neutral and professional approach throughout the completion of the contract.
- Ensure that all and any relevant data and finding are documented, appropriately archived and shared with IOM, whether or not they are used in the final report.
- Collaborate with Research Coordinator in leading tasks to completion to ensure a quality final product.
- Draft a comprehensive and evidence-based report to clearly identify priority issues and recommended actions to address those issues and needs.

Desirable Qualifications

Education and Experience

- Advanced university degree from an accredited academic institution, preferably in Public Policy, Social Sciences, Economics or related technical field;
- International experience, preferably in conducting fieldwork and assessments on labour markets or labour migration, is preferred;
- Experience collecting and analysing qualitative and quantitative data;
- Capacity to collate and synthesise qualitative and quantitative data in a comprehensible manner;
- Knowledge of migration, remittances and development, as well as relevant related policies;
- Knowledge of international standards on labour migration and recruitment;
- Ability to draw strong and valid conclusions;
- Experience working with governments and civil society;
- Relevant experience in Guyana will be considered an advantage.

Competencies

- Excellent analytical, oral and written communication skills in English;
- Excellent report writing skills;
- Experience in leading an international research project;
- Experience in working in complex institutional environments;
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability;
- Knowledge of the Caribbean region and global migration or migration management;
- Ability to work with minimal supervision and to meet deadlines;
- Language(s): Fluency in English is required.

Candidates must submit three separate documents to iomguyana@iom.int by April 10, 2020:

- A CV including a minimum of three references;

- A technical proposal, including the candidate's capacity to meet the objectives of the project, including relevant prior experience; proposed methodology to be used for data collection and analysis; and indication of availability (3 pages max.);
- A budget or financial proposal indicating the time and resources that will be required, and including: a research assistant, travel costs, personal protective equipment costs if needed (masks, disinfectant towels, etc.), communication costs, and consulting fee (1 page max.).

We thank all applicants for their interest, however,
only those candidates selected for interviews will be contacted.