
*Programme "Leveraging the positive impact of migration on Moldova's development through improved policy evidence and better engaged diaspora"
implemented by IOM, UNDP, UNICEF and WHO and financed by MMPTF*

TERMS OF REFERENCE

1. **Duty Station of the Consultancy:** Chisinau, Moldova
2. **Duration of Consultancy:** 01.08.2024-31.03.2025
3. **Nature of the consultancy:** Research company supporting the comprehensive mapping of Moldovan diaspora in up to six main destination countries (EU member-states, UK, USA, Canada)¹

The overall task of the research company is to provide a team of specialized experts to assist the MMPTF Programme in leading the process of developing a methodology for an extended Moldovan diaspora mapping and providing overall guidance and support in conducting the extended diaspora mapping survey, including with migrant children, as well as assessing diaspora's health variables in selected destination countries.

4. **Project Context and Scope:**

The International Organization for Migration (IOM) is the leading intergovernmental organization in the field of migration. IOM works to help ensure the orderly and humane management of migration to promote international cooperation on migration issues, to assist in the search for practical solutions, and to sustainably engage diaspora in homecountry development. Drawing on its long-standing experience, IOM has formulated a comprehensive strategic approach centred on the 3Es for action: to engage, enable, and empower transnational communities as agents for development – with each area involving a range of interventions by governments and other stakeholders, supported by IOM through policy advice and programming.

In order to support evidence-based policy making, in 2010 IOM in cooperation with UNICEF and UNFPA developed a comprehensive qualitative research analysis and carried out a sociological analysis research on the needs and specific situation of children and elderly left behind by migration² within EU ENPI funded project "Supporting the implementation of the migration and development component of the EU-Moldova Mobility Partnership".

Furthermore, in partnership with the World Bank and with the EU's support, during 2011-2012 IOM mapped the Moldovan Diaspora residing in the Russian Federation and in four EU destination countries (France, Italy, United Kingdom and Portugal)³. Subsequently, in 2017, within a Confidence Building Measures EU financed project, the Moldovan diaspora was further mapped in six destination countries (Germany, UK, Israel, Italy, Portugal and Russian Federation). Additionally, a separate diaspora mapping report was issued in 2017 focusing specifically on the characteristics of the diaspora communities originating from the left bank of the Nistru River⁴.

During 2019 IOM in partnership with UNDP executed an in-depth study on the profile of Moldovan labour

¹ The **six main destination countries** for the diaspora mapping are: USA, Canada, UK, Germany, France, Italy.

² IOM, 2011. Specific Needs of Children and Elderly Left Behind as a Consequence of Migration. <https://moldova.iom.int/sites/iom.int>

³ IOM, 2017. Mapping Moldovan Diasporain Germany, UK, Israel, Italy, Portugal and Russia. <https://moldova.iom.int/sites/iom.int>

⁴ IOM, 2017, Mapping Migration from Transnistria. [Raport ENG TN.cdr \(iom.int\)](https://moldova.iom.int/sites/iom.int)

migrants' experiences, needs, perceptions and their future plans in six destination countries including Moldova, supplemented in 2020 with a rapid assessment of the pandemic consequences on the vulnerabilities, specific needs and future plans of the Moldovan diaspora and labour migrants in ten main destination countries. Furthermore, during 2020 IOM executed a study on the mobility-driven impact of COVID-19, numbers and profiles of the returning migrants as well as specific vulnerabilities of groups affected by the decrease of remittances.

Simultaneously, starting from 2012, the GoM in close cooperation with IOM developed and implemented a total of 12 (of which five with IOM support) Extended Migration Profile (EMP) reports which include all available statistical data on migration for the period 2005-2022. The aim of the EMP exercise is to foster efficient migration management through supporting the development of evidence-based policies. In particular, it broadens the GoM's knowledge base about migration and enables it to assess how it can beneficially impact development, improve the use and smooth dissemination of existing migration information among relevant stakeholders and support the establishment of mechanisms for regular reporting on migration-related trends and impact of migration. At the same time, as part of the MiDL project of UNDP, local migration profiles of 38 rural communities were developed with data available and/or collected locally; those local migration profiles were used to mainstream migration in the local communities' social-economic development strategies and development processes.

In 2021, building on IOM's rich experience of over 150 diaspora mappings implemented across diverse contexts and countries, including in Moldova, IOM developed a Diaspora Mapping Toolkit⁵ which presents a systematic, comprehensive yet very flexible and agile approach to conducting diaspora mappings in differing contexts. By following the proposed clear guidance on how to collect and analyse data on diaspora communities, decision makers have the possibility to create a more strategic and evidence-based policies empowering diaspora members to contribute and engage thus maximizing their contributions to development.

In addition since 2022, IOM Moldova has been implementing an innovative methodology to support measuring the economic contributions of diaspora beyond the remittances, which is just an initial step towards filling the information void that currently exists on capturing and counting economic contributions of transnational communities.

While significant progress has been made there remains substantial work to fully capture the challenges and specific needs faced by diaspora in a changing world, as well as to reflect the multifaceted impact of the diaspora and maximize the utilization of its expertise, which is particularly crucial in the context of the EU accession process of the Republic of Moldova.

Although Moldovan medical and other highly skilled professionals express interest in sharing their knowledge and providing services to the homeland population, professionals who have lost their qualifications also show interest in re-qualifying upon their return. Despite this, the government lacks updated and comprehensive evidence-based information on understanding the needs, challenges, specific expertise, professional skills profile, and willingness of the diaspora to contribute in various professional sectors, as well as identifying engagement opportunities for their largely underutilized potential. Additionally, there is insufficient data on sustainable ways to engage the diaspora for attracting investments to Moldova, developing cross-border trade and business partnerships, and promoting tourism.

In the past, there was no data systematically collected on the health related profile of challenges and needs of the diaspora, the access and use of medical insurance coverage, nor on their propensity to engage in medical tourism to Moldova. As a result, no policies or services were developed to cater for these respective needs of the diaspora. Drug-resistant forms of TBC, sexually-transmissible diseases, AIDS, mental health issues, cancer, other diseases proliferated in the diaspora, while not being assessed, nor any health policy response was developed. The role of returning/mobile groups as vectors of spreading diseases was not

⁵ IOM, 2021. Diaspora Mapping Toolkit, <https://publications.iom.int/books/diaspora-mapping-toolkit>.

assessed. As a result, this impacted the productivity of important segments of labour force, reflecting in costs on the medical and social protection system in Moldova upon the return of these diaspora members to the homeland.

Also, the increasingly large group of Moldovan children residing abroad with their parent(s), was not researched, and no systematically collected data / evidence exists on their profile of gender, education preferences and performance, culture profile, language use, psycho-emotional state and challenges, the degree of integration in the education and social environment, propensity for assimilation into the local culture, citizenship etc. The previous sporadic reviews, indicated that the lack of data results in lack of policies for maintaining the linguistic and cultural identity of these children, resulting in swift erosion of their respective identity, psycho-emotional challenges and difficulties with education and community reintegration in Moldova of the children returning from abroad with their parents. Also, this results in a lack of policies for attracting / recruiting university students from amongst Moldovan children educated abroad.

Therefore, the development and implementation of an updated methodology for systematic, nationally owned and detailed diaspora mapping would be instrumental in supporting the redesign and operationalization of existing platforms for outreach, consultation, and the capitalization of diaspora skills, knowledge, and expertise. This, in turn, would enhance policy-making and development initiatives.

The improved evidence through systematic diaspora mapping, offering insights on the diaspora's engagement areas, potential, skills and needs profile, including of the youngest diaspora generation, will result in national programs and policies which facilitate diaspora engagement.

Against this background within Joint UN Moldova Migration Multi-Partner Trust Fund Programme (MMPTF) titled "Leveraging the positive impact of migration on Moldova's development through improved policy evidence and better engaged diaspora" IOM, UNDP, UNICEF and WHO aims to leverage the positive impact of migration on Moldova's socio-economic development and minimize the negative effects of migration.

To achieve this, first, the programme will strengthen the capacities of relevant public authorities for ensuring effective migration policy design and management. It will draw recommendations for policy response following the profile analysis of various categories of migrants, diaspora communities and their engagement potential as well as of the impacts that migration and remittances have on the structure of the communities left behind, including children.

Second, the programme will employ innovative mechanisms to strengthen diaspora engagement, including the establishment of participatory platforms for outreach, consultation and capitalization of diaspora's skills, knowledge, and expertise for development initiatives. In addition, it will attract diaspora investments to Moldova, and develop trade and business partnerships in sectors such as tourism. The evidence collected under the program will result in recommendations for development of various policies and public services for engaging and protecting diaspora and returning migrants.

Expertise required: To support the aforementioned objectives the MMPTF Programme will employ the expertise of a research company with a multi-disciplinary qualified team of three national consultants, including (1) **a lead diaspora mapping consultant** supported by (2) **one child** and (3) **one health-related expert**, who are expected to jointly develop a methodology for and subsequently conduct an extended diaspora mapping, which will include a comprehensive socio-cultural profile of diaspora adult and children population and an inclusive assessment of diaspora's members and their children physical and mental health conditions while residing abroad.

The diaspora mapping consultant will serve as a senior/leading expert will oversee and coordinate the efforts in developing the mapping methodology, data collection, analysis and participate in report validation and will be responsible for the overall quality of all deliverables under the assignment. The leading expert will be

supported by a team of national consultants specialized in children and health related issues under the same Programme. Specialized national consultants will bring in-depth knowledge and expertise in specific areas of children's and health issues and will contribute to methodology design, data analysis, report writing and validation based on their specialization.

The contracted research company from Moldova will receive assistance from **diaspora facilitators** from the **six main destination countries**. These six facilitators will support the team of experts in collecting data by disseminating and completing a part of the questionnaires, as well as facilitating the organization of focus group discussions and in-depth expert interviews with the intended participants from the selected countries. The facilitators will be contracted separately by the selected vendor (research company).

More specifically, the diaspora facilitators from the six main destination countries will support the research company from Moldova in collecting quantitative and qualitative data by :

1. Distributing and collecting 200 questionnaires in each of the six main destination countries, according to Annex A, ensuring their first quality-control and submitting them to the research company;
2. Identifying Moldovan migrants in six main destination countries to participate in the 24 Focus Group Discussions, according to the numbers and profiles specified in Annex A;
3. Identifying and booking premises for the organization of 24 Focus Group discussions in six main destination countries; The premises rent will be paid by IOM based on receipts/invoices;
4. Assisting in identifying 48 in-depth interview participants in six main destination countries, according to the numbers and profiles specified in Annex A, facilitating meetings with them and when needed provide interpretation services.
5. Ensure logistics for the good execution of all survey related activities (suggest transportation options, communication).

Expected results: Firstly, the resulting diaspora mapping report will enhance the understanding of the specific nature of the diaspora and construct a profile of the diaspora population, excluding circular migrants. It will identify subgroups within the larger diaspora population based on factors such as period/duration of migration, age/generation, socioeconomic profile, expertise, skills, current occupation, health-related aspects, future plans, propensity to engage, cultural and linguistic profile, and more. Secondly, the final results will support Moldovan public authorities in engaging the diaspora through an ongoing communication and engagement strategy aimed at establishing long-term cooperation and supporting the EU integration process. Thirdly, the mapping results on the sociodemographic characteristics of a population, challenges, including health-related issues, their current and desired engagement behaviors, and the resources they may eventually mobilize for specific purposes, will be used to identify potential future intervention areas and public services based on the specific needs, interests and developed competences of sampled diaspora populations. In order to reach the expected results, the resulting mapping study in the selected destination countries will pay specific attention to gender aspects in all topics covered in the study, ensuring a comprehensive and inclusive analysis. It will also provide recommendations for policy-makers, particularly for public diaspora-related educational programs that foster cultural integration while preserving the children's national, linguistic, and cultural identity and for short- and long-term public health interventions to promote migrant health, public services, and health insurance coverage. It will offer an overview of the socio-economic, cultural and linguistic, integration, health and needs profile of the Moldovan diaspora, by engaging a combination of desk research, qualitative and quantitative tools, and will include, but will not be limited to, the following analytical elements:

1. Mapping of Moldovan diaspora adult population in the host countries

- **Socio-demographic data** of Moldovan diaspora, differentiated by country of residence; include a question about membership in a diaspora association. Exclude circular migrants.
 - **Data about Professional Activities:** past and present qualifications, studies, current sector of professional activity, pre-departure sector of professional activity, available competencies and the preconditions to engage in virtual, short-term and/or long-term mobility schemes in Moldova (all domains; EU integration), and future intention to come back to Moldova.
 - **Data about entrepreneurs and their interest in investing in Moldova:** domains, expectations, preconditions, possibilities, provocations, issues.
 - **Data about access to public services provided physically and digitally by consulates and Moldovan state:** consular services, experience of accessing digitally public services in Moldova, digital signature, issues in accessing digital services.
 - **Data about social protection and pension rights:** access to social protection and other public services, accrual and practical transferability of pension rights in Moldova for diaspora members.
 - **Data about participation in activities supporting other Moldovan migrants** in the host countries, and potential interest in being involved in such activities.
 - **Data about associations:** knowledge about the available funding in the host country and ways to access it, practices of cohesion and self-management, data about registered and non-registered status, informal initiative groups;
 - **Data about civic and political activity** related to the Republic of Moldova: participation in elections, involvement in the EU agenda, collaborations with Moldovan stakeholders.
 - **Data about participation in the local development processes in the Republic of Moldova:** remote participation; pro-active community engagement, including HTAs, LPAs, private sector representatives, civil society, migrants, refugees etc.
 - **Data about students:** membership in networks of Moldovan students, interests, activities, participation in the development of the Republic of Moldova, intention to return home after graduating, specific needs/conditions for a possible return home and employment);
 - **Data about the level of integration in the host country:** experiences of discrimination or xenophobia faced by diaspora members in the host countries;
 - **Data about institutional arrangements for diaspora,** programs and policies to promote diaspora networks, including through interviews with relevant stakeholders.
2. **Mapping of Moldovan migrant children residing abroad (related quantitative data will be collected via the questionnaire for adults; qualitative data - via focus groups with children, adolescents and their parents/caregivers)**
- **Profile of the migrant children:** country of birth, gender, age, socio-economic background of the family
 - **Education and cultural integration:** access to education (including pre-school), language and cultural support classes, catch-up classes, extracurricular activities, inclusion of children with special needs.
 - **Healthcare:** access to healthcare services, health insurance, nutrition, chronic illnesses, disability, mental health, vaccination.
 - **Support services for adolescents in the host country:** counseling services, peer support networks.
 - **Discrimination and xenophobia:** social exclusion, bullying, violence against children.
 - **Social protection:** poverty, social aid and support services, housing conditions.
 - **Legal challenges:** obtaining birth certificate and/or other necessary documents, conflict with the law and preventive measures taken by host countries.

- **Cultural assimilation and integration:** dual language and cultural development, activities aiming to facilitate the integration into the local community, psychological counseling.

3. Assessing the migrants' physical and mental health conditions in the host countries

- **Data about chronic illnesses:** evaluate the incidence of chronic illnesses such as diabetes, cardiovascular diseases, and respiratory conditions among the Moldovan diaspora;
- **Data about the prevalence of infectious diseases and vaccination coverage** within the Moldovan diaspora;
- **Data about the prevalence of mental health disorders:** stress, anxiety, depression, and post-traumatic stress disorder (PTSD)
- **Data about and examine the availability and accessibility of mental health support services** in the host countries;
- **Data about the health behaviour and lifestyle:** alcohol and drug use, physical activity, access to healthy food, dietary habits;
- **Data about healthcare utilisation:** frequency of healthcare visits and the extent to which Moldovan migrants utilize available medical services in the countries of destination and/or in Moldova when returning home, language barriers affecting migrants' communication with healthcare providers in destination countries, access to maternal and child healthcare services (including maternal health, infant mortality, and access to reproductive healthcare), access to and actual use of emergency medical care, and to the required essential medicines, with reference to High-Priority Health Services for Humanitarian Response (H3 Package) and recent WHO List of Essential Medicines and List of Essential Medicines for Children;
- **Data about the health insurance coverage:** level of coverage of migrants with health insurance abroad and/or in Moldova and the benefits packages;
- **Data about health education programs:** evaluate the availability and effectiveness of health education programs for migrants;

5. Methodological specifications of the assignment

The data should be collected through **quantitative** and **qualitative** data collection tools, gathered from relevant stakeholders, including but not limited to the Moldovan diaspora from abroad (including migrants' children residing abroad, diaspora associations' leaders/active members), Moldovan and foreign experts from relevant national public and international organizations, and Moldovan diplomatic missions in the agreed destination countries of Moldovan diaspora. Empirical data will be completed by secondary data obtained via **desk research**.

The collected data should be disaggregated, among other, by: gender, age, disability status, employment sector in Moldova and abroad, education background, formal/informal qualifications and skills obtained or lost while abroad, migration experience (years), migration status (regular/irregular), frequency of travelling to Moldova, host country, region of origin and destination (urban/rural) etc.

The data should be collected through the following methods, both in-person, online and/or hybrid modes:

Quantitative

- a) Distribution and collection of up to **1,800 survey questionnaires overall** among Moldovan diaspora in up to **six destination countries**, including 600 surveys with migrant parents/caregivers whose children

reside with them abroad⁶.

Qualitative

- b) **focus group discussions** (4 per country) covering (i) children up to 12 years old, (ii) adolescents aged 12-17, and (iii) parents/caregivers of children; focus groups with adults will cover topics from all 3 analytical categories mentioned above.
- c) **in-depth interviews with experts, officials** from Moldovan diplomatic missions, foreign experts from relevant national public and international organizations, civil society, diaspora associations (5 per country).
- d) **in-depth interviews with Moldovan health professionals** residing abroad (3 per country).

*Note: The **final number** of questionnaires to be filed in, the number of focus groups and in-depth expert interviews to be conducted, and the profiles of the respondents to be interviewed will be defined individually for each country, according to the final methodology produced by the research team and approved by the M-MPTF Programme implementing partners.*

6. Tasks to be performed under this contract:

- Conduct a desk research on the subject and produce a summary analysis of the existing data and collection methods and frameworks for diaspora mapping, which will inform the prioritization of evidence to be collected and provide additional entry points and own methodological approaches for the future report;
- Based on the summary analysis, guided by the IOM's Diaspora Mapping Toolkit and considering past examples of Moldovan diaspora mapping studies, produce an extended diaspora mapping methodology. This should include the identification of diaspora sub-groups to be targeted by the survey, data collection tools, and a realistic implementation plan with a budget encompassing all envisaged costs. The methodology should assess the socio-economic, integration, psycho-emotional, and needs profile of the Moldovan diaspora, including migrant children, incorporate gender and health variables, and address the engagement of expatriated professionals in the health sector;
- In coordination with MMPTF Programme implementing agencies, and the Moldovan Government set the target countries for the diaspora mapping study. The choice of the selected countries shall be backed by existing knowledge of the size of the diaspora, available data on their profiles, existing contacts, lack of previous research coverage, specific challenges, and opportunities to strengthen further cooperation with the diaspora groups within the examined countries;
- With IOM Moldova's support, the contracted team of experts will be responsible for logistics arrangements for the implementation of the extended diaspora mapping study in the selected countries;
- Execute the extended diaspora mapping study in the selected countries as per the agreed methodology, implementation plan and approved budget;
- Produce the initial and final diaspora report drafts, including formulating recommendations for the main stakeholders on the ways to strengthen the diaspora engagement policy and programs for the various sub-groups of the diaspora members in the selected countries;
- Develop a database or roster of selected diaspora members in the chosen countries per relevant sectors, including health, education, research, and public policy, including EU accession;

⁶ The sample of surveyed and interviewed children's parents/caregivers residing abroad should constitute 20% of the overall study sample, reflecting the proportion of children in the total population with an usual residence in the Republic of Moldova."

- Participate in and deliver presentations of the findings of the field research during at least two events with the main relevant stakeholders.

7. Tangible and measurable output of the work assignment.

The service provider will be contracted to design a methodology and conduct the study to assess socio-economic profile of the Moldovan adult diaspora population, and migrant children, incorporating health variables, and addressing the mobility and engagement of expatriated professionals in the health sector. The following deliverables will be submitted according to the proposed timeline and allocated working days:

TIMELINE	DELIVERABLE	Workdays per deliverable	Contracting agency
30.08.24	<p>Deliverable 1:</p> <ul style="list-style-type: none"> - A summary of desk research and analysis of similar studies, data collection methods and approaches to diaspora mapping, which will inform the study's methodology. 	10 Days	IOM
01.10.24	<p>Deliverable 2:</p> <ul style="list-style-type: none"> - Study protocol, including detailed methodology, sample design, data collection tools (for both qualitative and quantitative components) and work plan. <p>Ethical considerations will be addressed, and survey protocol will be submitted accordingly to the National Ethics Committee (comitetetica@msmps.gov.md) for clearance and approval</p>	40 Days	WHO
31.12.24	<p>Deliverable 3:</p> <ul style="list-style-type: none"> - Quantitative and qualitative data collection as follows: 600 out of 1800 questionnaires, 48 interviews, moderation of 24 focus group discussions - Initial draft report with statistical annexes to provide an overview of the results, based on the field work. The outcomes of piloting/testing of the data collection tools, training of interviewers (agenda, outlines of the presentations etc.) will be included as per agreed methodology, implementation plan and agreed budget; 	90 Days (including work collection) field data	UNICEF
15.02.25	<p>Deliverable 4:</p> <ul style="list-style-type: none"> - First draft of the Study Report which will include an analytical part summarizing intermediary findings, conclusions and recommendations derived from quantitative and qualitative analysis, including graphics, diagrammes, tables etc. - Presentation of the intermediary findings for the main stakeholders and incorporating all comments, if any, to be 	50 Days	WHO

	addressed under the final report;		
15.03.25	Deliverable 5: - Final Study Report. - Presentation of the main findings during a public event.	20 Days	WHO
31.03.25	Deliverable 6: - Final administrative report on all tasks performed during this assignment, submitted and approved by IOM, UNICEF, WHO.	10 Days	UNICEF
Total working Days		220 Days	

8. **Organizational Department / Unit to which the Consultant is contributing:**

Under the overall supervision of the IOM, UNICEF and WHO relevant designated staff, the team of consultants will be responsible for executing the above described tasks and submitting the mentioned deliverables, within the framework of the Joint UN Moldova Migration Multi-Partner Trust Fund Programme (MMPTF) titled “Leveraging the positive impact of migration on Moldova’s development through improved policy evidence and better engaged diaspora” implemented by IOM, UNDP, UNICEF and WHO.

The submitted deliverables, which should be provided in Romanian or English, shall be endorsed by the IOM, UNICEF and WHO relevant designated staff.

Management arrangement: The assignment and its tasks hereunder shall be performed from 1 August 2024 – 31 March 2025, starting the day of the contract signing, the team of consultants will be given up to **220 working days** to carry out the entire assignment. The fee will be paid in 6 (six) instalments as follows:

- Installment 1 upon completion of the Deliverable 1
- Installment 2 upon completion of the of the Deliverable 2
- Installment 3 upon completion of the of the Deliverable 3
- Installment 4 upon completion of the of the Deliverable 4 and 5
- Installment 5 upon completion of the of the Deliverable 6
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Note: The 220 number of working days have been estimated as being sufficient/feasible for the envisaged volume of work to be completed successfully and is proposed as a guideline for the duration of the assignment. It cannot and shall not be used as criterion for completion of the work/assignment. The provision of envisaged deliverables approved by the IOM shall be the only criteria for International Consultant’s work being completed and eligible for payment/s.

6. **Performance indicators for the evaluation of results**

Satisfactory and timely submission of deliverables indicated in these ToR.

7. **Data protection, intellectual property, confidentiality and ethical considerations**

The contractor will ensure that the process is in line with the United Nations Evaluation Group (UNEG) Ethical

Guidelines. The contractor should be sensitive to beliefs, manners and customs and act with integrity and honesty while interacting with the target group. The contractors will be responsible for considering ethical issues concerning the participation of parents/caregivers and children/ adolescents in the study, as well as those related to the researched topic.

Furthermore, the contractor should protect the anonymity and confidentiality of individual information. All participants should be informed about the context and purpose of the study, as well as about the confidentiality of the information shared.

The methodology must comply with UNICEF and WHO Procedure for ethical standards in research, evaluation, data collection and analysis as well as with IOM's Data Protection Principles⁷. The proposed research methodology and report should include a section identifying anticipated or actual ethical issues as well as measures and methods to address or mitigate these issues, for example: protecting anonymity and confidentiality of individual information sources etc.

Use of documents and information provided by IOM, UNICEF and WHO or acquired during the contract implementation is allowed only for the tasks related to these terms of reference.

All intellectual property and other proprietary rights including, but not limited to, patents, copyrights, trademarks and ownership of data resulting from the project shall be vested in IOM, UNICEF, and WHO including, without any limitation, the rights to use, reproduce, adapt, publish and distribute any item or part thereof.

8. **Travel arrangements**

In order to undertake the field research, it is expected that during their assignment, the team of consultants will travel, specifically to up to six destination countries to undertake the field research of the Moldovan diaspora mapping as specified in the timeline of this terms of reference. The travel and DSA costs will be covered separately by IOM Moldova according to UN's established rates, during their stay in the place of duty while on travel on duty (TDY). Any other administrative arrangement shall be the consultant's personal liability.

9. **Education, Experience and/or skills required**

9.1 **Institution/Company:**

National research/consultancy company specializing in social research;

- Minimum of 5 years of demonstrated experience in conducting social research and analysis;
- Previous research/ consultancy in relevant diaspora mapping, child rights/ socio-economic and health research areas (copies of report summaries);
- Demonstrated experience in migration field is a strong asset;
- Previous work with UN agencies is an asset

9.2 **Diaspora mapping and leading expert**

A. Education

⁷ IOM Data Protection Principles, IOM <https://www.iom.int/sites/g/files/tmzbd486/files/documents/2023-08/iom-dp-principles-en.pdf>

- Advanced academic degree (MA or PhD) in sociology or demography or related areas relevant for the assignment;
- Complementary studies in economics and/or statistics will be an advantage;
- Other formal education relevant for the assignment;

B. Experience:

- At least 5 years of proven experience, preferably in social research areas;
- Proven experience (at least 7 years) in developing analytical works in sociological, demographical, or migration-related fields
- Proven experience in applying quantitative and qualitative research methods for researches of similar complexity – at least 2 research projects conducted;
- Previous experience (at least two projects) in conducting international research on relevant topics;
- Experience in working with international organizations and UN agencies in particular;

C. Knowledge and skills:

- Knowledge of data analysis methods, statistical software and data visualization tools.
- Strong analytical and critical thinking skills to assess policy effectiveness and identify areas for improvement.
- Good knowledge of the migration & development concept and diaspora, as well as remittances themes;
- Excellent written and verbal communication skills with the ability to present complex information in a clear and concise manner.
- Strong interpersonal skills and ability to work collaboratively with various stakeholders.
- Fluency in Romanian and Russian; good command of oral and written English;

9.3 Child expert

A. Education:

- Advanced academic degree (MA or PhD) in the field of social assistance, education, child protection;
- Additional studies in sociology, psychology, social policies, and/or statistics will be an advantage;
- Other relevant formal education for the given position.

B. Experience:

- Minimum of 5 years of experience, preferably in the field of social assistance, education, child protection;
- Experience in developing analytical works in the field of social policies will be an advantage;
- Previous work experience related to state programs/reforms in social fields;
- Previous experience in implementing research and analysis tools;
- Previous experience working with international organizations, especially UN agencies.

C. Knowledge and skills:

- In-depth knowledge of state programs/reforms in education, social field, including child protection;
- Good knowledge of the migration and related issues;
- Strong analytical and critical thinking skills to assess policy effectiveness and identify areas for

improvement.

- Excellent written and verbal communication skills with the ability to present complex information in a clear and concise manner.
- Strong interpersonal skills and ability to work collaboratively with various stakeholders.
- Fluency in Romanian and Russian; good command of oral and written English;

9.4 Migrant Health Expert

A. Education:

- Advanced academic degree (MA or PhD) in the field of public health, global health management, or other related fields;;
- Additional studies in sociology, psychology, social policies, and/or statistics will be an advantage;
- Proven understanding of scientific research and healthcare principles, with special focus on health system;
- Other relevant formal education for the given position.

B. Experience:

- Minimum of 5 years of experience, preferably in the field of medical services, preferably in the realm of health policies;
- Experience in developing analytical works in the field of health policies will be an advantage;
- Previous work experience related to state programs/reforms in social field, health sector;
- Previous experience in implementing research and analysis tools;
- Previous experience working with international organizations, especially UN agencies.

C. Knowledge and skills:

- In-depth knowledge of state programs/reforms in public health and social field in those countries;
 - Good knowledge of the migration health and child health related issues;
 - Strong analytical and critical thinking skills to assess policy effectiveness and identify areas for improvement.
 - Excellent written and verbal communication skills with the ability to present complex information in a clear and concise manner.
 - Strong interpersonal skills and ability to work collaboratively with various stakeholders.
- Fluency in Romanian and Russian; good command of oral and written English;

10. Competencies for all team members

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.

Annex A

**Diaspora Mapping Countries
and the proposed distribution of surveys, interviews and focus groups**

	Country	Diaspora facilitator	No. of surveys collected by the facilitator	No. of surveys collected by the contracted company	Number of total surveys	In-depth interviews realised by the contracted company	Focus group discussions moderated by the contracted company
1	USA	Yes	200	100	300	5 + 3 health professionals	2 adults + 1 children <12 + 1 teenagers
2	Canada	Yes	200	100	300	5 + 3 health professionals	2 adults + 1 children <12 + 1 teenagers
3	United Kingdom	Yes	200	100	300	5 + 3 health professionals	2 adults + 1 children <12 + 1 teenagers
4	Germany	Yes	200	100	300	5 + 3 health professionals	2 adults + 1 children <12 + 1 teenagers
5	France	Yes	200	100	300	5 + 3 health professionals	2 adults + 1 children <12 + 1 teenagers
6	Italy	Yes	200	100	300	5 + 3 health professionals	2 adults + 1 children <12 + 1 teenagers
TOTAL			1200	600	1800	48	24