

DRC

Terms of Reference (ToR)

for

Consultancy: Mixed Migration Research and Analysis in Pakistan and Türkiye

1. Who is the Danish Refugee Council?

Founded in 1956, the Danish Refugee Council (DRC) is a leading international NGO and one of the few with a specific expertise in forced displacement. Active in 32 countries with 6,000 employees and supported by 6,000 volunteers, DRC protects, advocates, and builds sustainable futures for refugees and other displacement-affected people and communities. DRC works during displacement at all stages: In the acute crisis, in exile, when settling and integrating in a new place, or upon return. DRC provides protection and life-saving humanitarian assistance; supports displaced persons in becoming self-reliant and included in hosting societies; and works with civil society and responsible authorities to promote the protection of rights and peaceful coexistence.

About the Mixed Migration Centre

The Mixed Migration Centre (MMC) is a knowledge centre engaged in data collection, research, analysis, policy and programming on mixed migration. MMC has regional hubs in Africa, Asia, Europe and Latin America, with a global team headquartered in Geneva and based in several countries worldwide. MMC aims to increase understanding of mixed migration, to positively impact global and regional migration policies, to inform evidence-based mixed migration responses for people on the move and to stimulate forward thinking in public and policy debates on mixed migration. MMC's overarching focus is on human rights and protection for all people on the move. The three overall objectives of the MMC are:

- To contribute to a better, more nuanced and balanced understanding of mixed migration (knowledge)
- To contribute to evidence-based and better-informed migration policies and debates (policy)
- To contribute to effective evidence-based protection responses for people on the move (programming)

MMC is part of the Danish Refugee Council (DRC). While its institutional link to DRC ensures MMC's work is grounded in operational reality, it acts as an independent source of data, research, analysis and policy development on mixed migration for policy makers, practitioners, journalists, and the broader humanitarian sector. The position of MMC does not necessarily reflect the position of DRC and vice versa.

Since 2014, MMC has implemented 4Mi as its flagship primary global data collection system, generating quantitative migration data through surveys carried out directly with refugees and migrants on the move along mixed migration routes worldwide. This is complemented by qualitative data collection methods that add depth and nuance to the trends identified through 4Mi's quantitative findings. Together, these data sources form the evidence base for a range of outputs -- including infographics, snapshots, reports, and research papers -- that shed light on the drivers, aspirations, and experiences of people on the move along major migration routes. This evidence helps inform programming and response for organisations working with migrants and refugees, shape policy discussions with timely, first-hand insights, and challenge persistent migration myths that continue to dominate public narratives and policymaking. In Asia and the Pacific, this combined approach has been applied in Türkiye, Afghanistan, Indonesia, Thailand, and Malaysia.

For more information on MMC, visit our website: <https://mixedmigration.org/>

2. Purpose of the consultancy

MMC seeks proposals from a consultant to produce 2 different analyses and outputs for Mixed Migration Research and Analysis in Pakistan and Türkiye for a period of 6 weeks.

3. Background

MMC Asia and the Pacific aims to document the complex migration dynamics towards and through Türkiye and Pakistan by producing different analyses and outputs. The aim is to garner an improved understanding of who is taking these routes, their migration drivers, their routes, conditions of their migration journeys, unmet assistance needs, and the corresponding impact of those unmet needs on their migration intentions. Ultimately, these insights can be used to implement policies and programming to support refugees and migrants in Asia.

4. Objectives of the consultancy

The primary objectives of this consultancy are to answer the following questions through diverse reports, ensuring the analysis is appropriately contextualized:

1. Who is undertaking mixed migration journeys? What are their socio-demographic profiles?
2. What do refugees' and migrants' journeys look like? What are their routes, durations, conditions, financing methods, and forms of assistance received?
3. What is motivating refugees and migrants to make the journey?
4. What role do transit countries play? How do migrants navigate their journeys through these transit countries, and what are the key challenges and risks they face during transit?
5. What protection risks do refugees and migrants face on the journey, and where?
6. How vulnerable are refugees and migrants on their journey, and what determines their vulnerability?
7. What types of assistance do refugees and migrants receive along their journey, and from which actors? What unmet needs remain?
8. How prevalent is smuggling, and how does it manifest itself?
9. How do refugees' and migrants' experiences and unmet needs, particularly in relation to legal pathways and return options, local integration, access to information, and other barriers or enablers, shape their decision-making along their migration journeys?
10. What are the experiences of refugees and migrants in terms of integration within host communities?
11. What are the key factors that enable or constrain mobility for people on the move and how do these influence decisions about future migration plans?

5. Scope of work and Methodology

Scope of work

The consultant is expected to produce the following outputs:

1 Research Paper complementing UNHCR's border monitoring in Pakistan

- The output is 15-20 pages long
- The output is based on:
 - 1 quantitative dataset focusing on Iranians' movement (~100 surveys)
 - 15 qualitative interviews: 10 KIIs and 5 FGDs with Afghans in Pakistan, along the border with Iran, regarding their migration experiences in Iran before arriving in Pakistan.

1 Infographic on mixed migration in Türkiye

- The output is 4-5 pages
- The output is based on:
 - 1 quantitative dataset on Afghan and Pakistani respondents in Türkiye (~1000 surveys)
 - 1 quantitative dataset on Iranian respondents in Türkiye (~200 surveys)

Both outputs should be written in English.

Methodology

The consultant is expected to carry out all work under this assignment in strict adherence to MMC's established methodological guidelines, tools, and quality standards, as provided at the start of the assignment. Any deviation from these guidelines must be discussed and agreed with MMC in advance, in writing. Specifically, the consultant shall:

- **Follow MMC's guidelines and standards.** The report and the infographic must be produced in line with MMC's methodological framework, editorial style, branding, and quality assurance processes, as communicated by MMC at inception.
- **Not using artificial intelligence tools to generate content.** The consultant shall not use generative AI tools (including but not limited to AI writing assistants, chatbots, or automated drafting tools) to produce, draft, or substantively edit any part of the deliverables. All analysis, writing, and interpretation must reflect the consultant's own original work. MMC reserves the right to request evidence of the consultant's working process (drafts, notes, data files) to verify compliance.
- **Respect data protection and confidentiality requirements.** The consultant must handle all data provided by or accessed through MMC -- including 4Mi datasets, qualitative data, and any other project materials -- in full compliance with MMC's data protection policy and applicable data protection regulations.
- **Not sharing data, tools, or materials with third parties.** All datasets, survey tools, templates, methodologies, and any other materials shared by MMC for the purpose of this assignment are strictly confidential and remain the property of MMC. The consultant shall not share, distribute, reproduce, or otherwise make available any such materials to third parties, including other organizations, collaborators, or subcontractors, without prior written authorization from MMC.

- **Use data solely for the purposes of this assignment.** Any data or tools provided must be used exclusively for the completion of the deliverables outlined in this ToR and must not be repurposed, published elsewhere, or retained beyond the duration of the assignment unless otherwise agreed.
- **Return or securely delete materials upon completion.** At the end of the assignment, the consultant shall return or permanently delete all data, tools, and materials provided by MMC, and confirm this in writing upon request.
- **Flag any methodological or ethical concerns promptly.** Should the consultant identify any data quality issues, ethical concerns, or limitations in the methodology during the course of the assignment, these must be communicated to MMC without delay.

Non-compliance with the above requirements may result in rejection of deliverables, withholding of payment, and/or termination of the contract, in accordance with the terms of the consultancy agreement.

6. Deliverables

The consultant will submit the following deliverables:

Phase	Expected deliverables	Indicative description tasks	Maximum expected timeframe
Phase 1 Inception Report and Presentation of research plan	Inception Report & Presentation	• Through the inception report (8 pages maximum), the consultant will present the research plan, the report and infographic structure, and preliminary analysis and main findings. • At this stage, MMC will share the qualitative and quantitative data for both outputs. • The consultant will then finalise both outputs' structure for drafting, following consultation and feedback from MMC.	1 week
Phase 2 Production of outputs 1 & 2	Outputs Writing	• 1 Research Paper complementing UNHCR's border monitoring in Pakistan (15-20 pages) -- Draft report along with all collected data Estimated timeline for the report: (9 Nov-15 Dec 2026) • 1 Infographic on mixed migration in Türkiye Estimated timeline for the report: (23 Nov - 14 Dec 2026)	3 weeks
Finalization of outputs 1 & 2	Final outputs	• Finalization of the two outputs following several rounds of feedback from MMC and other relevant stakeholders. • The consultant is responsible for ensuring that the final outputs are fully copy-edited and comply with MMC's editorial and style guidelines.	2 weeks

7. Duration, timeline, and payment

Duration

The total number of working days should not exceed eight (8) weeks for the hired consultant. The consultant shall be prepared to complete the assignment no later than **December 31, 2026**.

Estimated start date of consultancy: **November 15, 2026**

Estimated end date of consultancy: **December 31, 2026**

Payment

Payments are subject to satisfactory quality validation by MMC teams, according to the following schedule:

50% upon validation of the inception report.

40% upon submission of the draft written outputs, provided the outputs are substantially complete and meet the agreed scope and requirements.

10% upon validation of final written outputs, including feedback received from MMC and relevant stakeholders.

8. Eligibility, qualification, and experience required

Essential:

- Consultant/s should have a degree (Masters or Ph.D.) in Law, Social Sciences, International Relations, Migration, Refugee Studies or any other related area of study;
- A strong and proven background (e.g. through prior publications) in migration and refugees in the regional context.
- Proven research skills, including in both quantitative and qualitative analysis;
- Strong stakeholder networks within the region with the ability to work consultatively with key stakeholders throughout the research process;
- Good understanding of legal and policy frameworks relating to migration and forced displacement (national, regional, and international);
- Excellent analytical and reporting skills. Proven track record of publications on (mixed) migration and forced displacement;
- Fluency in written and spoken English.

Desirable:

- Previous experience working with 4Mi methodology and data.
- Previous experience working with MMC.
- Good command of spoken and written Turkish, Pashto, Urdu and Dari/Farsi.

9. Technical supervision

The selected consultant will work under the supervision of the MMC Manager for Middle East and Asia and the MMC Regional Research and Data Specialist.

10. Location and support

Location: Home-based. The assignment will be carried out remotely.
The consultant needs to have their own equipment, i.e. computers, Microsoft Office license, etc.

11. Travel

No travel is required for this consultancy.

12. Submission process

Refer to the RFP Invitation Letter.

13. Evaluation of bids

Refer to the RFP Invitation Letter.