

DRC

Terms of Reference (ToR)

for

Consultancy: 4Mi Data Collection on mixed migration movements to and through Pakistan

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 been implementing 4Mi as its flagship primary global data collection system. It generates migration data through surveys carried out directly with refugees and migrants on the move on mixed migration routes around the world. It is today the largest, in-depth, globally comparable dataset, based on direct interviews with refugees and migrants on the move. MMC publishes analysis based on 4Mi throughout the year to 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. 4Mi has a unique network of field enumerators situated along frequently used mixed migration routes and in major migratory hubs. It aims to offer a regular, standardized, quantitative system of collecting primary data on mixed migration. In Asia and the Pacific, 4Mi has been active and implemented in Türkiye, Afghanistan, India, 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 implement 4Mi data collection in Pakistan for a period of 2 months. The consultancy entails conducting surveys with 1,200 individuals. The aim is to collect data on mixed movements of Afghan and Iranian migrants and refugees, as well as other nationalities where relevant, to and through Pakistan in selected locations.

3. Background

Pakistan has hosted large migrant populations for over four decades. Since the Taliban takeover in August 2021, Pakistan has played an increasingly critical role for Afghans seeking safety, access to consular services for third-country visas, or participation in relocation programmes, serving as both a destination and a key transit country. Afghan migrants and refugees in Pakistan face protection risks related to legal status, movement restrictions, and access to services, while those in transit often encounter additional challenges along the migration route. Pakistan's recent deportation plan targeting undocumented Afghan nationals has significantly impacted Afghan refugees and migrants, increasing the urgency for humanitarian access, protection measures, and assistance for those affected by forced returns, legal uncertainties, and heightened vulnerabilities. In addition to Afghans, Iranian migrants and refugees have also been affected by the evolving regional conflict, which has influenced mobility patterns, protection risks, and humanitarian needs across the region.

MMC aims to document these complex migration dynamics to and through Pakistan through data collection and research with Afghan and Iranian migrants and refugees on the move, as well as other nationalities where relevant. The objective is to improve understanding of who is migrating, why they migrate, the routes they take, and the conditions they experience, including the protection risks and needs of different migrant groups.

4. Objectives of the consultancy

The primary objectives of this consultancy will be to understand:

1. Who is undertaking mixed migration journeys? What are the socio-demographic profiles of Afghan and Iranian refugees and migrants in Pakistan?
2. What do refugees' and migrants' journeys look like? What are the routes, duration, conditions, financing, and forms of assistance received during migration?
3. What is motivating refugees and migrants to make the journey? What are the drivers influencing Afghan and Iranian migration to and through Pakistan, including economic conditions, conflict, family dynamics, and deportation risks?
4. What dangers do refugees and migrants face on their journey, and where? What are the most common protection risks, including detention, extortion, trafficking, and family separation?
5. How vulnerable are migrants on their journey, and what determines their vulnerability? How do factors such as age, gender, legal status, and travel conditions impact the risks they face?
6. How prevalent is smuggling, and how does it manifest itself? How are Afghan and Iranian migrants and refugees using smuggling networks, and what risks does this pose?
7. How are decisions made regarding migration and the migration journey, and what influences those decisions? What role do legal uncertainties and deportation policies play in these choices?
8. What access do Afghan and Iranian refugees and migrants have to protection and services? What are the barriers to legal documentation, asylum, and humanitarian assistance? How accessible are education, healthcare, and protection services for Afghan and Iranian refugees and migrants?

5. Scope of work and Methodology

The consultant is expected to use quantitative data collection methods to gather insights into the migration experiences, protection risks, and assistance needs of Afghan and Iranian migrants and refugees in Pakistan.

Phase 1. Desk review to inform data collection sites

On the basis of a brief desk review, which will feature in the inception report, the consultant will:

- Refine sampling distribution and locations to ensure alignment with 4Mi's global sampling frame and the objectives of the study.
- Propose up to five locations (with a focus on key areas close to borders with Iran and Afghanistan), specifying whether they are settlement areas, transit points, or crossing locations into Pakistan.
- Submit an inception report outlining the proposed methodology, detailed work plan, data collection approach, deliverables, and timelines for completing the assignment.

Phase 2. Data collection

In this phase, the consultant will oversee translation of the training materials and survey tool, training of enumerators as well as implementation of data collection, ensuring the collection of high-quality, ethically sound data.

For the enumerator training and piloting:

- Translate the 4Mi training materials and the 4Mi survey into Dari/Farsi and Pashto, including integration of the survey translations into the ODK XLS form for upload to ONA.
- Create and configure enumerator accounts on ONA to enable survey access.

- With support from MMC, the consultant will facilitate training for enumerators, ensuring the use of 4Mi training materials, survey SOPs and research ethics guidelines.
- Pilot surveys and interviews will be conducted and shared with MMC for review before full-scale data collection begins.

Data collection will take place face-to-face using a mobile-based application, with real-time uploads to MMC's regional server for data validation and quality control. The consultant will conduct a total of **1,200 surveys** with Afghan and Iranian migrants and refugees. It is preferable to ensure a gender-balanced selection of respondents, as well as a diverse range of profiles (e.g., age, legal status, etc.) 4Mi uses the following criteria to select respondents:

- Respondents must be 18 years or older.
- Respondents must have crossed a border.
- Respondents must have arrived at the location of interview no longer than 2 years ago.
- Respondents must not be returning to their home country or country of departure.
- Respondents must not have been interviewed by 4Mi before.

The distribution will be confirmed at a later stage, but will tentatively comprise of:

- 800 surveys with Afghan migrants and refugees.
- 400 surveys with Iranian migrants and refugees.

Additional nationalities may be included in the sample depending on regional developments and evolving mixed-migration trends. Any such adjustments will be discussed with the consultant and agreed upon accordingly.

For the survey data cleaning, the consultant will be responsible for the following:

- Responding to cleaning logs provided by MMC.
- Redirecting enumerators to address issues flagged in the survey tool.
- Based on data cleaning, if a survey does not meet minimum quality requirements, ensuring that a replacement survey is collected. The training materials will include an overview of these quality requirements.

The consultant will be responsible for ensuring that enumerators have smartphones with Android operating system and other equipment to conduct 4Mi surveys and interviews. The MMC 4Mi team will liaise with the consultant to provide feedback on data quality to enumerators. The consultant will provide day-to-day support and supervision to enumerators throughout data collection.

It is anticipated that the consultant will be in regular contact with a primary contact point from the MMC team to keep up with the timeline that will be finalized during the inception phase. The MMC contact point will take responsibility for ensuring timely responses to drafts and inputs to the consultant.

6. Deliverables

The consultant will submit the following deliverables:

Phase	Expected deliverables	Indicative description tasks	Maximum expected timeframe
Phase 1 Desk review	Presentation of desk review and inception report	<ol style="list-style-type: none"> 1. Conduct a brief desk review to refine sampling locations and ensure alignment with 4Mi's global sampling frame. 2. Submit an inception report (3-4 pages) outlining: <ul style="list-style-type: none"> • Scope of the study • Sampling criteria and locations for data collection • Survey implementation work schedule • Ethical considerations • List of relevant organizations for referral, in case respondents request information on services (the consultant will provide contact information but will not directly provide services) • Potential challenges, risks and mitigation strategies • Project team composition • Complaints and feedback mechanism 	1 week
Phase 2 Data collection	1,200 surveys	<ul style="list-style-type: none"> • Translation of the tool to Dari/ Farsi and Pashto • Training of enumerators • Field visits • Testing of the tool • Collect 1,200 surveys with Afghan and Iranian migrants and refugees • Submit data on a weekly basis and respond to validation queries 	6 weeks
Phase 3 Field Report	Presentation of field report detailing data collection process	<ul style="list-style-type: none"> • Document how the data collection was conducted, including adherence to the work plan and inception report, and any deviations • Outline challenges encountered during fieldwork (e.g., logistical, operational, or methodological) • Describe lessons learned regarding survey implementation, enumerator performance, and field management • Provide recommendations for improving future similar data collection exercises • Compile any operational notes, observations, or best practices that can inform MMC or partners for subsequent surveys • Ensure all documentation is complete, organized, and submitted according to MMC requirements 	1 week

7. Duration, timeline, and payment

Timeline

The following key activities and steps will be included in the consultant's work plan:

- Completion of a brief inception report, which outlines, with demonstration of feasibility: an agreed sampling strategy that suits the objectives of 4Mi in Pakistan, based on demographic characteristics in addition to pre-defined MMC sampling criteria; proposed survey locations; and key methodological features crucial for 4Mi implementation
- Validation of the inception report by MMC and consultant's integration of any feedback before finalizing the methodology
- Translation of the training materials and tool; MMC will provide the training materials and the tool in an XLS and readable format for translation by the consultant
- Enumerator preparation and training: MMC will share existing training documentation, and SOPs on surveying. Trainings can be adapted to the specific context and sampling framework in a country. If errors or inconsistencies are spotted by the MMC team while conducting the cleaning and validation, the consultant is expected to provide this feedback to enumerators and conduct any relevant re-training
- 4Mi data collection (1,200 4Mi surveys) in Pakistan
- Submission of the field report outlining data collection process

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 **August 31, 2026**.

Estimated start date of consultancy: **July 1, 2026**

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

Payment

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

30% at the validation of the inception report.

30% at the submission of 50% of the validated surveys.

40% at the submission of the total number of validated surveys and the validation of the field report.

8. Proposed composition of team

- Project Coordinator
- Project Officer
- Enumerators

9. Eligibility, qualification, and experience required

Essential:

- The consultancy is open to firms.
- Familiarity with the MMC 4Mi methodology and experience implementing structured survey tools in migration research.

- Applicant must be a business registered in Pakistan.
- Excellent command of spoken and written English. Good command of spoken and written Pashtu, Urdu, and Dari/Farsi.

Desirable:

- Previous experience working with 4Mi methodology and data.
- Previous experience working with MMC.
- Experience using phones or tablets to collect data.

- Pakistan-based consultants, research groups, or organizations will be strongly preferred.

Please refer to the RFP Technical Criteria for detailed requirements.

10. Technical supervision

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

11. Location and support

Pakistan.

The Consultancy Company will provide its own equipment, i.e. computers and mobile telephones with an Android operating system for enumerators.

12. Travel

The consultant is expected to have a presence in the selected locations during the data collection phase in order to monitor data collection activities. The consultant will be, therefore, expected to arrange transportation, accommodation, insurance, and food and to make adequate provision for related expenses in the financial proposal.

13. Submission process

Refer to the RFP Invitation Letter.

14. Evaluation of bids

Refer to the RFP Invitation Letter.