

## **Frequently Asked Questions**

(updated 17 November 2008)

### **1. What is MIDA?**

Migration for Development in Africa (MIDA) is a demand driven capacity building programme for the transfer of vital skills and resources of the African diaspora to support the development of their countries of origin.

### **2. What is the main objective of the MIDA Health Somalia project?**

The main objective of the project is to strengthen the health sector in Somaliland and Puntland through the engagement of Somali Diaspora health professionals from Finland.

### **3. Who can participate in the project?**

Participants are Somali health professionals currently residing and working in Finland. These include persons with an educational and professional background in healthcare or another field relevant to the development of the health sector in Somaliland and Puntland.

Female health care professionals are particularly encouraged to participate in the project.

### **4. What are the general requirements for participating on this project?**

- Somali background or nationality;
- Finnish citizenship or permanent residence in Finland;
- University degree in health care or a related field;
- 3 to 5 years of relevant professional work experience;
- Willingness to travel to the country of origin for humanitarian purposes;
- Good communication skills and a vocation to teach;
- Willingness to uphold IOM's Standards of Conduct;
- Acceptance of the project's practical requirements, incl. reporting, maintaining a journal, communicating on a regular basis with IOM's field manager, etc;
- Membership in the Association of Somali Healthcare Professionals in the Nordic Countries (Finland section) is considered a valuable asset;
- Understanding of IOM security regulations and willingness to comply with them at all times; particularly in case of a security-related emergency.

**5. Does the project cover for accommodation costs in Somaliland or Puntland?**

IOM will as far as possible, and if needed, assist the project participants with finding suitable accommodation. However, the each participant will have to cover the costs related to local accommodation.

The accommodation of each participant must be compatible with minimum standards issued by the United Nations Department for Safety and Security (UNDSS).

**6. Does IOM help project participants to obtain entry permits to Somaliland and Puntland?**

Through its excellent relationship with local Immigration Services, IOM will provide assistance on all matters in this regard. Participants will be asked to submit a scanned copy of their passport in order to facilitate this procedure. Entry permits will then be converted into work visas.

Procedures for obtaining entry permits to Puntland will be confirmed on a case-by-case basis.

**7. Does IOM facilitate with transportation/movement of participants while on assignments?**

All transportation directly linked to the participants' assignments is facilitated and covered by the project. In addition, security measures considered necessary by IOM will be guaranteed by IOM.

If required, IOM will provide each participant an allowance to cover local transportation costs directly linked to the participants' work.

**8. Do participants receive training on UNDSS standards?**

All participants will be offered a pre-departure security briefing and the basic UNDSS security training material. This will be coordinated by IOM Helsinki and IOM Hargeisa.

**9. Do project participants receive a salary subsidy?**

The MIDA Health Somaliland-Puntland project offers all participants a living allowance amounting for €1,425 per each month of field work. Assignments of a shorter or longer duration will be remunerated proportionally according to the total days of work; the maximum grant being € 4,275 (for 60 days of work) and smallest being € 715 (for 10 days of work).

IOM will not cover any living allowances during private holidays taken by the participant that do not correspond to the normal free days stipulated in the MIDA contracts.

**10. Does the project cover the costs of vaccinations and insurance?**

The costs relating to vaccinations must be covered by each participant.

IOM will cover the cost of adequate travel insurance valid in Somalia providing assistance/coverage in cases of illness, disability, and death. Such insurance includes the provision of evacuation services in cases of medical emergencies.

**11. Does the project cover the cost of purchasing medical equipment?**

No, the project does not allocate resources to purchasing medical equipment.

In case that medical equipment or medical materials can be obtained as in-kind donations to the project, IOM will arrange their shipment to the final destination.

Participants are encouraged to ask for in-kind donations from their currently employers. IOM will provide the participants full support in doing so.

**12. Do the project participants receive a full description of their assignment prior to departure?**

The project offers each participant a secure and reliable work placement certified by local authorities and by IOM's field mission in Hargeisa.

Each participant will be given a complete *Terms of Reference* (ToR) defining all aspects relating to each assignment. These include: Assignment supervisor, job description, work schedule, and expected results. Each ToR will be issued on a case-by-case basis.

In general, each participant will serve on a temporary capacity as a medical doctor, nurse, mid-wife, or health technician in a hospital or health institution. Responsibilities may include upgrading competencies of medical doctors and nurses; providing lectures and workshops about public health issues, including HIV/AIDS; conducting research and feasibility studies; and engaging in managerial, logistical, organizational, and technical support.

All participants will work in close cooperation with fellow professionals and will carry out each assignment under the supervision of the host institution's chief medical officer.

**13. What is the duration of each assignment?**

The duration of the assignment will depend on the specific needs of health institutions in Somaliland and Puntland, as well as special leave possibilities of the Finland-based health professionals. Duration of the assignments should range between a minimum of 2 weeks and a maximum of 3 months.

**14. Can persons of other nationalities or of non-Somali background participate in project?**

At this point in time, only professionals of Somali background and holding Finnish citizenship or permanent residency in Finland can participate in the project.

**15. Can professionals of Somali background, with Finnish citizenship or permanent residence, not living in Finland participate in the project?**

These cases will be evaluated on a case-by-case basis and will depend on the availability of certain skills and competences within the health professionals currently residing in Finland.

**16. Can participants take part in more than one assignment?**

At this point in time, the project anticipates only one-time returns. The possibility of multiple assignments will be assessed during the project's mid-term evaluation.

**17. Can participants carry out assignments of more than 3 months?**

This possibility will be reviewed once short assignments are arranged and funding possibilities become available. For the time being, the longest possible assignments can be of 3 months.