

CALL FOR CONSULTANT(S)

SOLIDAR'S MIGRANTS RIGHTS MONITOR (MRM) METHODOLOGY DEVELOPMENT

1. BACKGROUND

[SOLIDAR](#) is a European network of Civil Society Organisations (CSOs) with a global reach working to advance social justice through a just transition in Europe and worldwide.

Since 2019, SOLIDAR has monitored the implementation of the European Pillar of Social Rights (EPSR) at national level through our [Social Rights Monitor \(SRM\)](#) - a flagship publication that assesses the state of social rights and civic space in several European countries. Within the SRM, SOLIDAR also monitors how the social rights of migrants, refugees and asylum seekers are impacted by EU and national policies.

However, in a context where migration policies have become a central priority on the EU agenda, shaped by control-oriented approaches and where legal status and residence conditions can directly affect access to rights, SOLIDAR and its members identify a pressing need for a standalone monitoring tool focusing specifically on migrants' rights across Europe, complementary to the SRM.

2. PURPOSE AND OBJECTIVES OF THE MIGRANTS' RIGHTS MONITOR (MRM)

The Migrants' Rights Monitor (MRM) aims to assess the specific challenges migrants, refugees and asylum seekers face in exercising their rights, with a focus on social rights and enabling conditions. It aims to identify structural barriers that hinder their inclusion. Attention will be paid to issues such as **access to social rights and services** - essential for social participation - and the heightened **risk of labour exploitation** stemming from short-term, highly restrictive or entirely absent work permits. Through this initiative, SOLIDAR also seeks to strengthen policy coherence between EU migration, asylum and integration frameworks and the wider EU social policy agenda. This includes



promoting a stronger mainstreaming of migrants' and people with a migrant background's access to rights within initiatives under the European Pillar of Social Rights, adopting an intersectional lens to reflect the diverse realities of these groups. At the same time, the MRM will highlight how migration procedures and work permit schemes can be designed in ways that uphold and facilitate equal access to social rights. These two complementary angles will guide SOLIDAR's efforts and form the core analytical framework that selected experts will be expected to support.

The Migrants Rights Monitor will be realised under SOLIDAR's operating grant, "Bridging the Gap for a Social and Sustainable Europe - (BRIDGE)", cofounded by the European Commission through the European Social Fund Plus (ESF+) Employment and Social Innovation (EaSI) strand.

After the elaboration of the methodology, the MRM will be published every other year and will combine country-level reporting (country fiches/reports) with a European-level trends analysis. The Migrants Rights Monitor will also be presented through an interactive web that will help users to identify key information concerning the state of migrants' rights in each of the countries considered. The methodology is intended for SOLIDAR members 'on the ground', supported by in-country experts and should be operational and easy to apply consistently across countries.

3. THEMATIC FOCUS

The MRM should focus on migrants' rights in connection with the European Pillar of Social Rights (EPSR), its Action Plan and the EU Action Plan on Integration and Inclusion (2021–2027). The methodology should allow SOLIDAR to assess how policies and administrative practices affect access to rights across the following core dimensions:

- Residence security and legal status as an enabling condition for access to rights.
- Access to essential services and social protection (including barriers linked to administrative requirements).
- Access to decent work and labour rights, risks of exploitation and safeguards.
- Equality, non-discrimination and anti-racism; intersectional vulnerabilities and protections.
- Participation, inclusion and enabling conditions (including access to information and support services).

4. SCOPE OF WORK

SOLIDAR is looking for (a) consultant(s) who will develop - in close cooperation with the SOLIDAR Secretariat and with the involvement of SOLIDAR members - the methodology of the MRM according to the following tasks and objectives:

- **Develop the analytical framework** for the MRM, including key concepts, definitions and a coherent and comprehensive set of guiding questions to be used by SOLIDAR members and national experts when gathering data and qualitative insights, aligned with migrants' rights, the European Pillar of Social Rights (EPSR) and the EU Action Plan on Integration and Inclusion (2021–2027).
- **Design the overall structure of the MRM**, ensuring that the thematic areas, chapters and indicators reflect the key dimensions of migrants' access to social rights - such as residence/legal status, security, access to services and social protection, labour rights and exposure to exploitation, equality/non-discrimination, inclusion and participation.
- **Ensure that the MRM builds on and complements the Social Rights Monitor (SRM)**, providing deeper and more targeted analysis on migrants' and asylum seekers' access to social rights while maintaining conceptual and methodological coherence between both tools.
- **Rendering the Monitor an easy-to-use advocacy tool**, containing clear messages and policy recommendations for EU policymakers, elaborated based on the monitoring phase.
- **Propose an assessment approach combining qualitative criteria with a rating component** (e.g., traffic-light and/or scoring), including an assessment grid to identify gaps, barriers and good practices.
- **Develop practical implementation tools** (templates and step-by-step guidance) to support SOLIDAR members and in-country experts in data collection, triangulation and qualitative analysis, and to facilitate the production of country reports and a European trends chap.
- **Contribute to the dissemination plan** by advising on how to communicate the findings effectively to EU and national policymakers, civil society organisations (CSOs) and the wider public including recommendations on key messages and channels, as well as guidance for the interactive web component (e.g., indicator architecture, mock-up and data model).

The final methodology must be delivered and approved by SOLIDAR by 31 May 2026.



5. EXPECTED TASKS AND DELIVERABLES

5.1. **Tasks** | The selected consultant (s) will be responsible for:

5.1.1. Propose and validate a complete analytical framework for the Migrants' Rights Monitor (MRM), including guiding questions, methodological notes and instructions to support SOLIDAR members and national experts in data collection and qualitative analysis, aligned with the thematic focus (Section 3).

5.1.2. Design the structure for the MRM publication, as well as for the reporting outputs (country fiche template and European trends chapter structure) detailing the thematic chapters, indicators and narrative logic, ensuring clear alignment with the key dimensions of migrants' access to social rights.

5.1.3. Propose a combined assessment approach mixing qualitative assessment and a rating system (traffic-light and/or scoring), including criteria to identify gaps, barriers and good practices, which enables a coherent analysis of how EU and national social policies affect migrants, refugees and asylum seekers.

5.1.4. Specify recommended data sources (EU and national) and minimum evidence requirements, including guidance on triangulation and handling of data gaps.

5.1.5. Develop practical tools for implementation (assessment grid, country template, step-by-step guidance for members/experts, glossary).

5.1.6. Design and support a stakeholder involvement process to develop and validate the methodology, including at least one online validation moment with SOLIDAR members.

5.1.7. Provide guidelines on dissemination and visual communication, including recommendations on target audiences, communication channels, key messages and engagement opportunities with policymakers and CSOs, as well as advice on integrating visual and interactive elements into the web-based interactive map to ensure clarity and impact.

5.2. **Deliverables** | The consultant(s) is/are expected to deliver the following outputs in English (final methodology approved by 31 May 2026):

- **D1. Inception note** (max. 5 pages): Refined workplan, proposed outline, stakeholder involvement plan and detailed timeline.

- **D2. Draft MRM methodology pack:** Analytical framework, definitions, guiding questions, thematic structure and proposed approach for country and EU-level reporting.
- **D3. Draft implementation toolkit:** Assessment grid and templates (incl. country report/country fiche template), step-by-step guidance and glossary.
- **D4. Pilot/test example:** A short, worked example demonstrating application of the methodology (e.g., one thematic section and/or a sample country fiche).
- **D5. Validation session and summary note:** Facilitation of at least one online validation moment with SOLIDAR members and a short note summarising feedback and proposed changes.
- **D6. Web component package:** Indicator architecture proposal, mock-up, recommendations and data model for the future interactive web format.
- **D7. Final MRM methodology pack:** Finalised methodology and toolkit incorporating SOLIDAR feedback, ready for use by SOLIDAR members/in-country experts.
- **D8. Dissemination & visual communication note** (max. 5 pages): Recommendations on target audiences, communication channels, key messages and visual/interactive presentation options.

6. PROFILE AND REQUIRED EXPERTISE

- Proven experience in designing methodologies for monitoring & advocacy tools, scorecards, indices or advocacy-oriented outputs
- Sound knowledge of EU social and migration and inclusion policies. Familiarity with the concept of a Just Transition, [as meant by SOLIDAR](#).
- Proven experience working with (progressive)NGOs/CSOs; good understanding of the role of a membership-based organisation is an asset
- Alignment with SOLIDAR's values and a progressive, rights-based approach to social justice and inclusion.
- Excellent professional knowledge of English (writing and speaking).

7. APPLICATION PROCESS

Applications must be submitted electronically to Carlos ROLDAN (carlos.rolدان@solidar.org) and Alba Gonzalez (alba.gonzalez@solidar.org) **by March 31 EOB (Brussels time)**.



7.1. APPLICATION AND SUBMISSION

Applications must be submitted electronically by March 31 EOB (Brussels time) and must include:

a. Technical offer (PDF):

1. A document that contains a description of the proposed approach to delivering this consultancy, which will include:
 - Methodological approach and rationale (including coherence with SRM while delivering a standalone MRM).
 - Proposed structure of the methodology pack and toolkit, including country reporting and EU-level trends outputs.
 - Proposed assessment approach combining qualitative criteria and rating (incl. rationale for the selected model). Proposal on how to guarantee the involvement of key stakeholders (notably SOLIDAR's members) in the process, including at least one online validation moment.
 - Proposal for the web component package (indicator architecture, mock-up, recommendations and data model). A small paragraph on the theoretical basis of the proposal, including a short list of sources.
 - A small paragraph on the dissemination of the Monitor, including how findings will be communicated to EU/national policymakers, CSOs and the wider public.
 - Detailed timeline to finalise the methodology by 31 May 2026 and an indicative number of working days.
2. A copy of the consultant(s)'s resume(s).
3. Evidence of at least 1 comparable assignment handled in the past (link/report/extract or short description with reference).

b. Financial offer (PDF)

- Total all-inclusive price (maximum EUR 5,000, VAT and any other costs included).
- Brief cost breakdown (e.g. personnel, travel, equipment, maintenance, other).

8. BUDGET AND PAYMENT TERMS

SOLIDAR will provide financial support of a maximum amount of EUR 5,000 (VAT included and any other costs included). The payment shall be made with the following instalments:

- 30% of the total financial support paid after the cooperation agreement between the consultant and SOLIDAR is signed.
- 70% of the total financial support paid after the submission of the final output approved by SOLIDAR team.

9. SELECTION AND AWARD CRITERIA

CRITERION	WEIGHT
Technical quality and relevance of the proposed approach (including operational usability, thematic alignment and coherence with SRM)	50%
Experience and expertise of the consultant/team (including comparable assignments with NGOs/CSOs and monitoring tools)	30%
Value for money (cost-effectiveness and feasibility of the proposed time allocation)	20%

