



Zimbabwe



International Organization for Migration (IOM)
The UN Migration Agency



The European Union

TERMS OF REFERENCE

Expression of Interest

- Consultancy:** Policy Oriented Research and Development of a Migration Policy Brief on Reaping the Zimbabwe Diaspora Dividend
- Objective:** To support evidence based migration policy development and programmatic actions through Migration Research and production of migration policy briefs.

1. Overview of Promoting Migration Governance in Zimbabwe Project

The International Organization for Migration (IOM) with funding support from the European Union under the 11th European Development Fund is implementing the Promoting Migration Governance in Zimbabwe (PMGZ) Project. The project has one an overall objective, two specific objectives and four result areas, as follows:

Overall Objective:	
To contribute to the establishment of a migration governance framework (Policy, institutional and legislative) in Zimbabwe that supports State actors to manage migration in dialogue with non-state actors and in a migrant centred, gender sensitive, rights based and development oriented manner	
Specific Objectives	Result Areas
To achieve strengthened institutional capacity and adoption of a coherent and gender sensitive policy and legislative framework for a comprehensive approach to migration	<ul style="list-style-type: none"> Strengthened institutional capacity for the coordination of migration management
	<ul style="list-style-type: none"> Coherent and gender sensitive migration management policy framework in place
	<ul style="list-style-type: none"> Enhanced protection of migrant rights through improved legislation
To achieve enhanced participation and contribution of Zimbabwean women and men in the Diaspora in national development initiatives, including engagement with the Government	<ul style="list-style-type: none"> Improved modalities for dialogue and engagement with diaspora

In pursuit of the first specific objective and the second result area, the project supported the Government of Zimbabwe to formulate the Zimbabwe Diaspora Policy which was duly adopted by the Government of Zimbabwe in July 2016. In line with the recently adopted policy, the project seeks to promote the participation and contribution of the Zimbabwean diaspora in national development.

1.2 Context of the Diaspora Policy Brief

Literature shows that consideration and recognition of the diaspora as a national asset is certainly not a new phenomenon. Both developing and developed countries across the continents are implementing a range of diaspora engagement and mobilization strategies. Cases in point include Ethiopia, Ghana, Zambia, India, Philippines, Bangladesh, New Zealand, Scotland, Canada, Australia, Singapore, Israel, and Ireland to name but a few. Boyle and Kitchin (2008) define a diaspora strategy as an explicit and systematic policy initiative or series of policy initiatives aimed at developing and managing relationships between homelands and diaspora populations.

Whilst many such diaspora strategies have been enacted recently and thus quite difficult to evaluate, there is a general recognition that the mere existence of diaspora policy and institutional framework is not a sufficient condition for successful diaspora engagement, participation and contribution to national development. Literature also points that there remains a wide gap between the promise and delivery of diaspora contributions. The Migration Policy Institute notes that whilst some diaspora initiatives are quite innovative and many show promise, a closer look at these efforts suggests that translating the diaspora promise into reality is more easily said than done. In such cases, the diaspora strategies remain essentially ‘paper schemes’, far from being truly effective policies and programs that can actually make a difference.

In view of the foregoing, the project seeks to support the development of a migration policy brief that will contribute towards excellence of execution and reaping the Zimbabwean diaspora dividend. In this regard, IOM invites suitably qualified and experienced academics from tertiary institutions to undertake research and produce a migration policy brief¹ on reaping the diaspora dividend in Zimbabwe.

1.3 Tasks to be performed under this contract

Given the cross cutting nature of migration in general and the diaspora in particular, the consultant is expected to embrace a “whole of government approach” and conduct extensive consultations with the Ministry of Macro Economic Planning and Investment Promotion, the Inter-Ministerial Committee on Migration (IMCM), other agencies and the general public.

1.3.1 The broad focus of the research will focus on:

- Undertake a comparative analysis of different diaspora policy/strategies/initiatives, institutional and regulatory frameworks and compile some international best practices on the same,
- Review the diaspora policy, institutional and regulatory framework in Zimbabwe and against international best practices,
- Undertake a mapping and profiling of the Zimbabwean diaspora in terms of their geographic dispersion, skills and academic profiles, willingness to contribute towards national development, sectors of investment interest, investment potential and challenges to diaspora participation in national development among others,
- Review of critical enablers, strategies and initiatives from countries that have successfully reaped the diaspora dividend with a special focus on diaspora investments in Special Economic Zones,
- Undertake sectoral consultations to map and profile segmented investment opportunities in different sectors of the economy;
- Examine the readiness of the public and private sectors and the market in general for diaspora participation in national development,

The assignment is expected to be completed in a period of 30 days. Upon selection of the consultant, a briefing will be undertaken at IOM Zimbabwe offices. This briefing among other things, will clarify the interpretation of the assignment as well as the practicalities and logistical arrangements for the assignment. This meeting will mark the official commencement of the assignment.

1.4 Outputs from the Consultancy

The consultancy will produce two major outputs, namely a 20 – 30 paged Report on the Findings of the Research and a 6 – 8 paged concise diaspora policy brief on how Zimbabwe may reap the diaspora dividend. The policy brief will be synthesised from the broad report. Among others, the Policy brief should:

- Propose recommendations to strengthen the diaspora policy, institutional and regulatory framework in Zimbabwe based on international best practices,
- Given the diversity of the diaspora constituency, propose strategies of engaging with those willing to engage, participate and contribute towards national development,
- Make evidence based recommendations of at least three priority sectors for diaspora participation and investments and segmented investment opportunities,
- Propose recommendations for matching policy priorities and practice, particularly towards a receptive and conducive paradigm towards providing space for diaspora participation in national development.

¹ A policy brief is a document which outlines the rationale for choosing a particular policy alternative or course of action in a current policy debate and it is aimed at government policy makers and others who are interested in formulating or influencing policy.

1.5 Extra Information on the Expected Outputs

1.5.1 The Research report: two bound copies and an electronic copy of the final report (20-30 pages) within 7 days after completion of the assignment. The report should contain the following among other issues:

- An executive summary: 3-5 pages that summarizes the key points (Migration Research purpose and background, key assignment questions, methodology, findings, and recommendations);
- Research findings: must be presented as analyzed facts, evidence and data, and not based on anecdotes, hearsay or the compilation of people's opinions. Findings must be specific, concise and supported by strong quantitative or qualitative evidence. Visual aids such as graphs, table are mandatory;
- Recommendations: need to be supported by a specific set of findings and must be action-oriented, practical and specific, with defined responsibility for the action
- The scope of work, data collection tools and sources of information must be properly identified and listed in annex;

1.5.2 Tangible and measurable output of the work assignment.

- Inception reports (preparation phase, meetings and debriefings with IOM project team)
- Study plans Survey(including budget and training plans for pre-test and main fieldworker training, *if possible*)
- Questionnaires and guides
- Sample design
- Pre-test report
- Dataset
- Research Report
- Policy brief on Reaping the Zimbabwe Diaspora Dividend.

1.6 Minimum Qualifications:

The academic consultant should possess the following competencies:

- At least 5 years of professional experience within a tertiary and academic institution and proven academic publishing record,
- Advanced university degree in specialized fields of social and/or political sciences, with related experiences in the field of migration and development.
- Previous experience conducting studies and research on migration-related issues, diaspora research, diaspora engagement and online surveys,
- Excellent oral and written communication with a focus on development of policy briefs,
- Strong interpersonal and networking skills, ability to interact with senior officials in government and multilateral agencies
- Experience working with international and national development agencies desirable

The Consultant is expected to adhere to the IOM Evaluation Guidelines and UNEG norms, standards and ethical guidelines.

1.7 Bidding Process

All suitably qualified academics/consultants to submit an Expression of Interest (EoI) clearly specifying how the assignment will be delivered. The EoI shall include:

- Updated CV of consultant clearly meeting the specific experience related to the above mentioned qualifications
- A technical proposal comprehensive of work plan, work methodology and detailed budget.
- Two samples of previous work, preferably relevant to the subjects of this research.
- Contact details for three references from clients with previous contracting experience with the team leader.

1.8 Additional Information - Expected outcomes:

The main body of the research report should be no longer than 30 pages and should consist of:

- Executive summary and recommendations
- Background
- Research objectives/purpose
- Literature review
- Methodology
- Analysis of the key findings
- Data gaps and opportunities
- Conclusions and recommendations
- Appendices - to include terms of reference, list of all relevant documents, list of organizations consulted, partner research (summarized) and bibliography.

The report will remain the property of IOM

The Policy brief should be 6 to 8 pages and comprise of the following;

- Title of the paper
- Executive summary and recommendations
- Context and importance of the problem
- Critique of policy options
- Policy recommendations
- Appendices
- Sources consulted

The policy brief will remain the property of IOM

1.9 Application Procedure:

All interested consultants are to submit physical or electronic copies for their technical and financial proposals to IOM by CoB 15 September 2017.

All bids are to be addressed to the attention of:

**The Procurement Officer
IOM Zimbabwe
No. 4 Duthie Road
Alexandra Park, Harare**

Or electronically to fsibanda@iom.int