



## TERMS OF REFERENCE

### for the national consultant supporting the national stakeholders to implement innovative tools on measuring the economic contributions of diaspora beyond the remittances

I. POSITION INFORMATION	
Position title	National consultant for assessing economic impact of diaspora
Duty station	Republic of Moldova
Organizational unit	IOM Moldova, Migration and Development Department
Appointment type	Consultant, 11 months
Reports directly to	M&D Programme Coordinator
VACANCY-SPECIFIC INFORMATION	
Estimated start date	1 October 2021
II. ORGANIZATIONAL CONTEXT AND SCOPE	
<p><b>2.1 Overall background:</b></p> <p>The International Organization for Migration (IOM) is the leading intergovernmental organization in the field of migration. IOM works to help ensure the orderly and humane management of migration to promote international cooperation on migration issues, to assist in the search for practical solutions, and to sustainably engage diaspora in homecountry development. Drawing on its long-standing experience, IOM has formulated a comprehensive strategic approach centred on the 3Es for action: to engage, enable, and empower transnational communities as agents for development – with each area involving a range of interventions by governments and other stakeholders, supported by IOM through policy advice and programming.</p> <p>Though figures on remittance flows are calculated at the national and international levels these only capture a small fraction of the multitude of ways in which migrants and diasporas impact their countries of origin and residence. This lack of data on other types of contributions has had a direct impact on States' ability to develop evidence-based policies. With an ever-increasing number of governments adopting diaspora engagement policies, the general scarcity of data means decision makers have little evidence on which to base and monitor their strategies and programmes, which often end up overly focused on remittance flows due to their prominence in analytical literature.</p> <p>IOM aims to support national governments to address this important gap with the pioneering work encapsulated in the guidance document "Contributions and counting - guidance on measuring economic impact of your diaspora beyond remittances". This work relies on broad-based consultations with national and international experts and practitioners and was well-received when it was presented during the International Forum on Migration Statistics in Cairo in January 2020. Designed to be as practical as possible, the guidance is meant to provide real-world solutions for governments to amend their existing data collection methods to recognize the contributions of their compatriots abroad. While ambitious in</p>	



International Organization for Migration (IOM)  
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scope, we acknowledge the many challenges and constraints governments might face and thus have sought to provide a range of possibilities so users can identify what best fits their context.

As a seminal work, IOM recognizes that this is just an initial step towards filling the information void that currently exists. In this way, this work focuses only on capturing and counting economic contributions of transnational communities, since these are more easily quantifiable, and most countries are already regularly monitoring the flow of capital and goods in and out of their borders. We know, therefore, that there is still a lot of work to be done to be able to fully capture the multifaceted impact of migrants.

Against this backdrop, within the framework of the Swiss Agency for Development and Cooperation (SDC) funded, the Global Program “Making Migration Work for Sustainable Development” (Phase III) , (hereinafter the Project), under which UNDP and IOM are supporting the governments to harness the development benefits and reduce the negative effects of migration for host and home communities, migrants and members of their families.

Implemented in countries such as Ecuador, Morocco, Nepal, Serbia, Senegal and Tunisia and associating countries such as Bangladesh, Jamaica, Kyrgyzstan, Moldova and the Philippines, globally the program will ensure the strategic inclusion of diaspora and migrants associations as well as the private sector in the development and implementation of the action plans for enhanced effectiveness and development impact.

## ***2.2 Specific background:***

In order to support evidence-based policy making, IOM, in partnership with the World Bank and with the EU’s support, during 2011-2012 mapped the Moldovan Diaspora residing in the Russian Federation and in four EU destination countries (France, Italy, United Kingdom and Portugal). Subsequently, in 2017, within a Confidence Building Measures EU financed project, the Moldovan diaspora was further mapped in six destination countries (Germany, UK, Israel, Italy, Portugal and Russian Federation). Additionally, a separate diaspora mapping report was issued in 2017 focusing specifically on the characteristics of the diaspora communities originating from the left bank of the Nistru River.

Moreover, during 2019 IOM executed an in-depth study on the profile of Moldovan labour migrants’ experiences, needs, perceptions and their future plans in six destination countries and in Moldova, supplemented in 2020 with a rapid assessment of the pandemic consequences on the vulnerabilities, specific needs and future plans of the Moldovan diaspora and labour migrants in ten main destination countries in the context of COVID-19. Furthermore, during 2020 IOM executed a study on the mobility-driven impact of COVID-19, numbers and profiles of the returning migrants as well as specific vulnerabilities of groups affected by the decrease of remittances.

Simultaneously, starting from 2012, the GoM in close cooperation with IOM developed and implemented five Extended Migration Profile reports which include all available statistical data on migration for the period 2005-2015. The aim of the EMP exercise is to foster efficient migration management through supporting the development of evidence-based policies. In particular, it broadens the GoM’s knowledge base about migration and enables it to assess how it can beneficially impact development, improve the use and smooth dissemination of existing migration information among relevant stakeholders and



support the establishment of mechanisms for regular reporting on migration-related trends and impact of migration. At the same time, as part of the MiDL project of UNDP, local migration profiles of 38 rural communities were developed with data available and/or collected locally; those local migration profiles were used to mainstream migration in the local communities' social-economic development strategies and development processes.

However, the Government still lacks comprehensive evidence-based information on the economic contributions of the Moldovan diaspora and labour migrants beyond remittances, such as investment, trade, tourism, or philanthropic activities. Therefore, complementary to the Extended Migration Profile and the Diaspora Mapping exercises, there is a need to design innovative tools to systematically collect data on contributions of transnational communities to sustainable development.

Adapting and pilot-testing this new approach in the Moldovan context entails a pioneering and comprehensive joint effort meant to provide real-world solutions for the Moldovan government to amend its existing data collection methods to recognize the contributions of its compatriots abroad.

### **III. RESPONSIBILITIES AND ACCOUNTABILITIES**

The overall objective of this consultancy is to support adapting to the Moldovan context and needs the design of IOM innovative methodology and tools for systematic data collection on contributions of transnational communities to sustainable development beyond remittances of the Moldovan diaspora/labour migrants.

The consultant will conduct the following tasks under the close guidance and supervision of the international Senior expert for assessing the economic impact of diaspora:

- Compiling the relevant documents on the socio- economic, business and investment profile of Moldovan migrants;
- Compiling the relevant documents on the experiences of Moldovan migrants based on their economic contributions: use of public and/or private economic/financial services in Moldova such as investment, trade, tourism, philanthropic donations (with financial or social aims) etc.;
- Preparing a summary note with the overview of the findings of the existing research on practices of investing the social and financial capital accumulated abroad by Moldovan migrants/diaspora (knowledge, skills, financial means) and the fields in which diaspora/labour migrants contribute/invest in Moldova beyond the remittances.
- Supporting the creation and convening of a National Task Force (NTF) for assessing the economic impact of diaspora and assigning contact points responsible for coordination/facilitation of pilot-testing the proposed data collection tools by their institutions.
- Conducting a summary/rapid mapping and analysis of the existing data collection methods and frameworks that measure the economic impact of diaspora contributions to get a better understanding the currently existing/collected data, so as to decide on prioritizing the pilot-testing of new, innovative tools for data collection, under the IOM Guide.
- Adapting the relevant data collection instruments included in IOM's Guidance document on capturing data on diaspora economic contributions beyond remittances to the Moldovan context.



- Based on the summary data systems assessment jointly select, propose for prioritization by NTF and pilot-test the adapted and/or new data collection tools for assessing the contributions of Moldovan diaspora/labour migrants to sustainable socio-economic development of Moldova beyond remittances.
- Supporting the national authorities/agencies for integrating/amending the data tools for their deployment over the second quarter of 2022.
- Supporting the pilot-testing of the prioritized data collection tools by concerned agencies/institutions on contributions of Moldovan diaspora/labour migrants to sustainable socio-economic development of Moldova beyond remittances by deploying the relevant data instruments for capturing data on diaspora economic contributions beyond remittances, so as to test them in the Moldovan context and review their merits and data gaps.
- Collecting and compiling the relevant results of pilot-testing in a report on the diaspora economic contributions beyond remittances, for review by the NTF and IOM.
- Propose for review to the NTF the amendments to the existing data collection methods and frameworks to better capture contributions of diaspora to sustainable socio-economic development of Moldova beyond remittances, towards establishing a National Diaspora Economic Contributions Data Framework (NDECDF) and an associated Phased Implementation Plan that provides long-term vision for governments on diaspora-related data collection and utilization.

#### Methodology

IOM will provide the selected person with the methodological guidance on “Measuring the economic impact of your diaspora beyond remittances”.

#### **Tangible and measurable outputs of the work assignment**

- Draft ToR/regulations of the NTF, draft agenda of the first meeting of the NTF, and the list of participants
- Compendium of materials on the economic, business and investment profile of Moldovan migrants and their experience based on their economic contributions
- Summary note on practices of investing the financial capital accumulated abroad by Moldovan migrants/diaspora and the fields in which diaspora/labour migrants contribute/invest in Moldova beyond the remittances
- Summary report on the rapid mapping and analysis of the existing data collection methods and frameworks that measure the economic impact of diaspora contributions with recommendations on prioritizing the pilot-testing of new, innovative tools for data collection, proposed by the IOM Guide, amended to the local context
- Methodological note, defining the approach, methodology and including the prioritised adapted tools to be used for the data collection on capturing the contributions of diaspora to sustainable socio-economic development of Moldova, beyond remittances .
- Report on the application of the new methodology for capturing the diaspora economic contributions beyond remittances, the results of the data collection and its analysis, proposing



sustainable amendments to the existing data collection methods and frameworks to better capture contributions of diaspora to sustainable socio-economic development of Moldova beyond remittances, towards establishing a National Diaspora Economic Contributions Data Framework (NDECDF) and an associated Phased Implementation Plan.

TIMELINE	DELIVERABLE
<b>01.10.2021-30.11.2021</b>	<p><b>Deliverable 1:</b></p> <ul style="list-style-type: none"><li>- Compendium of materials on the economic, business and investment profile of Moldovan migrants and their experience based on their economic contributions</li><li>- Summary note on practices of investing the financial capital accumulated abroad by Moldovan migrants/diaspora and the fields in which diaspora/labour migrants contribute/invest in Moldova beyond the remittances (5 pages)</li><li>- Summary report on the rapid mapping and analysis of the existing data collection methods and frameworks in Moldova that measure the economic impact of diaspora contributions with recommendations on prioritizing the pilot-testing of new, innovative tools for data collection, proposed by the IOM Guide, amended to the local context</li><li>- Draft ToR/regulations of the NTF, draft agenda of the first meeting of the NTF, and the list of participants</li></ul> <p><b>Draft deliverable 1 documents due on: 15.11.2021</b></p> <p><b>Review by the Senior expert, IOM and stakeholders: by 22.11.2021</b></p> <p><b>Final deliverable 1 documents due on: 30.11.2021</b></p>
<b>01.12.2021-20.01.2022</b>	<p><b>Deliverable 2:</b></p> <ul style="list-style-type: none"><li>- Support provided to convene the National Task Force (NTF) to prioritize the tools for assessing the contributions of Moldovan diaspora; delivery of presentations for the NTF ;</li><li>- Methodological note defining the approach, methodology and including the prioritised adapted tools to be used for the data collection, including data collection matrixes, templates, questionnaires, interviews guide, guide for focus-group discussion, proposed structure/content topics of the research report.</li></ul> <p><b>Draft deliverable 2 documents due on: 03.01.2022</b></p> <p><b>Review by the Senior expert, IOM and stakeholders: by 12.01.2022</b></p> <p><b>Final deliverable 2 documents due on: 20.01.2022</b></p>



<p><b>21.01.2022-31.03.2022</b></p>	<p><b>Deliverable 3:</b></p> <ul style="list-style-type: none"><li>- Report on the support provided by the national expert to the national authorities/agencies for integrating/amending the data tools for their deployment over the second quarter of 2022</li></ul> <p><b>Draft deliverable 3 documents due on: 15.03.2022</b></p> <p><b>Review by the Senior expert, IOM and stakeholders: by 22.03.2022</b></p> <p><b>Final deliverable 3 documents due on: 31.03.2022</b></p>
<p><b>01.04.2022-15.08.2022</b></p>	<p><b>Deliverable 4</b></p> <ul style="list-style-type: none"><li>- Report on the support provided to the agencies for the application of the new methodology by the concerned agencies/institutions for capturing the diaspora economic contributions beyond remittances, the results of the data collection and its analysis, proposing sustainable amendments to the existing data collection methods and frameworks to better capture contributions of diaspora to sustainable socio-economic development of Moldova beyond remittances, towards establishing a National Diaspora Economic Contributions Data Framework (NDECDF) and an associated Phased Implementation Plan (PIP), with conceptual elements of the future NDECDF and the PIP.</li></ul> <p><b>Draft deliverable 4 documents due on: 30.07.2022</b></p> <p><b>Review by the Senior expert, IOM and stakeholders: by 07.08.2022</b></p> <p><b>Final deliverable 4 documents due on: 15.08.2022</b></p>
<p><b>16.08.2022 – 10.09.2022</b></p>	<p><b>Deliverable 5</b></p> <ul style="list-style-type: none"><li>- One presentation of the intermediary findings for the main stakeholders performed.</li><li>- One presentation of the final documents performed for validation by the NTF.</li><li>- Final administrative report with all the tasks completed within the consultancy.</li></ul> <p><b>Presentation of the intermediary findings for the main stakeholders: 20-25.08.2022</b></p> <p><b>Presentation of the final/validated documents to the NTF: on 05-10.08.2022</b></p>



#### **IV. PERIOD OF CONSULTANCY AND REMUNERATION:**

The Consultancy and its tasks hereunder shall be performed during 11 months. Starting with day of the consultancy contract signing, the National Consultant will be given up to 100 working days to carry out the entire assignment. The fee will be paid to the Consultant in several instalments, according to the established delivery schedule, upon completion by the Consultant of all tasks specified in these terms of reference.

*Note:* The 100 number of working days have been estimated as being sufficient/feasible for the envisaged volume of work to be completed successfully and is proposed as a guideline for the duration of the assignment. It cannot and shall not be used as criteria for completion of work/assignment. The provision of envisaged deliverables approved by the IOM and UNDP, shall be the only criteria for National Consultant's work being completed and eligible for payment/s.

#### **V. REQUIRED QUALIFICATIONS AND EXPERIENCE**

##### **EDUCATION**

University degree in migration studies, social sciences, politics, communication or law, International Affairs or any related discipline.

##### **EXPERIENCE AND COMPETENCES**

- Strong background in migration policy in Moldova, including knowledge/experience in government structures and migration/diaspora interinstitutional coordination frameworks in Moldova.
- Advanced knowledge of socio- economic, business and investment profile of Moldovan migrants/diaspora;
- Advanced knowledge of migration and economic development nexus, including on existing practices of investing the social and financial capital accumulated abroad;
- At least five (5) years of experience on public policy issues related to migration, human rights, local governance.
- At least five (5) years of experience in migration statistics, existing data frameworks and methodologies;
- At least five (5) years of proven experience in developing analytical work in migration-related fields;
- At least three (3) years of proven experience in developing, monitoring and evaluating/assessing the impact of policy-oriented documents (ideally for international/regional organizations).
- Computer literacy, especially Microsoft Word, Powerpoint and Excel;
- Strong organizational, analytical and writing skills;
- Ability to timely understand the Organization's structure and portfolios;
- Ability to work effectively and harmoniously in a team of colleagues of varied cultural and professional backgrounds;



- Proven ability to produce quality work accurately and concisely according to set deadlines;
- Practical experience of how to multi-task, prioritize and work independently.

#### V. LANGUAGES

Required  
(specify the required knowledge)

Advantageous

Fluency in Romanian language is required.

Good working knowledge of English language

#### VI. COMPETENCIES

The successful candidate is expected to demonstrate the following values and competencies:

##### Values

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintains high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

##### Core Competencies – behavioural indicators

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.