



Terms of Reference (ToR): Skilling Migrants (SkiMi)

Context

Bangladesh with about 160 million people has 55 million labour force and around 80 million working age people in both formal and informal sectors. Every year, more than 2 million young people join the labour force whereas only 500'000 jobs are created in the country. Besides overpopulation, lack of jobs and lack of skills of workers contribute to a high unemployment and/or underemployment rate and increased poverty. In this scenario, international migration for employment and income plays a key role, in not only Bangladesh but also other neighbouring countries in the region.

For the last 5 years, on an average, 500'000 people have migrated internationally every year from Bangladesh through regular channels. In 2013, more than 430'000 people have migrated and migrants from Bangladesh have remitted more than USD 14 billion to Bangladesh – this constitutes more than 10% of the Gross Domestic Product (GDP).

International migration results in short-term recruitment of workers from Bangladesh to various destinations (such as the Middle East and South East Asia). This is usually at low level of wages compared to other South Asian countries. One of the major reason behind this is the fact that Bangladeshi migrants are low skilled compared to migrants from other countries. In fact, about 50% of all the migrants from Bangladesh fall into this category of low skills. Less than 5% of the migrants from Bangladesh comprise of professionals (i.e. doctors, engineers).

SDC (in Bangladesh), with a mandate in the employment and income sector, has also included migration as a sub-topic in this portfolio. With the objective of developing skills of migrants, the proposed project will conduct a scoping mission. Building on the results of this scoping mission, a project document has to be prepared (with relevant annexes) which will be used to tender a new project. SDC is looking for relevant expertise for the preparation of the necessary strategic project documentation to be used as basis for the tender.

Objective

To support SDC in preparing the necessary analysis and documentation for starting the new project for skilling migrants.

Methodology and Procedure

Tasks

- Conduct a scoping mission (at least 15 days) to interact with the different government agencies and NGOs who work on skilling of migrants, including field visits.
- Analyze and extrapolate relevant models and lessons from any ongoing initiatives (in Bangladesh and in other countries with a similar development context) and other relevant projects that may be prioritized.
- Draw lessons learnt from the SaMi project funded by SDC in Nepal.
- Analyze how the project could have a holistic approach, to not just address skills but any other subsidiary services required by migrants (such as financing, complaint redressal, etc.)



- Propose the contents for a possible SDC mandated project, in the form of a zero draft Project Document:
 - Introduction and context
 - Strategic fit to SDC's Skills Development portfolio in Bangladesh
 - Ongoing initiatives in the region and in Bangladesh which the proposed project can complement or build on
 - Targeting and outreach
 - Detailed description of objective, outcomes and outputs
 - Project anchoring and partnerships
 - Theory of change;
 - Feasible project strategies;
 - Draft logframe with expected outcomes and outputs (activities are not included);
 - Estimated budget figures at the outcome level only
- Prepare a structured risk analysis for the project taking into account issues of gender, disaster risk reduction, good governance and inclusion of the poor and disadvantaged (to be submitted as annex to the zero draft Project Document).
- Analysis of the different actors in the field, who could be potential bidders or applicants for the project (to be submitted as annex to the zero draft Project Document).

Work methods

This includes, but is not limited to:

- Desk study of relevant Bangladesh context documentation as well as stock taking of ongoing initiatives related to skilling of migrants in Bangladesh and other countries with a similar development context.
- Briefing, brainstorming, focus group discussion with stakeholders at the capital and at the district levels.

While in Dhaka, sessions shall include:

- SDC's partners, other NGOs/INGOs, government agencies and think-tanks relevant to the topic
- Potential and returnee migrants (in country); migrants in destination countries (via phone)
- Recruitment agencies and training service providers (TSPs)
- Employers in the destination countries (via phone).

At the district level – Kurigram and one other district, the sessions shall include:

- Relevant TSPs, public administration, potential migrants, financial institutions (formal and informal).
- Interviews with all different stakeholders is necessary, particularly with employers in the destination country, potential migrants and those currently employed in the country of destination.

Deliverables

- An "inception report", prior to the field mission that provides the structure of the zero-draft project document. It should detail out which aspects of migration and skills development the consultant will delve into, during the field visit. The inception report should also include an analysis of the potential bidders of the project.
- A briefing and debriefing session with the SDC Team at the beginning and end of the mission to present and discuss the findings, recommendations and the overall project document structure.



- A zero draft Project Document of not more than 30 pages (plus annexes) including an executive summary of no more than one page. A draft Project Document should be submitted to SDC by 05 September 2015 for comments.
 - The Project Document will include (as annex) the theory of change and logframe (as per SDC's format) for the proposed project.

Expertise

The mandate shall be conducted by an international consultant. A national consultant may be a part of the team to provide support to translate (from Bengali to English and vice versa) and provide the contextual background for the field visits.

The international expert shall have:

- Extensive experience in projects design and with the common project-cycle management tools as currently applied by the SDC;
- Previous working experience particularly in the design and review of skills development or migration projects;
- Knowledge of the South Asia and Middle East systems and culture;
- Relevant academic background in migration or skills development;
- Strong analytical skills and working experience in the skills development or migration field for at least 10 years;
- Fluency in English.

The national expert shall have:

- Working experience in the field of migration for at least 3 years;
- Know-how of organizations working in the migration field in Bangladesh;
- Knowledge of South Asia (particularly Bangladesh) systems and culture;
- Fluency in both English and Bengali.

Timeframe and Budget

The mandate shall be carried out starting in August and September 2015, with the final deliverable to be ready by 15 October 2015. The total duration of the scoping and project design mission will be of maximum 25 working days for the international consultant, including background study, field visits and report writing, as detailed below:

Task	Number of Days
Preparation and travel	03
Field Visit (including meetings and travel to the local level)	15
Report writing (Inception Report)	01
Preparation of Final report (project document, logframe, etc.)	06
Total	25

Of these 25 days, at least 17 days will be in Bangladesh for the international consultant. The maximum number of working days for the national consultant is 15 working days.

SDC's norms and criteria will apply for consultant's fees and is reimbursable.