

Terms of Reference (TOR)

National Consultant for Scoping Study on Fairer Labour Migration

Country:	Bangladesh
Description of the assignment:	Scoping Study on Safe Labour Migration for PROKAS Program
Programme name:	Promoting Knowledge for Accountable Systems (PROKAS), British Council, in association with Palladium, and WISE Development
Period of assignment/services:	25 days during October-November 2015

1. Background

The British Council has been contracted by DFID to implement the Promoting Knowledge for Accountable Systems (PROKAS) Programme (formerly known as TARIF - Transparency, Accountability and Right to Information Fund) in Bangladesh. PROKAS will provide grants and will be an actively managed project, not merely a funding channel. It will support a coherent set of government and civil society initiatives to improve transparency and accountability in targeted thematic areas. PROKAS commenced on 13 April 2015 and will run till 12 April 2018 with a potential for additional 2.5 years extension.

The British Council is leading a consortium where *Palladium* is a member of the consortium focusing on private sector development and business regulation, right to information, and monitoring and results measurement, and *WISE Development* is a partner contributing on the gender and social development aspects. This project is designed to support government and civil society initiatives to improve transparency and accountability in a few targeted thematic areas. The PROKAS project will be:

- Identifying issues where the project has the greatest scope to bring about improvements in transparency and accountability, and local partners best placed to have an impact on those issues.
- Proposing sub-projects around these issues for DFID approval, identifying likely partners and demonstrating a link to the overall programme results framework and theory of change;

- Managing funding civil society and private sector organisations working in coalitions and networks on agreed activities within issue-based projects (IBPs).
- Providing or Arranging Technical Support for government and non-government partners to process, publicise and make accessible official information. This may include training of government officials but will not include direct funding to the Government of Bangladesh.

As a part of project inception, PROKAS conducted a Political Economy analysis during June-August 2015 to identify the potential issues for PROKAS programme. The study demonstrated that labour migration is a central issue for the economy and workers of Bangladesh. The numbers of Bangladeshi people leaving the country each year for work abroad has more than tripled in 20 years. Official figures show that 607,798 left in 2012, and the current population abroad is over 8 million.¹ But the extent of migration through unofficial channels is unknown – extrapolating from research in other South Asian countries showing the ratio of unregistered to registered migrants, the number could be closer to 3 million leaving every year. As the climate changes, more and more people will migrate for economic reasons from the worst-hit areas e.g. coastal regions. There is a very wide range of malpractice, much of it involving unregistered (and illegal) middle-men. At this background, attempt has been made to conduct a scoping study for PROKAS program on Migration issues.

2. Objectives

The objectives of this assignment are to conduct a study to:

- (i) Review existing knowledge on the demographics of labour migration, including the origins of migrants, any patterns in terms of social, gender, economic or other groups, and analysing the impact of climate change on migration patterns and migrants
- (ii) analyse the government capacity, and gaps, in the implementation of existing laws, policies and practices, with a particular focus on the monitoring and enforcement of rules for recruitment agents, and documenting actual recruiting practices and their impact on different groups of migrants, including a gender analysis;
- (iii) map relevant stakeholders involved in labour migration, including those in government, the private sector and civil society, including women and socially excluded groups, as well as their roles and responsibilities and the extent to which they carry them out, identifying their current incentives, costs and benefits incurred, and the constraints they face;

¹ All facts and figures on labour migration, unless otherwise attributed, draw on the ILO's extensive research, including in particular Barkat, Hossain and Hoque, 2014

- (iv) map the efforts of current stakeholders (including government, the private sector and civil society) working to improve the labour migration system, and the gaps in civil society efforts, including a gender analysis;
- (v) make recommendations for a potential PROKAS project including potential partners, including an assessment of the risks and benefits of such a program, including assessing the feasibility of working on monitoring the implementation of regulation on recruitment agents, improving market information systems, and the use of ICTs to facilitate this, as well as proposing other options
- (vi) for the interventions identified, evaluate the following factors, using a gender and social inclusion lens throughout:
 - a) Significance and impact of current governance challenges, blockages in transparency and accountability in the sector
 - b) Operational space for PROKAS to work on an issue, as determined by stakeholder interest, and an acceptable level of VFM and cost-effectiveness as assessed based on discussion with development partners and a mapping of government, civil society and donor activities in the area (as referenced in iii).
 - c) Feasibility: whether an issue is tractable, with an acceptable chance of success thanks to e.g. an 'open door' in government or promising tools to draw upon, without creating a damaging backlash, as assessed based on political economy analysis, drawing on a mapping of the legal framework, consultations with GoB and observations of relevant stakeholders
 - d) Scope for systems change and sustainability, including a description of those who benefit and those who do not benefit from such a systems change.

3. Methodology, Scope of work and expected outputs / deliverables:

The Consultant(s) will conduct the study and present the study-findings as per the methodology outlined below:

The study would include two main research methodologies:

Literature review

In-depth interviews with key stakeholders who include:

- Relevant Government Officials from Ministry of Expatriates and Welfare, Ministry of Labour,
- Relevant political leadership including relevant parliamentary Committee members and previous Ministers of MoEWOE

- The private sector including: representatives of BAIRA, a selection of recruiting agents representing different types of market actors, and employers in destination countries
- Relevant CSOs including those working on labour migration, representing the interests of migrants, and CSOs working at local levels who could potentially help with the monitoring of policy
- Labour & migration experts and analysts

The consultant will produce the following reports/deliverables:

A comprehensive document outlining an executive summary, a contextual analysis, objectives of the study, approaches and detailed methodology used in the study, work plan, key findings followed by a coherent, sustainable and realistic set of recommendations (in regard to immediate, mid-term and later application), assumption and risks, short-comings and limitations and conclusion.

4. Inputs / Level of Efforts:

This is a short term consultancy position for intermittent inputs to be provided on site and from off-site. PROKAS envisions that the project will take 25 billable days during October-November.

5. Deliverables and timeframe:

The assignment will take 25 days spread over for the period of 15 October to 30 November 2015.

SL#	Action/Deliverables	Timeline	Place/area/region where tasks under the assignment should be done	% of Payment
1	Inception Report, including desk review and plan for interviews and consultation	5	Dhaka	25% (upon submission of inception report)

2.	Information gathering (interviews and consultation)	10 days	Dhaka based	
3.	Preparation & Submission of 1 st draft report/recommendations	7 days	Dhaka based	25%
4.	Incorporation of feedback and submission of final report	3 days	Dhaka based	NA

6. Reports:

The expert will report to the Team Leader, PROKAS and will work in close collaboration with IBP Manager and other relevant personnel of PROKAS.

7. Inputs:

The expert will be provided with the following professional supports and physical facilities:

- PROKAS will provide introductions to certain sources and stakeholders
- The expert will be provided space at the PROKAS office whenever necessary. However, the expert will enjoy the liberty of work from home whenever feasible.
- The consultant will have to work using her/his own computer.
- The consultant will be provided with transport for official travel in Dhaka city.

8. Person specifications:

The Consultant(s) will have:

- Experience conducting independent political economy analyses in Bangladesh.
- Experience in working with and knowledge of both government and civil society in Bangladesh.
- Knowledge of labour migration issues in Bangladesh.
- The ability to manage all operational and logistical aspects of the project.
- An established network of contacts in relevant agencies and organizations.
- Strong analytical and strategic thinking skills and demonstrated research skills.

The consultant(s) may engage thematic programme experts, if required.

I. Academic Qualifications:

Advanced degree in Public Administration, Economics, Development Studies, social science related field.

II. Experience:

- Minimum ten years of experience in the development and implementation of political economy and labour migration
- Demonstrated experience in labour migration issues in Bangladesh
- Previous experience in similar assessment missions will be an asset
- Fluency in English is a requirement.

III. Competencies:

- Strong communication and interpersonal skills
- Good analytical ability and report writing skills
- Good understanding of the transparency and governance issues is preferred.
- Demonstrated cultural sensitivity and sound judgment

9. Contractual arrangement:

This position is to be contracted by the British Council under consultancy contract. The TOR is subject to update and modifications as per project need.

Please contact: Catherine.Cecil@bd.britishcouncil.org for further information.