

## Call for Experts

### Diaspora Engagement Expert

### Swedish- Iraq Cooperation on Migration Governance (SI-COM)

<b>Posting Date:</b>	<b>13/09/2024</b>
<b>Reference number:</b>	<b>CfE0924/ F-508-1/ Diaspora Engagement Expert</b>
<b>Deadline for Applications:</b>	<b>27/09/2024</b>
<b>Duty Station:</b>	<b>Home-based</b>
<b>Contract Duration:</b>	<b>October- November 2024</b>
<b>THIS CALL IS OPEN TO INDEPENDENT CONTRACTORS ONLY</b>	

#### Organisational overview

The International Centre for Migration Policy Development (ICMPD) is an international organisation tasked with promoting innovative, comprehensive and sustainable migration policies. With 18 Member States and over 60 projects active throughout Europe, Africa, Asia and Latin America, ICMPD is a growing and ever-more relevant presence in its field. The organisation's greatest assets are its 250+ staff members, who personify its values of commitment, integrity, partnership, respect, and innovation in actions and decisions.

#### Background

NORAQ is a framework for Nordic cooperation on return and reintegration in Iraq. Under the umbrella of NORAQ, Denmark, Norway, and Sweden align their respective development cooperation initiatives in Iraq in the migration area, thereby fostering a joint Nordic long-term approach in partnership with implementing partners. Each country runs the projects from a technical and financial point of view, in direct cooperation with the implementing partner ICMPD.

Sweden's project under this framework is named the Sweden-Iraq Cooperation on Migration Governance (SI-COM) project. The overall objective of the project is to contribute to increased awareness and access to services on migration processes, referral mechanisms, and return and reintegration for outgoing, intending, and returning migrants in the Kurdistan Region of Iraq (KR-I), while simultaneously strengthening the capacities of the Government of Iraq (GoI) and the Kurdistan Regional Government (KRG) in migration management.

One of the flagship initiatives of ICMPD in Iraq for outreach and awareness generation is the network of [Migrant Resource Centres \(MRCs\)](#), already set-up and operational in Baghdad and Erbil under the auspices of Ministry of Labour and Social Affairs and Joint Crisis Coordination Centre, Ministry of Interior respectively. The main objective of the MRC is to help people make informed decisions when considering migrating. They provide outgoing, intending, potential and returning migrants with information on a broad range of migration-related challenges and opportunities. In collaboration with Government stakeholders, the MRC specifically works to increase awareness of potential and outgoing migrants on the dangers and consequences of irregular migration, pathways for legal migration, rights

and duties in destination countries, as well as on safe and successful return to Iraq and the role of Iraqi institutions in the migration process – to name the key areas of counselling. In line with its mandate, the MRC offers migration counselling and awareness raising to potential, outgoing, and returning migrants, as well as persons on the move. MRC in Baghdad is operational since December 2020 and funded by European Union, Austria, Bulgaria, Finland, Germany, Greece and Denmark under different projects whereas MRC in Erbil is inaugurated in June 2024, fairly new, funded by Norway. The third MRC in Sulaymaniyah will be set- up towards the end of 2024 under project funded by Sweden (SI-COM), under the NORAQ framework.

To this end, utilising the MRC network in Iraq, one of the key expected results under the SI-COM project is that-

- Ensure information on migration and relevant available services in Iraq is delivered in a systemic manner to relevant groups of intending, outgoing, and returning migrants. Change in the knowledge, attitudes, and intentions of potential migrants regarding regular and irregular migration. Returnees being able to access and use return and reintegration services.

To achieve this result, the project recognises the key role of '*diaspora as changemakers*'. Outreach and awareness through the Iraqi diaspora will be a key tool used by the MRC to support migrants and returnees. By leveraging the established networks and experiences of the Iraqi diaspora, the MRC will aim to effectively disseminate information about available services and resources. Diaspora members act as ambassadors, sharing their own experiences and offering guidance to potential and returning migrants. The involvement of the diaspora communities is instrumental to channel messages to prevent irregular migration, as an instrument to ensure communication reaches and is accepted by potential migrants, their families, influencers and returnees. Additionally, the MRC collaboration with diaspora organisations is envisioned to reach a broader audience, ensuring that vital information about migration processes, legal rights, employment opportunities, and reintegration services is accessible to all. This strategy will not only enhance the visibility and credibility of the MRC but also fosters a sense of community and support among migrants.

In this regard, the SI-COM project is planning to conduct a diaspora mapping exercise to identify key Iraqi diaspora associations in Sweden, their role/function, and areas of engagement. The mapping will serve as the foundation for MRC engagement with the diaspora communities, enabling ICMPD to identify key associations and leverage their established networks for outreach and awareness activities in Sweden and also in Iraq. By engaging these associations, the aim is to channel vital messages to potential migrants, their families, and returnees, effectively preventing irregular migration and fostering a sense of community and support.

**For this purpose, ICMPD is looking for a Diaspora Engagement Expert who will conduct the diaspora mapping exercise of Iraqi diaspora associations in Sweden.**

Following the completion of the mapping, ICMPD plans to organise two joint awareness-raising events for the diaspora communities in both Sweden and Iraq (one each) in 2024 and three more in 2025 (in Iraq). These events will include testimonials from individuals within these communities, further amplifying our outreach efforts.

## Tasks

The expert will carry out the following tasks:

**Task 1-** Map relevant Iraqi diaspora associations in Sweden, on the basis on information that can be gathered from online sources, desk review, and via information shared by Project Implementation Team (PiT) (after coordination with Swedish Ministry of Justice and Swedish Migration Agency)

Number of Working days: 3

**Task 2-** Conduct online Key Informant Interview (KII) with the selected representatives of diaspora associations and any other relevant stakeholders identified. *Based on the preliminary interview guidelines shared by the PiT, the final interview guideline including questionnaire will need to be prepared by the expert.*

Number of working days: 4

*The interview transcripts need to be shared with the PiT after the completion of the KIIs.*

**Task 3-** Based on the information gathered at the KII, prepare a draft final report with key findings and identifying possible avenues of engagement/cooperation with Iraqi diaspora associations, which will allow MRC to establish a linkage with them to plan/ organise joint activities. *Please refer to the section below for topics to be covered under the report.*

Number of working days: 5

**Task 4-** Based on the feedback shared by the Project Implementation Team, prepare the final draft of the report.

Number of working days: 1

**A Total of 13 Working days will be available under for this activity, under this Terms of Reference (ToR).**

## Deliverables

The expected deliverables to the above-mentioned tasks are:

- 1) **An Excel Sheet** with the details of the identified diaspora organisations in Sweden. Details that need to be included are- nature/profile of the diaspora association, their main areas of engagement, contact details including phone and email, and specifically mention if active in any awareness raising/outreach initiative.
- 2a) **Interview questionnaire** (based on the interview guidelines shared by the PiT).
- 2b) After the completion of KIIs, **Interview transcripts** need to be shared with the PiT.
- 3) **A 10–12-page final report** outlining key findings- on the nature/profile of Iraqi diaspora association in Sweden, their structure/activities, outreach and engagement channels, any challenges that they face or opportunities, their role in awareness generation among migrants on the various available services for migrants/returnees, any engagement on facilitating return and reintegration, and also identifying some possible avenues of engagement/cooperation with diaspora associations. Kindly note that the report will serve as a tool to establish a linkage between Iraqi diaspora organisation and with ICMPD's Migrant Resource Centre in Iraq, to organise future joint activities.

### **Proposed Structure of the report**

#### **1. Overview of Iraqi Diaspora in Sweden**

- **Demographic Profile:** Provide a brief overview of the Iraqi diaspora community in Sweden, including size, distribution, and general characteristics.
- **Role of Diaspora Associations:** Discuss the significance of diaspora associations in the community, their functions, and their impact on migration-related issues.

#### **2. Mapping of Iraqi Diaspora Associations**

- **Identified Associations:** Summary table listing the identified diaspora associations, including their profile, areas of engagement, and contact details.
- **Engagement Channels:** Detail the communication and outreach methods used by these associations to engage with their members and the broader community.

#### **3. Key Findings from KIIs**

- **Nature and Structure:** Describe the structure and main activities of the interviewed diaspora associations.
- **Challenges and Opportunities:** Identify the challenges these associations face and the opportunities for collaboration.
- **Role in Migration Awareness:** Discuss the involvement of these associations in raising awareness about migration processes, legal rights, and reintegration services.

#### **4. Potential Avenues for Engagement**

- **Collaboration Opportunities:** Identify specific ways in which ICMPD and the MRC can engage with the diaspora associations for outreach and awareness activities.
- **Proposed Joint Activities:** Suggest potential joint activities or events that could be organized in collaboration with the identified associations.

### **Tentative work plan**

<b>Task</b>	<b>Estimated Timeline</b>	<b>Deadline</b>
Conduct desk research and mapping of Iraqi diaspora organisations/associations in Sweden. Based on the mapping, prepare an excel with detailed information (area of work, contact info, social media) of identified diaspora associations.	7-11 October	11 <sup>th</sup> October 2024 (for the submission of the completed excel sheet)
Conduct Key-Informant Interviews (KII) with identified/selected representatives of diaspora associations, Iraqi embassy officials (if available) and any other relevant stakeholder.	14 - 22 October	22 October 2024 (for the submission of interview transcripts after the completion of KIIs)

Submission of the Interview transcripts		
Based on the desk research/mapping and KII, draft a report (10-12 pages) with key findings on the nature/profile of diaspora association, structure/activities, outreach and engagement channels, any challenges/opportunities, their role in awareness on migrant services, return and reintegration, and also with identifying possible avenues of engagement/cooperation	24 October- 4 November	First Draft to be submitted by 4 <sup>th</sup> November
Prepare the final report based on the feedback provided by the Project Implementation Team	11- 15 November	Final draft to be submitted by 15 <sup>th</sup> November after a round of revisions after feedback.

### Reporting lines

On regular basis, the expert will report to Ms. Hina Maqsood and Mr. Ameen Arimbra who will be in charge of the overall supervision both in terms of administrative and content issues, and who will provide input and comments on deliverables as needed.

### Qualifications and Experience

- Fluent Arabic, Swedish and English speaking, reading, and writing skills.
- A minimum of 5 years of experience in the field of diaspora engagement, migration management.
- Excellent research and drafting skills
- Excellent inter-personal and communication skills.
- Experience working with/being part of Iraqi diaspora associations
- Adaptability and flexibility.
- Flexible to use his/her personal computer in work.
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### Time requirement

This Agreement is concluded for a definite period of time. It shall commence with its signing and shall expire upon satisfactory completion of the services described, but no later than 30 November 2024. The Expert will spend a total of **13 working days** carrying out his tasks.

### **Material to be provided by ICMPD**

- SI-COM Project Document;
- Preliminary Interview guidelines;
- Relevant diaspora-focused reports produced by ICMPD in the Silk Routes region;
- Any other relevant documents

### **Administrative Information**

ICMPD is committed to a respectful work environment. We thus require our employees to complete a respective on-line training. Please follow the instructions attached to this document on how to complete Respectful Work Environment courses on the LearnHub learning platform. The on-line training is available at the following link: <https://learnhub.icunet.group/>.

Please kindly contact [hr@icmpd.org](mailto:hr@icmpd.org) to receive the credentials. Once courses are completed, please submit your training certificates to recruiting manager subject "E-learning on Respectful Work Environment".

### **Travel Information – applicable for expert travel**

The expert shall receive from ICMPD a **travel itinerary** for the foreseen activities abroad. Travel by the most effective and economic mode of transportation shall be authorised. Deviations from the approved itinerary reflecting private preferences shall be borne by the expert. Tickets for air travel will be provided by ICMPD for the most direct and economic flight. For travel by train, a first class ticket is provided as standard. In case the self-purchase<sup>1</sup> of tickets for the official mission is pre-authorized, the traveller will be reimbursed upon submission of the tickets and a proof of purchase. Private car usage may be authorised upon provision of the *Private Vehicle Liability Waiver* form ensuring adequate insurance coverage for damage to third parties, the vehicle and transported passengers and goods. The reimbursement entitlement is calculated based on a kilometric allowance rate applied by the European Commission. The rate covers all vehicle travel costs including toll fees, parking and fuel costs.

The expert shall be entitled to receive a **daily subsistence allowance (DSA)** from ICMPD for authorised missions. The DSA shall be deemed to cover the costs of accommodation, meals, transportation to/from airports, bus or train stations, in-town transportation (such as train, bus, tram, metro, taxi) at the place of destination, gratuities and other incidental costs. A full DSA is applicable for each night spent on official missions outside the place of residence, including travel time. In case where accommodation and/or meals are provided free of charge by ICMPD, a government or a related institution, the amount of daily subsistence allowance will be reduced accordingly. Upon request, ICMPD can provide to the traveller an advance of funds for official travel in the amount of up to 50% of the applicable DSA for missions longer than four (4) days. Other mission-related costs, such as necessary visa or vaccination costs are reimbursed based on Project Manager approval and upon submission of supporting documentation.

### **Payment Information/Schedule**

Fees for the assignment are paid upon satisfactory delivery of services and upon submission of:

- counter-signed contract;
- signed payment claim(s) and timesheets after the completion of each of the 3 deliverables.

The maximum budget available for this activity under the Terms of Reference is **5000 Euros**.

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<sup>1</sup> For local travel, Project Manager can authorise the self-purchase; for international travel, self-purchase can be authorised by Project Manager only if the authorised travel agency cannot provide the ticket

For travel mission-related payments (in case any foreseen), the expert shall send the following documentation by email not later than two (2) weeks following the return to the place of residence:

- signed and completed statement of mission expenses with all relevant documents, such as boarding passes (inbound and outbound), ETIX/flight/train ticket and receipts for expenditures in addition to the DSA;
- a completed, dated and signed travel report.

The expert is therefore requested to submit all documentation together to [Sahar.Talib@icmpd.org](mailto:Sahar.Talib@icmpd.org)

### **Application Process**

Interested experts should send their CV with a reference to this announcement in the subject line of the email to [ameen.arimbra@icmpd.org](mailto:ameen.arimbra@icmpd.org) and [hina.maqsood@icmpd.org](mailto:hina.maqsood@icmpd.org) , and address it to Ms. Hina Maqsood, Project Manager, ICMPD.

*ICMPD may check references for first-time recruitments.*

*Due to the high volume of applications, only shortlisted candidates will be contacted. The applicants should be available for a face-to face meeting or an interview via videoconference.*

*The assignment is subject to project funds availability and/or final approval by the donor. The invitation to an interview does not establish any right to future employment.*