



CONSULTANCY: EVALUATION OF OPPORTUNITIES AND CHALLENGES OF THE INVOLVEMENT OF THE DIASPORA ORGANIZATIONS OF THE EASTERN CARIBBEAN¹

1. BACKGROUND

The Eastern Caribbean is known for some of the highest rates of emigration in the world, with nationals moving primarily to the United States, Canada and the United Kingdom. Strong family and social networks abroad provide opportunities for ease of transition and integration. Educational opportunities in these countries attract young university students who often stay abroad after completion of their studies. According to IOM's 2020 *World Migration Report*, "historical ties between the Caribbean and the United States, as well as geopolitics, have significantly influenced migration northward."² In the Eastern Caribbean region, while there are efforts to involve diasporas in development activities, no study has been conducted to identify the needs of diaspora organizations and channels that exist to communicate with government entities or representatives in national and regional spaces.

The International Organization for Migration (IOM), established in 1951, is the primary United Nations agency in the field of migration and works closely with governmental, intergovernmental and non-governmental partners. IOM's work is to ensure orderly and humane management of migration; promote international cooperation on migration issues; help find practical solutions to migration-related problems; and provide humanitarian assistance to migrants in need.

Since 2010, IOM has implemented the Western Hemisphere Program, which aims to contribute to the development and implementation of strategies in Central America, Mexico and the Caribbean to promote safe, orderly, and regular migration. The Program seeks better protection of the most vulnerable migrants and to strengthen the fight against human trafficking offences and smuggling of migrants.

One of the Program's main pillars is the facilitation of dialogue and partnerships to promote coordinated migration management with key counterparts and organizations. This pillar focuses on

¹ For the purposes of this activity, the Eastern Caribbean consists of the Member States of the Organisation of Eastern Caribbean States (Antigua and Barbuda, the Commonwealth of Dominica, Grenada, Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines) and Barbados.

² International Organization for Migration, *World Migration Report 2020*. 2020



using a comprehensive and integrated approach, based on information exchange. It is also important to include migrants themselves and consider their needs, as they are the ultimate beneficiaries or stakeholders of the various migration policies that can be designed. In order to better understand the migrant perspective, IOM, under the Program, intends to carry out a rapid mapping and evaluation of the needs of diaspora organizations of the Eastern Caribbean located in the United States of America and the United Kingdom. This mapping will provide a foundation to involve the OECS, IOM and members of the diaspora in regional and national migration discussions, and will strengthen the organizations' capacities to contribute to national development.

Countries increasingly recognize the value of diasporas' connections and commitments to their countries of origin and are making efforts to connect more closely to members of the diaspora. Members of the diaspora are widely identified as drivers of economic development by sending remittances, but they are also becoming more commonly recognized as investors, philanthropists, innovators, and drivers in the growth of important sectors such as tourism and the development of human capital. Many Caribbean countries seek to build closer and more productive partnerships with their diasporas, though there are many different approaches via policies and programmes to consolidate these relationships.

It is important to recognize that diasporas are not always homogeneous; they may be fragmented and politicized. Governments should also be aware that diaspora groups may be hesitant to collaborate with them. Collaboration with diaspora groups must be based on an understanding of their characteristics and motivations, how they are organized and the issues to which their participation can add value.

Elements have been identified to help define opportunities and challenges of diasporas communities' involvement in the development of their countries (IOM and MPI, 2012):

1. Identify the objectives and potential of diaspora involvement in society and the development of the country of origin,
2. Map the location and characteristics of the diaspora,
3. Build trust between diasporas and government institutions,
4. Mobilize diaspora to act as partners in the development of the country of origin.

Countries of origin and destination (and even transit) benefit from diasporas and recognize their potential for development. Countries of origin wish to attract the talents and resources (and sometimes return) of their diasporas, while destination countries hope to increase the effectiveness



of migrants' contribution to development while implementing effective immigration and integration policies. Policy makers and professionals in countries of origin and destination share a common objective: to strengthen the role of diasporas in development.

IOM and the Migration Policy Institute have identified six general areas in which diasporas have played a positive role in the development of countries of origin:

1. remittances
2. direct investment
3. human capital transfer, including knowledge transfer and capacity-building
4. philanthropy
5. capital investment
6. tourism

To identify, assess and strengthen these general areas of contribution from the diaspora, IOM has formulated a comprehensive strategic approach centered on the 3Es for action: to enable, engage 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.³

Additionally, IOM has supported the development of the [iDiaspora platform](#),⁴ which provides a platform to share diaspora organizations' voices, to gain knowledge, and to engage with the global community committed to the importance of diaspora.

In the Caribbean, some efforts have been made to involve the diaspora in development processes. Regional and national activities have been carried out in the Caribbean region to improve the mapping of the diasporas and identify government policies and programmes that could foster close and productive partnerships. An example is that of Grenada, where efforts are being made to: strengthen the capacities of the Ministry of Foreign Affairs on the involvement of the diaspora; to promote a diaspora mapping exercise and to develop an exchange platform to understand its socio-economic profile in order to address local needs and fill existing gaps, and establish a diaspora unit to coordinate related services. Additionally, there are efforts to work with the private sector and diaspora

³ For more information, see <https://diaspora.iom.int/ioms-strategy-enable-engage-and-empower-diaspora>.

⁴ Available at <https://idiaspora.org/en>.



associations in North America and the Caribbean; to promote the diaspora engagement policy (currently in draft form); and to develop an action plan to implement the policy.

Focus and purpose of the study

As mentioned, while there are efforts to involve diasporas in development activities, no study has been conducted to identify and determine the needs of existing diaspora organizations and their engagement with government entities or representatives in national and regional spaces. To respond to this gap, the Western Hemisphere Program will hire a consultant or consulting firm to conduct this study and mapping.

The objective is to identify through an exploratory diagnosis the organizational experiences of Caribbean diasporas, their needs, and their level of commitment and dialogue with governments. In addition, it will identify challenges and response during the COVID-19 pandemic. One of the expected results is to have a report that is useful for the governments of the countries of origin on the diasporas, regional mechanisms such as the Organisation of Eastern Caribbean States, and other stakeholders, to make these organizations visible as actors and development actors. This, in addition to showing the needs of diaspora organizations, helps identify development opportunities for home communities.

The study will be qualitative and incorporate development, humanitarian response, human rights and gender perspectives to characterize the organizational experiences of diasporas from the Eastern Caribbean.

2. OVERALL GOAL

Identify the level of organization of diasporas from the Eastern Caribbean region, their needs and capacity for dialogue with national and regional government entities.

3. SPECIFIC OBJECTIVES

1. Determine the characteristics of diaspora organizations in destination countries (United States, United Kingdom) from the Eastern Caribbean region.
2. Analyse the possibilities for dialogue and synergies of diaspora organizations in the countries of origin and destination, as well as existing mechanisms.



3. Identify opportunities and mechanisms for sharing information and data on diasporas of the Eastern Caribbean.
4. Identify experiences and needs of diaspora organizations and how their agendas or priorities align with national development plans or strategies.
5. Provide a forum for further opening of dialogue between diaspora organizations and diaspora units of the governments of States in the Eastern Caribbean and the Organisation of Eastern Caribbean States.

4. PRODUCTS AND CONTENTS OF THE STUDY

Under the general direction of the Senior Regional Coordinator of the Western Hemisphere Program and under the direct supervision of the Technical Specialist of the Program, the consultant or consulting firm shall:

1. Propose a customized methodology for obtaining the product objective, building on the methodology implemented for a similar study done for Mesoamerica,
2. Literature review of diaspora studies in the Eastern Caribbean region,
3. Geographically identify the location and detail characteristics of diaspora organizations (these will then be mapped by IOM at <https://idiaspora.org/es/connect/get-advice>),
4. Identify challenges and opportunities for their involvement in countries of origin,
5. Identify the main needs of the diaspora organizations,
6. Establish the level of commitment and dialogue of these organizations with governmental entities.
7. Hold a final event for validation and information exchange for government officials, international and regional organizations, and diaspora organizations.

5. SKILLS REQUIRED AND EXPERIENCE

IOM seeks individuals, teams, agencies, research centers, etc. who can organize a network of qualified researchers with the following competencies:

- Advanced university studies in social sciences (law, political science, international relations, diaspora studies or related fields);



- Experience and knowledge from at least three years in research and analysis of topics related to diasporas and development;
- Extensive knowledge of migration dynamics in the region and especially in Eastern Caribbean;
- Excellent writing and presentation skills, as well as the ability to meet deadlines;
- Fluent in English. Creole and/or Patois are also advantageous.

6. PRODUCTS AND DELIVERY TIMES

The consultancy will last for 14 weeks. The deadlines and delivery of the consulting products will be subject to the functions to be performed:

Tasks	Products
June 2021	
1. Development of data collection and analysis methodology.	Document that outlines methodology. (Week 1)
2. Development of collection tools: surveys and interviews.	Tool that will be used for data collection. Data collection instruments (Week 2)
3. Desk Review: Review and documentation of analysis of diaspora organizations in destination countries.	Review matrix document, and list of mapped organizations and their contacts. (Week 4)
4. Contact identification of key players.	Draft of contact list.
July 2020	
5. Sending surveys to mapped organizations. Data collection I	Delivery and receipt of survey instrument to mapped diaspora organizations
6. Data collection II: Coordination of trips for field visits. (Field work, if feasible, shall be conducted in accordance with respective national and local COVID-19 safety and health regulations)	Detailed work plan and travel/interview itinerary. Interview schedule.



<p>7. Conduct interviews, focus groups and data collection in the field (remote or in person) with government officials, regional organizations, and diaspora organizations as necessary.</p>	<p>Notes or transcripts of interviews. Provide recordings of interviews if done.</p>
<p>8. Elaborate a database with information collected from online survey</p>	<p>Online survey database Payment 40%</p>
<p>9. Systematization, transcription, data analysis, and drafting of the draft regional report. The study should contain specific regional and country recommendations.</p>	<p>Draft results report (survey and interviews)</p>
<p>August 2020</p>	
<p>10. Validation of the results.</p>	<p>Guidelines and matrix of validation, report from validation consultations with stakeholders</p>
<p>11. Edit drafts with comments from the final report validation and writing process.</p>	<p>Final draft of the report.</p>
<p>12. Tracking and editing during the layout and design process.</p>	<p>Final draft of report layout (InDesign) Dyanamic Powerpoint presentation (September 15) Payment: 60%</p>

7. COMPLIANCE INDICATORS

- Successful conclusion of the tasks set out in this document.
- Quality of proposals

8. CONSULTING HEADQUARTERS



This consultancy can be carried out from any country – preferably in the Eastern Caribbean, United States or the United Kingdom.

9. INSTRUCTIONS FOR APPLYING

Those companies, institutions or organizations interested must send:

- Resume.
- A letter of interest.
- Organizational Proposal: CVs of each team member and structure of the proposed team, detailing each team member's functions.
- A methodological proposal that includes a detailed schedule of activities, including interviews with allied counterparts, proposal for study structure and research protocol
- U.S. dollar budget proposal. The budget should include the costs of staff, travel (if applicable, with associated costs), and all other costs deemed necessary to conduct the research.

The maximum deadline for receiving offers is 11 May 2021. The requested documents must be sent to:

If you are a firm wishing to apply, please email: iomsanjoseprocurement@iom.int

If you are an individual consultant, please email: cosanjosevacancies2@iom.int

IMPORTANT:

Indicate the name of the consultancy in the subject line of the email: “[Evaluation Of Opportunities And Challenges Of The Involvement Of The Diaspora Organizations Of The Eastern Caribbean](#)”

Please note:

- Only applications that meet the required profile will be considered.
- Applications received after the deadline or not specifying the name of the consultancy call will not be considered.
- The attachment must not have a weight greater than 2MB.
- Only shortlisted candidates will be contacted.

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