



International Organization for Migration (IOM)
আন্তর্জাতিক অভিবাসন সংস্থা (আইওএম)

ToR for Hiring Business Advisor for the project title:

“Building Resilience of Returning Migrants from the Andaman Sea through Economic Reintegration and Community Empowerment”

Project Context:

The Andaman Sea Crisis has brought to light the ongoing tragedy of thousands of Bangladeshi and Myanmar nationals trying to migrate via irregular channels mainly towards Malaysia and falling into the hands of people smugglers or traffickers. With 2,811 Bangladeshis returned to Bangladesh as of 24 May 2016 and many more to come, it is clear that the motivation to migrate outweighs the perceived danger of the trip and the uncertainty of success at destination. A significant portion of returned migrants indicate their desire to re-migrate; while the majority express their preference for regular channels, there is an undeniable possibility that the reality may compel them to consider irregular routes again.

Contributing to the desire to migrate are crippling poverty, lack of employment opportunities and a belief in an overseas earning capacity that eclipses domestic opportunities. Combined with deception by brokers and a lack of realistic advice, migrants are continuing to make poor decisions about migration. If those who have suffered great hardships in a migration attempt are willing to risk the same outcome again in another attempt, solutions need to address both the push and pull factors contributing to poor decision making.

Justification for Hiring Business Advisor:

IOM in Bangladesh has undertaken the ‘Building Resilience of Returning Migrants from the Andaman Sea through Economic Reintegration and Community Empowerment’ project. On the basis of tracking data/information from returnees from the Andaman Sea crisis, four districts have been selected for intervention, in Cox’s Bazar, Jhenaidah, Norshindhi and Sirajganj. The overall design of project is as follows:

Overall objective:

Enhanced assistance for sustainable economic reintegration, increased livelihood opportunities and improved availability of pre-decision support; thereby decreasing the appeal of irregular migration.

Project outcomes are:

Outcome 1: *Improved self-sufficiency of returnees*

Outcome 2: *Improved livelihood and economic conditions in 8 target communities*

Outcome 3: *Returned migrants, their families and potential migrants in target communities practice safe and informed migration*

The Business Adviser for this project would play a key role in identifying sustainable business opportunities for the project beneficiaries through identifying existing and potential economic linkages, and local CSR initiatives matching those with the existing skills pool of the beneficiaries. The Business Adviser will also work towards building the capacity of the project partner NGOs to provide the required one on one career guidance to the beneficiaries.



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This would contribute in enhancing opportunities the skill pathways of returnee migrants; creating employment and increasing livelihood provisions of socio-economic empowerment in the four project locations - Cox's Bazar, Norshingdi, Sherajganj and Jhenaidah, where the prevalence of Andaman Sea returnees found higher.

Overall responsibilities of Business Advisor:

The Business Advisor will have the responsibility of analyzing the private sector and local market demands to establish the linkage between such demands and the migrants' businesses and community economic infrastructures. This includes establishing links with the private sector, and coordinating with local markets for bulk purchases of input materials and collective marketing. The Business Advisor will further be responsible for conducting the feasibility of the identified, trades, and giving project recommendations for developing businesses run by the project beneficiaries. S/he will play an important role in identifying the character of market structure, creating the value chain focus on income generation through developing business center by individual or cooperative formation and finding out functioning approaches for income/profit generation or create employability. The Business Advisor is further required to extend his or her support to local NGOs in developing capacity on understanding the different pathway of establishing community economic infrastructure in all four project location.

Scope of Work:

The business advisor will have the following specific responsibilities:

Small Scale Business Support:

-  Conduct rapid market assessments to identify the demand of current trades and businesses at project locations, also taking into account various CSR opportunities.
-  Conduct assessments on the scope of small business opportunities in the project locations with the aim of establishing a durable reintegration of Andaman Sea's returnees.
-  Support the development of individual business plans that match individual project beneficiaries' skills and aptitude, keeping in mind the demand driven market opportunities in the project locations.
-  Capacitate the NGO partners in operationalising the assessment findings and giving appropriate support to the beneficiaries

Support the strengthening of communal economic infrastructure:

-  Conduct detailed assessments, with market analysis of potential products to be developed by communities, linking the analysis to the private sector and local market demands.
-  Support the development of community economic infrastructure frameworks by creating and building value at every step (value chain analysis of the infrastructure).



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- ✚ Develop necessary market linkages in making community based economic centre profitable.
- ✚ Provide capacity support to NGOs for managing community based small business unit; developing business plan of individual as well as for cooperative business..
- ✚ Provide capacity support to the supervisors of each small business unit for managing staff, and for checking product quality and market growth matrix.

Specific Deliverables:

- ✚ Inception report with detail plan following the responsibilities mentioned above.
- ✚ Assessment reports on different skill based trainings, creating various income generating options, and job placements.
- ✚ Report on rapid market assessments of the scope of small business opportunities (of the individual) in the project locations, to establish a durable reintegration of Andaman Sea's returnees. This will also include marketing strategy for five high demand products.
- ✚ Support NGOs in developing necessary tools and techniques to measure the progress of returnees.
- ✚ Training four partner NGOs in providing one on one business counselling to their beneficiaries, including follow up visits and handholding support at the early parts of the NGO/ beneficiary engagement.
- ✚ Progress reports/update on financial circumstances specially focusing on the debt incurred through irregular migration process in the project location.
- ✚ Detailed business plans for potential economic infrastructure in the project location (including value analysis).
- ✚ Report on the providing of capacity support to NGOs staff as per specific scope given above.

Tentative Timeline of Deliverable:

Deliverables	Target Due Dates	Review and Approval Required
Detailed plans and inception report based on above responsibilities.	1 st Month from contract signing date.	Review by National Programme Officer, Technical support and approval by Peppi Siddiqui, IOM
Report on rapid market assessments of the scope of small business opportunities (of the individual) in the project locations, to establish a durable reintegration of. This will also include marketing strategy of five high demand products.	3 rd and four Month from contract signing date	Review by National Programme Officer, Technical support and approval by Peppi Siddiqui, IOM
Training four partner NGOs in providing one on one business counselling to their beneficiaries, including follow up visits and	4 th and 5 th Month of project implementation, this may continue further at the end of contract.	Review by National Programme Officer, IOM



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handholding support at the early parts of the NGO/ beneficiary engagement.		
Detailed business plan for potential economic infrastructure in the project location (including value analysis).	5 th Month of Project Implementation	Review by National Programme Officer, Technical support and approval by Peppi Siddiqui, IOM
Final Report on the business establishment and recommendations.	6 th Month Project Implementation.	Review by National Programme Officer, Technical support and approval by Peppi Siddiqui, IOM

Duration of the work:

The total duration of the Business Adviser post is expected to be 6 months. The contract might be extended subject to the availability of funds and the satisfaction about progress achieved.

Duty Station:

The Business Adviser will be based at IOM office in Dhaka. He or She further requires extensive travelling in four project locations.

Qualifications of the Successful Business Adviser:

- Master's in Business Administration, Management, Development Studies or related field.
- At least 7 years professional experience in the relevant areas of increasing livelihood, and subsequently in market development, value chain analysis and building economic infrastructure.
- Ability to lead strategic planning, result based management, and reporting.
- Ability to effectively coordinate with NGO partnership, Govt. Offices and other teams.
- Analytical skills, communication abilities and team work abilities.
- Excellent written and oral communication skills.
- Ability to meet deadlines and prioritize multiple tasks.