



## ANNEX A

### Grant Application Form

#### Full description of project

|                    |                                          |
|--------------------|------------------------------------------|
| Name of applicant: | International Organization for Migration |
|--------------------|------------------------------------------|

|                         |  |
|-------------------------|--|
| Dossier No              |  |
| (for official use only) |  |

## I. THE ACTION

### 1. DESCRIPTION

#### 1.1 Title

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Zimbabwe Migration and Development Strategies

#### 1.2 Location(s)

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Zimbabwe, Nationwide

#### 1.3 Cost of the Action and Amount Requested from the Contracting Authority

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| Total eligible cost of the action | Amount requested from the Contracting Authority (EC) | % of total eligible cost of action |
|-----------------------------------|------------------------------------------------------|------------------------------------|
| EUR € 936,664                     | EUR 842,998                                          | 90%                                |

## 1.4 Summary

|                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Duration of the action           | 2 ½ years.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| Objectives of the action         | <p><b>Overall objective(s):</b> To contribute to the management of migration and enhance the development impact of migration in Zimbabwe</p> <p><b>Specific objective(s):</b></p> <ul style="list-style-type: none"> <li>• To support the establishment of an institutional and legal framework for the development and implementation of a national strategy for migration and development;</li> <li>• To support the formulation and application of a Zimbabwe Migration Profile, including research on selected indicators;</li> <li>• To pilot test a migration management strategy within Zimbabwe.</li> </ul>                                                                                                                                                                                                                                                                          |
| Partner(s)                       | <ul style="list-style-type: none"> <li>• Ministry of Economic Development, Ministry of Health and Child Welfare; The Ministry of Justice, Legal and Parliamentary Affairs, Zimbabwe College of Health Sciences; Zimbabwean diaspora associations.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| Target group(s) <sup>1</sup>     | <ul style="list-style-type: none"> <li>• Zimbabweans; Zimbabwean government officials, members of the Zimbabwean diaspora in South Africa and the UK.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| Final beneficiaries <sup>2</sup> | <ul style="list-style-type: none"> <li>• Zimbabwean population</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| Estimated results                | <ul style="list-style-type: none"> <li>• A Migration and Development Unit within the Zimbabwean government</li> <li>• A report with recommendations on the establishment of cohesive migration management legislation.</li> <li>• A Migration Profile for Zimbabwe;</li> <li>• A template and a sustainable data collection system for ensuring continuous updating of the migration profile;</li> <li>• Report on migrant remittances to Zimbabwe;</li> <li>• Report on the profile of Zimbabwean health workers in the diaspora;</li> <li>• 50 diaspora health professionals transferring their skills and expertise;</li> <li>• Approximately 5 health institutions in Zimbabwe are supported through transfer of skills and expertise from 50 diaspora health professionals</li> <li>• Recommendations for the expansion and scaling up of migration management interventions</li> </ul> |
| Main activities                  | <ul style="list-style-type: none"> <li>• Establish a national migration and development institutional framework</li> <li>• Review current pieces of legislation regulating migration management, identify gaps and provide guidelines for the establishment of cohesive migration management legislation.</li> <li>• Develop a template and collect and consolidate data for a Migration Profile for Zimbabwe</li> <li>• Conduct a Zimbabwe Health Workers' Profile Survey</li> <li>• Conduct a Migrant Remittances Study</li> <li>• Develop guidelines for mainstreaming migration in national development</li> <li>• Support health institutions in Zimbabwe through sequenced short-term returns of health professionals of the Zimbabwean diaspora;</li> </ul>                                                                                                                           |

<sup>1</sup> "Target groups" are the groups/entities who will be directly positively affected by the project at the Project Purpose level

<sup>2</sup> "Final beneficiaries" are those who will benefit from the project in the long term at the level of the society or sector at large

## 1.5 Objectives

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### Overall Objective

*To contribute to the management of migration and enhance the development impact of migration in Zimbabwe*

### Specific objectives

**Specific Objective 1:** *To support the establishment of an institutional and legal framework for the development and implementation of a national strategy for migration and development;*

Currently Zimbabwe lacks a cohesive institutional and legal framework that deals with migration and development issues. Migration issues are handled by several Ministries, with limited coordination and no common strategy. Consequently, migration and development tasks tend to lag behind, while legislation that regulates migration is scattered in various decrees, acts, or regulatory instruments. In some cases there is no legislation that deals with specific migration issues, for example human trafficking. The government is aware of these anomalies and has resolved to establish an institutional and legal framework that would deal with migration challenges and facilitate the effective management of migration respectively.

**Specific Objective 2:** *To support the formulation and application of a Zimbabwe Migration Profile, including research on selected indicators.*

While the government is responsible for the overall policy framework and planning, lack of information on migration militates against the inclusion of migration issues in national planning. In this regard the project will develop a Zimbabwe Migration Profile which will capacitate the Zimbabwean government to collect and consolidate migration data to ensure the continuous updating of the migration profile. The migration profile would form the basis for well-informed policy-making. Better informed policy-making will allow the government to enhance the positive impact of migration on development and limit its negative effects. Other stakeholders, such as international organizations and donors will benefit from the Migration Profile as it will provide background information for formulating development strategies and plans (including the European Commission country strategy papers).

The research on selected indicators would include the **Zimbabwe Health Workers' Profile Survey** and the **Migrant Remittances Study**. The health workers survey will profile the skills of Zimbabwean health workers in South Africa and the UK with the objective of assessing the extent and nature of health worker migration. Information from this survey would feed into the Zimbabwe Migration profile, that is, inform future health human resources and health policies for Zimbabwe. The study on migrant remittances will determine the extent, transfer mechanisms, and contribution of remittances to the Zimbabwean economy. Information from the study will also feed into the Zimbabwe Migration profile.

**Specific Objective 3:** *To pilot test one migration management strategy within Zimbabwe (i) To support health institutions in Zimbabwe through sequenced short-term returns of health professionals of the Zimbabwean diaspora;*

In recent years service delivery in the Zimbabwean health sector has been compromised by the migration of health professionals. To help alleviate this problem, IOM will pilot sequenced short-term returns of Zimbabwean medical professionals and lecturers to support health institutions in Zimbabwe. During the returns, diaspora health professionals would conduct joint medical procedures with medical staff from the target hospitals. In this way the diaspora health professionals would transfer their skills to local medical professionals. In the same manner, the returning medical lecturers who will teach and moderate examinations will also conduct joint medical procedures with their local counterparts at the University of Zimbabwe's College of Health Sciences

The setting up of a migration and development institutional framework would facilitate and support the formulation and application of a Zimbabwe Migration Profile, while the information obtained from the research on migrant remittances and the survey on Zimbabwe health workers would feed into the Zimbabwe Migration profile. Further, the Migration Profile for Zimbabwe will facilitate the development of guidelines for mainstreaming migration in national development. Information from the survey on Zimbabwe health workers will also feed into the project component that seeks to support health institutions in Zimbabwe through sequenced short-term returns of health professionals of the Zimbabwean diaspora.

The pilot project on short-term returns will provide the government and other stakeholders an appreciation of some of the initiatives that can be employed in managing migration. The project will be piloted in south eastern Zimbabwe where IOM is implementing a number of migration initiatives, including the Beitbridge Reception and Support Centre and the Information Campaign on Irregular migration. The pilot project would therefore consolidate current IOM activities in south eastern Zimbabwe.

## 1.6 Justification

### 1.6.1 Relevance of the action to the objectives and priorities of the programme

The poor economic situation prevailing in Zimbabwe has led to multiple and complex migration issues characterised by high levels of brain drain, cross-border mobility and irregular migration. The economic decline over the past five years has precipitated a growing exodus of professionals from the country in search of better economic opportunities. Skill areas affected include, but are not limited to, medicine, education, engineering, surveying, architecture, audiology, veterinary medicine and forensic science. The loss of trained and experienced health professionals is of growing concern as it has negatively impacted the delivery of health services. According to a study by the University of Zimbabwe, the most likely destinations of Zimbabwean health professionals include the UK, South Africa, Australia, USA, New Zealand and Canada. Migration is also a common coping strategy for households under stress. Breadwinners, and in many cases entire families, migrate to urban centres or across borders in search of better employment opportunities.

**Table 1: Staff Situation at the Major Referral Hospitals as at 31 January 2006, Selected Posts (Harare, Parirenyatwa, Chitungwiza, Mpilo and United Bulawayo Hospitals)<sup>3</sup>**

| Designation                                   | Establishmer | In post    | Vacancies  | Vacancy Rate (%) |
|-----------------------------------------------|--------------|------------|------------|------------------|
| Doctors/ Specialist Heads of Dept             | 22           | 1          | 21         | 95%              |
| G.M.O.                                        | 106          | 27         | 79         | 75%              |
| Chief Government Pathologist                  | 3            | 1          | 2          | 67%              |
| Junior Registrar                              | 62           | 0          | 62         | 100%             |
| Chief Medical Laboratory Scientist            | 6            | 2          | 4          | 67%              |
| Senior/Principal Medical Laboratory Scientist | 4            | 2          | 2          | 50%              |
| State Certified Medical Laboratory Technician | 171          | 99         | 72         | 42%              |
| State Certified Medical Laboratory Technician | 50           | 3          | 47         | 94%              |
| Registered General Nurse/Sister               | 2,852        | 1,936      | 916        | 32%              |
| <b>State Certified Nurse</b>                  | <b>392</b>   | <b>284</b> | <b>122</b> | <b>88%</b>       |

According to the Ministry of Health and Child Welfare (MOHCW), as of September 2004, 56%, 32% and 92% of the established posts for doctors, nurses and pharmacists respectively were vacant. Table 1 demonstrates the magnitude of the problem in the Zimbabwean health sector.

The University Of Zimbabwe College Of Health Sciences, which is the only institution that teaches medicine in Zimbabwe, has not been spared from the brain drain. As of March 2007, the

<sup>3</sup> "A Review of National Strategies to Manage Mobility and Migration of Zimbabwean Skilled Professionals: The Health Sector Experiences", A presentation by Dr O.L. Mbengeranwa, Chairman of the Health Service Board at the "Strengthening National Capacities for Addressing Migration and Development in Zimbabwe" Workshop, Troutbeck Inn, Nyanga September, 18-19, 2006.

institution had an overall vacancy rate of 60%. The worst affected are the Haematology, Anatomy and Physiology departments with vacancy rates of 100%, 96% and 95% respectively.<sup>4</sup> This is at a time when student enrolment has been on the increase. Between 2000 and 2006 student enrolment at the University Of Zimbabwe College Of Health Sciences increased slightly from 2,376 to 2,459.<sup>5</sup> Needless to say, this situation is contributing to work overload for the lecturers, and presumably a decline in the quality of education provided by the college. According to the vice-Chancellor of the University of Zimbabwe, lecturers conducting clinical hospital ward lessons were overseeing between 30 - 50 students, instead of the recommended 5 students.<sup>6</sup>

Currently the College of Health Sciences is agonising on the viability of its wide range of courses on offer. With increasing departures, it is becoming increasingly difficult to continue offering some courses. Three postgraduate courses, one diploma and two masters programmes have been suspended due to staff shortages. Further losses without replacement could lead to further reduction in the number of courses offered. More ominous, though, is the threat to the core courses which assure the University's ability to continue offering entry-level courses, as well as staff developmental courses. In the same vein, it is expected that programmes which some departments have been contemplating have been put on hold. For a long time, Zimbabwe was the main regional trainer of doctors in the Eastern, Central and Southern Africa (ECSA) Health Region, a position which under the current scenario is threatened.

While the system of circular migration which exists in Southern Africa is historical, Zimbabwe's deepening economic crisis has precipitated a growing exodus of youths and professionals to neighbouring countries (mainly South Africa and Botswana) and overseas in search for better economic opportunities. The majority of those who emigrate to South Africa are doing so without proper documentation. Irregular migrants apprehended by authorities are routinely deported back to Zimbabwe. While precise data on the extent of this exodus is lacking, the recent increase in deportations from South Africa and Botswana is a proxy to the magnitude of the phenomenon. Figures from IOM's Beitbridge Reception and Support Centre (which receives and provides assistance to returned irregular migrants) indicate that about 15,000 Zimbabwean irregular migrants are deported through Beitbridge border post every month.

In response to the plight of deportees, IOM established the Beitbridge Reception and Support Centre in May 2006 which, as of May 2007, has assisted over 160,000 returned migrants with immediate humanitarian assistance in the form of food, basic health care, transportation, as well as disseminating information on safe migration and HIV and AIDS. While this reception centre will, in the short-term, reduce the number of returnees who return to South Africa immediately after deportation, in the long-term, due to the current socio-economic environment characterised by 80% unemployment and an inflation rate of 2,200% (May 2007), some returnees are likely to regroup and to go back to South Africa.

Due to the lack of documentation, irregular migrants are vulnerable to exploitation, physical abuse and rape in host countries, with little or no access to neither medical care nor legal recourse in the case of sickness and physical ailments resulting from ill treatment. In response to this, IOM is running an information campaign targeting mobile populations and potential migrants on safe migration and the risks of irregular migration, that is, exploitation, physical abuse, rape and vulnerability to HIV infection.

While the government lacks information on the diaspora, their skills and potential to participate in the development of Zimbabwe, the majority of Zimbabweans in the diaspora are willing to contribute towards the development of their country of origin. A recent IOM survey revealed that nearly three-quarters (73%) of Zimbabweans in the diaspora would be willing to participate in a skills transfer programme in order to contribute to the development of Zimbabwe.<sup>7</sup> They would

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<sup>4</sup> **Source:** The Dean, University of Zimbabwe – College of Health Sciences

<sup>5</sup> Op cit

<sup>6</sup> **The Herald**, "Staff Exodus Hits UZ", March 16, 2007.

<sup>7</sup> IOM, "The Development Potential of Zimbabweans in the Diaspora: A Survey of Zimbabweans Living in the UK and South Africa", January 2005

want to make such a contribution without necessarily losing or giving up their positions, benefits or entitlements they have acquired or still enjoy in their host country. There is a need to engage the Zimbabwean diaspora and to set-up mechanisms that facilitate diaspora involvement in the development of their country of origin.

While the foregoing illustrates the magnitude of the migration challenges Zimbabwe is facing today, the capacity of the Government of Zimbabwe (GoZ) to manage these multi-faceted migration issues so as to reduce the negative aspects of migration and enhance the positive impact has been constrained by the lack of a comprehensive and coherent legal, institutional and policy framework for implementing migration practices in an integrated manner. The lack of adequate data and analysis of the nature and extent of factors driving migration and the extent of remittances are further limiting the ability of the government to devise appropriate policies and programmes focusing on the management of migration for national benefit.

#### **1.6.2 Identification of perceived needs and constraints in the target country/ies, in particular in the region(s) concerned.**

In response to the lack of a coherent migration and development policy framework, IOM in collaboration with the GoZ held a two-day “**National Migration and Development Strategy for Zimbabwe**” workshop from May 10 – 11, 2007. The workshop was attended by two Cabinet Ministers and senior officials from relevant government ministries and quasi-governmental organizations, as well as by ILO, and IOM. The strategic objective of the workshop was “*that Zimbabwe maximizes the benefits from migration through deliberate national policies and programmes*”, while the specific objective was “*to develop a national strategy for Zimbabwe that would facilitate the mainstreaming of migration into government's national and sectoral development policies and plans.*” After two days of deliberations, the conference formulated a national vision for the migration and development initiative, thus: “**To be a regional model in the effective management and integration of migration in national development.**” In order to achieve this vision, the conference identified 7 strategic objectives:

- a) To mainstream migration policy and practice in Zimbabwe's development strategies and plans through the following instruments: the national budget, the (5-year) Zimbabwe Economic Development Strategy<sup>8</sup>, the Poverty Assessment Study Survey, the Millennium Development Goals and national censuses;
- b) To establish (within the next 3 months) a policy and institutional framework that would spearhead the national migration and development agenda;
- c) To formalize and harness the positive impact of labour migration for national socio-economic development, including increasing the use of formal mechanisms for transmitting remittances;
- d) To increase the participation of members of the Zimbabwean diaspora in the national development process;
- e) To strengthen skills retention initiatives and mitigate the brain drain (through the implementation of livelihood projects in areas with high outward migration);
- f) To protect and promote the human rights and well-being of migrants;
- g) To strengthen the GoZ's capacity to manage ports of entry into, and port of exit from Zimbabwe;

The conference tasked the Ministry of Economic Development to coordinate the drafting of a policy paper on migration and development. The same Ministry would table the policy paper before the Cabinet Committee on Investment and Development (which it chairs) before it is tabled before the Cabinet for consideration and approval.

While the government has demonstrated its political will to mainstream migration in national plans (as evidenced by the attendance of two Cabinet Ministers and senior government officials at the May 10 – 11, 2007 “**National Migration and Development Strategy for Zimbabwe**” conference), the major constraints that are likely to frustrate the government's efforts are financial and human resource capacity. It is envisaged that the **Zimbabwe Migration and Development Strategies** project would to a large extent help alleviate these constraints.

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<sup>8</sup> The Zimbabwe Economic Development Strategy is the equivalent of PRSPs in other countries.

## 2. Description of Target Group(s), Final Beneficiaries and Estimated Number

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**Specific Objective 1:** *To support the establishment of an institutional and legal framework for the development and implementation of a national strategy for migration and development;*

### Target Group

**The Government of Zimbabwe:** This component will support the establishment of a migration and development unit in the Ministry of Economic Development, and provide the Ministry of Justice Legal and Parliamentary Affairs with a platform for the establishment of comprehensive and cohesive migration management legislation.

### Final Beneficiaries

**The People of Zimbabwe:** The migration and development unit and review of legislation related to migration will spearhead/facilitate the migration and development agenda for Zimbabwe. This will benefit all Zimbabweans

**Specific Objective 2:** *To support the formulation and application of a Zimbabwe Migration Profile, including research on select indicators;*

### Target Group:

**The Government of Zimbabwe:** The development of the Migration Profile for Zimbabwe will build the capacity of the Zimbabwean government to collect and consolidate up to date data on migration in Zimbabwe and to use this as a basis for well-informed policy-making. Better informed policy-making will enhance the positive impact of migration on development and limit its negative effects

### Final Beneficiaries:

**The People of Zimbabwe:** The Zimbabwean population and potential and returning migrants will benefit from improved migration management in the country. Other stakeholders, such as international organizations and donors will profit from the Migration Profile as background information for setting-up development strategies and plans (including the European Commission country strategy papers).

**Specific Objective 3:** *To pilot test a migration management strategy within Zimbabwe (i) To support health institutions in Zimbabwe through sequenced short-term returns of Zimbabwean health professionals in the diaspora;*

### (i) Support health institutions in Zimbabwe through sequenced short-term returns of health professionals of the Zimbabwean diaspora;

### Target Group

Health institutions in south eastern Zimbabwe (including Chiredzi District) and the University of Zimbabwe's College of Health Sciences will profit from skills and expertise transferred from the Zimbabwean health professionals in the diaspora. Members of the Zimbabwean diaspora will be provided with an opportunity to contribute to the development of their country of origin in a sustainable manner.

### Final Beneficiaries

#### **The People of Zimbabwe:**

The ultimate beneficiaries will be Zimbabweans and medical students and lecturers at the University of Zimbabwe's College of Health Sciences.



## 2.1 Reasons for the selection of the target group(s) and identification of their needs and constraints. How does the Action contribute to the needs of the target group(s) and final beneficiaries?

**Specific Objective 1:** *To support the establishment of an institutional and legal framework for the development and implementation of a national strategy for migration and development;*

(i) *Establishment of a Migration and Development Institutional Framework*

Currently the GoZ has no institutional framework that spearheads the day-to-day migration and development issues. The issues are dealt with by officers in several stakeholder Ministries, with no or limited coordination and without following a common strategy. The core responsibilities of these officers are not related to migration and development. Consequently, migration and development tasks tend to lag behind. The government is aware of this anomaly, hence the recommendation by the “**National Migration and Development Strategy for Zimbabwe**” conference (referred to above) for the establishment of a migration and development unit in the Ministry of Economic Development. The unit would be responsible for dealing with migration issues on the day-to-day basis. Since migration and development is fairly new to the GoZ, it is expected that it may take some time before the migration and development unit is adequately equipped and experienced to deal with migration issues. There is a particular need to build the human resource capacity of the unit to deal with migration challenges.

(ii) *Facilitating the Establishment of the Migration Management Legal Framework*

It is common cause that Zimbabwe lacks a cohesive body of legislation that deals with the management of migration. Legislation that regulates migration is scattered in various decrees, acts, or regulatory instruments. In some cases, such legislation is non-existent. A case in point is the absence of a legal instrument that deals with cases of human trafficking. Yet effective migration management legislation and practice should be consistent with the relevant provisions of a State's basic legal framework. Management of migration takes place within a basic legal context that includes the State's Constitution, Criminal Code, international treaties, conventions, and instruments to which the State has subscribed. It is also influenced by other elements in the State's overall legal framework, for example, import/export legislation, protection of public health, and agriculture. Migration legislation should also reflect the strategic policy objectives of the State, the operational policies of the State, and the institutional framework adopted by the State for the management of migration. At the same time, legislation should include the controlled, accountable, and transparent use of discretion, respect the rights of migrants, and be guided by the principles of natural justice, transparency, and compliance with international agreements.

As noted above, migration and development is a relatively new concept in Zimbabwe, and as the GoZ consciously grapples with the challenges of migration (as it demonstrated in the “**National Migration and Development Strategy for Zimbabwe**” conference) it is paramount that the government establishes an enabling legal framework which will facilitate and regulate all migration management imperatives. The legal framework will be guided by the policy paper on migration and development that is currently being developed by the Ministry of Economic Development for approval by Cabinet (see 1.6.2 above).

**Specific Objective 2:** *To support the formulation and application of a Zimbabwe Migration Profile, including research on selected indicators;*

While the government is responsible for the overall policy framework and planning, its lack of information on migration militates against the inclusion of migration issues within the various national and sectoral planning instruments, including the national budget, the (5-year) Zimbabwe Economic Development Strategy, the Poverty Assessment Study Survey, the Millennium Development Goals and national censuses. The **Zimbabwe Migration Profile** will provide migration data which the government will use in policy formulation and planning. Within this framework the project will also train government officials on the collection and consolidation of migration data to ensure continuous updating of the migration profile.

**Specific Objective 3:** *To pilot test a migration management strategy within Zimbabwe*

*To support health institutions in Zimbabwe through sequenced short-term returns of Zimbabwean health professionals in the diaspora;*

In recent years service delivery in the Zimbabwean health sector has been compromised by the migration of health professionals to such countries as the U.K., South Africa, Canada, Botswana and Australia. Rural hospitals are worst affected as they experience staff losses to both the urban areas and overseas. To help alleviate this problem, IOM will pilot sequenced short-term returns of Zimbabwean medical professionals and lecturers to support health institutions in Zimbabwe. The medical professionals would support training and human resource planning in rural hospitals while medical lecturers would teach and moderate examinations at the University of Zimbabwe's College of Health Sciences.

### **3. Detailed Description of Activities**

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The project will be implemented in two phases. Phase I will include setting up a migration and development institutional framework and developing a migration profile for Zimbabwe, including research on selected indicators. Phase II will pilot test a migration management strategy, which will support health institutions in Zimbabwe through sequenced short-term returns of health professionals of the Zimbabwean diaspora.

**Specific Objective 1**

*To support the establishment of an institutional and legal framework for the development and implementation of a national strategy for migration and development;*

*(i) Establishment of a Migration and Development Institutional Framework*

Through the Ministry of Economic Development, IOM will assist the GoZ with technical support to establish an institutional framework that would spearhead Zimbabwe's migration and development agenda. In collaboration with IOM, the Migration and Development Unit will coordinate the development and launch of the Migration Profile for Zimbabwe and implement the migration and development plan of action that was adopted at the May 2007 "**National Migration and Development Strategy for Zimbabwe**" conference.

Specific activities will include:

- Coordinating the drafting and approval by Cabinet of a policy paper on migration and development: Under the overall guidance of the Ministry of Economic Development, an Inter-Ministerial Committee on Migration and Development will draft a policy paper on migration and development. The policy paper would be informed by the discussions and resolutions adopted at the May 2007 "**National Migration and Development Strategy for Zimbabwe**" conference. Included in the policy paper would be the proposed national migration and development strategy and the institutional framework (the migration and development unit and its scope of work) that would facilitate the implementation of this strategy. The Ministry of Economic Development would table this policy paper through the various committee stages right up to Cabinet for approval.
- Seeking approval of the Public Service Commission to establish the Migration and Development Unit: Once the policy paper is approved by Cabinet, the Ministry of Economic Development would seek the approval of the Public Service Commission to establish the migration and development unit.
- Setting up the Migration and Development Unit: The Ministry of Economic Development would then recommend the appointment of officers to the migration and development unit.

Once established, the Migration and Development Unit would (in conjunction with IOM) spearhead the national migration and development agenda, including the review of legislation regulating migration, coordinating the development of the Zimbabwe Migration Profile and the research on **Zimbabwe health workers' profile** and **migrant remittances**. IOM will provide the

government of Zimbabwe with expert and technical advice, equipment and support the training of the Migration and Development Unit in this process, but the strategy will be led by relevant government officials.

*(ii) Facilitating the Establishment of the Migration Management Legal Framework*

The project will commission a legal expert with migration management experience to review current pieces of legislation regulating the management of migration, identify gaps and provide guidelines for the establishment of cohesive migration management legislation.

Specific activities will include:

- Developing the scope of work for, and hiring a consultant that would conduct the migration legal framework review;
- Conducting the review and compiling a report;
- Conducting a national stakeholder conference to launch the findings and recommendations of the review.
- Sharing the review report with the Ministry of Justice Legal and Parliamentary Affairs for action.

**Specific Objective 2**

*To support the formulation and application of a Zimbabwe Migration Profile, including research on select indicators;*

**a) Project Launch**

At the inaugural stage of the project, IOM and the Migration and Development Unit would host a workshop to launch the **Zimbabwe Migration Profile: A Tool for Managing and Enhancing the Development Impact of Migration**. The purpose of this workshop would be to disseminate and publicise and garner support for the project among senior GoZ officials and other stakeholders. Key representatives of diaspora associations would also be invited to the inaugural launch in recognition of the pivotal role that they can play in the development of their country.

**b) Migration Profile for Zimbabwe**

The complete and updated migration profile will provide the information base and framework for national policy formulation and planning on migration issues. It would facilitate the mainstreaming of migration into the various national and sectoral planning instruments. Activities under this component would encompass:

**Developing Terms of Reference for, and Hire Migration Experts**

Following IOM procedures on outsourcing certain services, the project will develop the scope of work for, and commission a team of consultants that would develop a Migration Profile for Zimbabwe in close cooperation with the Migration and Development Unit.

The Migration Profiles will include information such as: An overview of the migration and development policy framework of the country; Development Indicators; Quality of Data Sources; Emigration and Immigration Trends; Irregular Migration; Internal and South-South Migration Trends; Circular Migration Trends; Return Migration; Profile and Skills of the Diaspora; Remittances; Labour Market Situation; Anticipated Skills Needs and Skills Shortages; Gender and Minors; Migration Projects and Programmes of International Agencies; Migration Forecasts.

**Developing a Migration Profile for Zimbabwe; the Steps**

Developing a migration profile for Zimbabwe would include the following steps:

- Defining standardised migration indicators for a Zimbabwe Migration Profile template that would allow for comparative analysis of migration data and policies;
- Auditing existing information on selected migration indicators and identifying gaps;
- Developing a sustainable data collection system that would ensure continuous updating and review of the Migration Profile;
- Developing a Migration Profile template for Zimbabwe;
- Collecting data on missing or outdated migration indicators;
- Conducting a gap analysis of the national migration policy and practice environment;

- Train the Migration and Development Unit to collect and consolidate migration data to ensure the continuous updating of the migration profile
- Compiling a research report;
- Conducting a national conference to launch the research findings and the Zimbabwe Migration Profile.

#### **c) The Zimbabwe Health Workers' Profile Survey**

This survey will profile the skills of Zimbabwean diasporas who are working in the health care sector in South Africa and the UK with the objective of assessing the extent and nature of health worker migration which would inform future human resources and health policies for Zimbabwe. The survey will assess the generic profile of the health care professionals and collect relevant information, via detailed questionnaires, regarding the factors that induced migration, their experiences in South Africa and the UK, and the possibility and conditions of return. Specific activities under this component include:

#### **Developing Terms of Reference for Commissioning Consultants to Conduct the Zimbabwe Health Workers' Profile Survey**

- Developing the scope of work for, and hiring consultants that would conduct the health workers' profile survey;
- Conducting the survey and compiling a survey report;
- Creating a website and skills profile data base. The website would provide a platform for diasporas to supply their professional profiles. The database would capture the personal skills and professional background of those Zimbabwean nationals willing to actively participate in migration for development initiatives. The database would only provide an individual's skills, and not the name. IOM will own and maintain the website and data base, and the data will only be accessible to IOM project staff for programming purposes.
- Conducting a workshop to disseminate the findings of the survey.
- In order to reach a large group of Zimbabwean health professionals in the UK and South Africa, the consultants will make use of IOM offices in the UK and South Africa as well as diaspora organisations, such as AfricaRecruit, to disseminate information.

#### **d) The Migrant Remittances Study**

This study will determine the extent, transfer mechanisms, and use of remittances. It will focus on the contribution of remittances to the Zimbabwean economy, that is, the effect of remittances on foreign exchange reserves, economic sectors benefiting from remittances, and the size of investments. The study will involve a macro-economic survey through the analysis of primary and secondary data (from the International Monetary Fund, Reserve Bank of Zimbabwe (RBZ), the private sector, research institutions and Ministries of Finance and Economic Development). The study team will also assess existing regulatory frameworks and financial infrastructure, that is, financial service providers' capacity and transfer costs, and accessibility and outreach of services. The study will make recommendations on how government and the various stakeholders could enhance the developmental impact of remittances to Zimbabwe.

#### **Develop Terms of Reference and Hire Consultants to Conduct the Migrant Remittances Study**

- Develop the scope of work for, and hire consultants that would conduct the migrant remittances study. The terms of reference for the both the study and the consultants will be shared and commonly agreed with the EC delegation before start-up.
- Conduct study and compile study report;
- Conduct a workshop to disseminate the findings of the study.

#### **e) Guidelines for Mainstreaming Migration in National Development**

Following the development of a **Migration Profile for Zimbabwe** and completion of the **Health Workers' Profile Survey** and **Migrant Remittances Study** the Migration and Development Unit and IOM will develop guidelines for mainstreaming migration in national development.

**Specific Objective 3:** *To pilot test a migration management strategy within Zimbabwe*

**Provide support to health institutions in Zimbabwe through the short-term return of Zimbabwean health professionals from the diaspora**

Based on the results of the **Health Workers' Profile Survey** profiling the skills and willingness of Zimbabweans in the diaspora to transfer their skills to their country of origin, IOM will facilitate the sequenced short-term return of 50 Zimbabwean health professionals as part of efforts to mitigate the effects of the brain drain on the health sector. IOM will cover the diasporas' expenses incidental to travel, up-keep and accommodation as well as basic medical equipment to support targeted rural hospitals.

The programme activities would entail:

- Conducting an information campaign among Zimbabwean health professionals in the UK and SA through diaspora associations of health workers in those countries on the modalities of returns and targeted areas; this activity will be supported by IOM offices in UK and SA.
- Conducting a human resource audit of the target institutions that would benefit from the returns. The purpose of the audit would be to identify and prioritise the human resource needs at the hospitals and the University of Zimbabwe College of Health Sciences;
- Support to selected health institutions to develop a strategic plan of how to best use the skills of the returning diaspora health professionals for long-term human resource development in the institution. .
- Establishing contact with diaspora associations of health workers in the UK and SA and identifying the available human resources from those in the data base. The needs of health institutions in Zimbabwe would be matched against the available human resources from the diaspora;
- Registration and assignment of 50 health professionals to respective institutions; Preference will be given to health professionals who can return to Zimbabwe for relatively longer periods
- Facilitating the travel of health professionals to- and their stay in selected hospitals;
- Facilitating the return of health professionals to the UK and SA on completion of their assignments;
- Assessing the effectiveness of the programme with respect to expectations of both the beneficiary institutions and the health professionals participating in the scheme. The assessment would provide lessons for posterity and possible expansion of the initiative.

#### **4. Methodology**

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**Methods of implementation and reasons for the proposed methodology**

**Specific Objective 1:** *To support the establishment of an institutional and legal framework for the development and implementation of a national strategy for migration and development;*

*(i) Establishment of a Migration and Development Institutional Framework*

In facilitating the establishment of the institutional framework IOM will dialogue with senior GoZ officials on issues relevant to the national migration and development agenda through regular meetings. For the past six months IOM has had regular dialogue with the relevant GoZ officials to discuss migration and development issues and has successfully impressed upon the GoZ on the benefits of managing migration in a coherent and planned manner. The dialogue has been based on openness and the cultivation of genuine partnership rooted on the desire to serve the marginalized sections of Zimbabwean society. The success of these efforts is evident in the GoZ's concurrence to hold a "**National Migration and Development Strategy for Zimbabwe**" conference in May 2007. While these efforts have been successful, there is need to maintain and deepen the dialogue with the GOZ and to support efforts of the government to set-up a comprehensive Migration and Development Strategy and to formulate priority areas of action. The present component will be implemented through close coordination and partnership of IOM with the government of Zimbabwe. While government officials will be leading the decision making process, IOM will support government efforts through expert advice and technical support and

training

(ii) *Facilitating the Establishment of the Migration Management Legal Framework*

In conjunction with the proposed Ministry of Economic Development's Migration and Development Unit, IOM will select and supervise a consultant who will review legislation regulating migration in Zimbabwe.

**Specific Objective 2:** *To support the formulation and application of a Zimbabwe Migration Profile, including research on select indicators;*

In collaboration with the proposed Ministry of Economic Development's Migration and Development Unit, IOM will select and supervise consultants who will develop a **Migration Profile for Zimbabwe** and conduct the **Health Workers' Profile Survey** and **Migrant Remittances Study**. The consultants will involve relevant government officials to the extent possible in the work undertaken to build up knowledge and capacity for regular maintenance of the Migration Profile for Zimbabwe in the long term.

**Specific Objective 3:** *To pilot test a migration management strategy within Zimbabwe*

*To support health institutions in Zimbabwe through sequenced short-term returns of Zimbabwean health professionals in the diaspora;*

The Zimbabwean diaspora represents social, intellectual and political capital, a pool of knowledge and expertise which if harnessed through skills transfer can be of immense benefit to various sectors of the Zimbabwean economy. They have comparative advantage in cultural and linguistic affinities, and their return not only facilitates the transfer of skills and knowledge, but can pave the way for a more permanent and mutually enriching relationship with their home country.

Furthermore, IOM has already begun a dialogue with Zimbabwean medical professionals in South Africa with a view to bringing them back to Zimbabwe on short-term returns to teach or moderate examinations. The response has been positive. Since 2006 the University of Zimbabwe's College of Health Sciences has, in conjunction with UK-based associations of Zimbabwean health professionals based in that country, been facilitating the return of Zimbabwean medical professionals to Zimbabwe on short-term basis to teach or moderate examinations. In March 2007 the College of Health Sciences received a donation of books from the UK-based Zimbabwe Health Training Support Network<sup>9</sup> which the latter association sourced from the British Medical Association. These efforts have however been limited due to funding constraints. Based on this experience, the present project component will be implemented in close cooperation between IOM and diaspora organisations and will involve facilitating short-term returns through travel and per diem support to returning Zimbabwean health professionals.

**5. Where the action is part of a larger programme, explain how it fits or is coordinated with this programme. Please specify the potential synergies with other initiatives, in particular from the EC**

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IOM has proposed under the 2006 call for proposals of the European Commission AENEAS programme a project, titled "**Migration Profiles in Selected Countries in West and Central Africa: A tool for Strategic Policy Development**". This project proposal seeks to enhance governmental capacities to more effectively manage migration by preparing country "Migration Profiles" which would be used as policy instruments to promote more comprehensive and proactive approaches. The project seeks to primarily target Ghana, Ivory Coast, Mali, Mauritania, Niger, Nigeria, Senegal and the Democratic Republic of Congo. Chad and Cameroon will be included in some project activities, such as regional meetings. The Migration Profiles are intended to promote greater policy coherence and comprehensive approaches to migration planning at the country level. It is anticipated that the Migration Profiles would serve as policy

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<sup>9</sup> The Zimbabwe Health Training Support Network is an association Zimbabwean health professionals based in the UK.

instruments to address irregular migration pressures, promote more regional cooperation in regards to the free movement of persons, and strengthen migration and development planning in national development strategies such as PRSPs. Since the goals of this project are similar to the proposed Zimbabwe Migration Profile, the two projects (if accepted by the European Commission) will draw lessons from each other. This will be achieved through regular information sharing on lessons learned and best practices. The Joint Africa-EU Declaration on Migration and Development adopted in Tripoli, 22-23 November 2006 also called for "Addressing possibilities of generating policy coherence at international, regional and national levels, e.g. through promoting better integration of the impact of migration into development policies in respect of developing countries, and developmental aspects into migration strategies". Furthermore there has been a particular emphasis on the need for a 'global approach' to migration by the EU and partner countries that includes assisting those countries that are interested in putting together detailed *Migration Profiles* to ensure that all the relevant information is available on which to base practical measures.

In Zimbabwe, IOM is implementing two projects that are addressing issues related to irregular migration; the Beitbridge Reception and Support Centre and the Information Campaign on Irregular Migration.

The Beitbridge Reception and Support Centre is providing returnees from South Africa with food, basic health care, transport assistance back home and HIV and AIDS education. The Reintegration Assistance to Returnees pilot component will make use of the Beitbridge Reception and Support centre to create awareness of the programme among returnees.

The Information Campaign on Irregular Migration is providing youths in major migrant sending areas information on safe migration, the dangers of irregular migration and HIV and AIDS awareness. The project, which is funded by DFID, has established a youth centre in Chiredzi Town from where it is launching its activities into Chiredzi District.

## **6. Procedures for Follow up and Internal/External Evaluation**

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As part of technical backstopping, IOM will provide implementing partners with a monitoring template for the assessment of project activities and impact. At the initial stages of the project, IOM will acquaint implementing partners with monitoring/reporting and evaluation requirements. The implementing partners will provide IOM with quarterly monitoring reports based on an agreed upon format. In addition to field visits, monitoring reports will constitute one of the tools with which project partners and IOM will assess project results and make recommendations to adjust the procedural and operational aspects of the project, if so required. IOM will compile quarterly financial and narrative reports and a comprehensive final report at the end of the project cycle.

The various project components will be evaluated by external evaluators towards the end of their respective cycles. The purpose of the evaluations will be to assess overall impact of the project components and providing lessons for posterity.

The technical and financial reporting will be done in accordance with EC guidelines. IOM's Regional Liaison and Coordination Office to the European Union, located in Brussels, will provide support and advice on the correct application of EC financial and administrative rules and regulations as well as the review of financial and narrative interim and final reports.

## **7. Description of the Role and Participation of the Various Actors**

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### **Role of Executing Agency (IOM)**

As the executing agency, IOM will provide technical backstopping and would be responsible for the overall management of the project.

### **Role of Partners**

**Specific Objective 1:** *To support the establishment of an institutional and legal framework for the development and implementation of a national strategy for migration and development;*

The Ministry of Economic Development's Migration and Development Unit will be the GoZ's secretariat for all migration and development activities. It will spearhead and coordinate the implementation of the Zimbabwe Migration Profile and the National Migration and Development Strategy. Currently the GoZ's migration and development responsibilities are shared among a number of Ministries, a situation that makes coordination sluggish and laborious.

Once established, the Migration and Development Unit will work closely with the Ministry of Justice and Parliamentary Affairs in the formulation and adoption of migration management legislation.

**Specific Objective 2:** *To support the formulation and application of a Zimbabwe Migration Profile, including research on select indicators;*

The project will commission consultants who will develop the Migration Profile and conduct the Zimbabwe Health Workers' Profile Survey and the Migrant Remittances Study. The consultants will conduct research, produce research reports and present the findings of their research.

**Specific Objective 3:** *To pilot test two migration management strategies within Zimbabwe*

**To support health institutions in Zimbabwe through sequenced short-term returns of Zimbabwean health professionals in the diaspora**

The University of Zimbabwe - College of Health Sciences will assist in establishing contact with Zimbabwean health professionals' diaspora associations, and will participate in campaigns aimed at informing the diaspora associations about the short-term returns programme. The College of Health Sciences already has contacts among health professionals in the diaspora, and would exploit those links to reach a wider audience.

The health professionals' diaspora associations will assist in mobilising and motivating their members to participate in the programme through their regular meetings and during the programmes' information campaigns.

The Ministry of Health and Child Welfare will facilitate the speedy registration of medical professionals coming on short-term returns (as they are required to register with the Medical and Dental Practitioners' Council of Zimbabwe before practicing in the country). The Ministry would also facilitate the project team access to rural health institutions to conduct the human resource audit.

## **8. Team Proposed for Implementation of the Action**

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The core project management team (located at IOM Harare) will comprise a **Project Manager, National Officer and Project Assistant:**

### **Project Manager**

The Project Manager will be responsible for:

- The overall supervision and coordination of project activities;
- Tracking and monitoring project finances;
- Establishing and maintaining strong collaborative partnerships GoZ, donors and implementing partners and other IOM missions
- Providing technical assistance to implementing partners;
- Ensuring monitoring and evaluation of all project components;
- Compiling project progress reports for donor partners.

### **National Officer**

The responsibilities of the National Officer will include:

- Continuous liaison with local government authorities to mobilise local government support for project components;



- Operational coordination, including facilitating field research activities, as well as deployment of health officials in rural hospitals and teaching institutions;
- Undertake monitoring visits and coordinate the evaluation of the project;
- Draft and update project work plans and reports;
- Facilitate the implementation of capacity building and stakeholder consultation workshops.

#### **Project Assistant**

The functions of the Project Assistant will include:

- Ensuring the implementation of project activities in accordance with workplans;
- Performing the administrative and operational activities relevant to the project;
- Assist in liaising with beneficiary communities, local government authorities and local implementing partners to ensure the smooth implementation of the project;
- Liaising with implementing partners in the preparation of project progress reports;
- Preparing project review schedules and monitor all projects;

The IOM Resource Management Office will provide the project with logistical and financial management support. In addition the IOM Geneva Migration Management Services Department will provide the project team and consultants with technical back up through field visits and sharing of best practices.

### **9. Main Means Proposed for Implementation of the Action**

In order to facilitate implementation, the project will purchase a project vehicle, computers, computer software and office furniture.



## 10. Duration and Action Plan

### Specific Objective 1

| Topic: Subject 1                                                                                   |            |   |   |   |   |            |   |   |   |    |    |    |                                  |
|----------------------------------------------------------------------------------------------------|------------|---|---|---|---|------------|---|---|---|----|----|----|----------------------------------|
| Year 1                                                                                             |            |   |   |   |   |            |   |   |   |    |    |    |                                  |
| Activity                                                                                           | Semester 1 |   |   |   |   | Semester 2 |   |   |   |    |    |    | Implementing Partner/s           |
|                                                                                                    | Month 1    | 2 | 3 | 4 | 5 | 6          | 7 | 8 | 9 | 10 | 11 | 12 |                                  |
| <b>1. Establish National Migration &amp; Development Institutional Framework</b>                   |            |   |   |   |   |            |   |   |   |    |    |    |                                  |
| a) Draft policy paper on migration & development                                                   | X          |   |   |   |   |            |   |   |   |    |    |    | Ministry of Economic Development |
| b) Table policy paper on migration & development before Cabinet for approval                       |            | X | X |   |   |            |   |   |   |    |    |    | Ministry of Economic Development |
| c) Seek Public Service Commission approval to establish the Migration & Development Unit           |            |   |   | X |   |            |   |   |   |    |    |    | Ministry of Economic Development |
| d) Establish Migration & Development Unit                                                          |            |   |   | X | X |            |   |   |   |    |    |    | Ministry of Economic Development |
| <b>2. Review Legislation Regulating Migration Management</b>                                       |            |   |   |   |   |            |   |   |   |    |    |    |                                  |
| a) Develop the scope of work for, and hire a consultant                                            |            |   |   |   |   |            |   | X | X |    |    |    | IOM/Migration & Development Unit |
| b) Conduct review and compile report                                                               |            |   |   |   |   |            |   |   |   | X  | X  |    | IOM/Migration & Development Unit |
| c) Conduct national stakeholder workshop to launch the findings and recommendations of the review. |            |   |   |   |   |            |   |   |   |    | X  |    | IOM/Migration & Development Unit |
| d) Share the report with the Ministry of Justice Legal and Parliamentary Affairs for action.       |            |   |   |   |   |            |   |   |   |    | X  |    | IOM/Migration & Development Unit |

## Specific Objective 2

| Year 1                                                  |            |   |   |   |   |            |   |   |   |    |    |    |                                  |
|---------------------------------------------------------|------------|---|---|---|---|------------|---|---|---|----|----|----|----------------------------------|
| Activity                                                | Semester 1 |   |   |   |   | Semester 2 |   |   |   |    |    |    | Implementing Partner/s           |
|                                                         | Month 1    | 2 | 3 | 4 | 5 | 6          | 7 | 8 | 9 | 10 | 11 | 12 |                                  |
| <b>1. Project Launch</b>                                |            |   |   |   |   |            | X |   |   |    |    |    |                                  |
| a) Organise workshop for project launch                 |            |   |   |   |   |            |   |   |   |    |    |    | IOM/Migration & Development Unit |
| <b>2. Develop a Migration Profile for Zimbabwe</b>      |            |   |   |   |   |            |   |   |   |    |    |    |                                  |
| a) Develop Terms of Reference for, and hire consultants |            |   |   |   |   |            |   |   |   |    | X  | X  | IOM/Migration & Development Unit |

## Specific Objective 2

| Year 2                                                                                          |            |   |   |   |   |            |   |   |   |    |    |    |                                               |
|-------------------------------------------------------------------------------------------------|------------|---|---|---|---|------------|---|---|---|----|----|----|-----------------------------------------------|
| Activity                                                                                        | Semester 1 |   |   |   |   | Semester 2 |   |   |   |    |    |    | Implementing Partner/s                        |
|                                                                                                 | Month 1    | 2 | 3 | 4 | 5 | 6          | 7 | 8 | 9 | 10 | 11 | 12 |                                               |
| <b>2. Develop a Migration Profile for Zimbabwe</b>                                              |            |   |   |   |   |            |   |   |   |    |    |    |                                               |
| b) Define standardised migration indicators for a Zimbabwe Migration Profile template           | X          |   |   |   |   |            |   |   |   |    |    |    | Consultants                                   |
| c) Develop a data collection system                                                             | X          |   |   |   |   |            |   |   |   |    |    |    | Consultants                                   |
| d) Conduct an audit of existing information on selected migration indicators & identifying gaps | X          |   |   |   |   |            |   |   |   |    |    |    | Consultants                                   |
| e) Data collection (of missing or outdated migration indicators)                                | X          |   |   |   |   |            |   |   |   |    |    |    | Consultants                                   |
| f) Analysis of the national migration policy and practice environment                           | X          |   |   |   |   |            |   |   |   |    |    |    | Consultants                                   |
| g) Field work                                                                                   |            | X |   |   |   |            |   |   |   |    |    |    | Consultants                                   |
| h) Compile research report                                                                      |            |   | X |   |   |            |   |   |   |    |    |    | Consultants                                   |
| i) Conduct national conference to launch the research findings                                  |            |   | X |   |   |            |   |   |   |    |    |    | IOM/Migration & Development Unit/ Consultants |

|                                                               |  |  |  |  |  |  |  |   |   |   |   |   |                                               |
|---------------------------------------------------------------|--|--|--|--|--|--|--|---|---|---|---|---|-----------------------------------------------|
| <b>3. Conduct the Zimbabwe Health Workers' Profile Survey</b> |  |  |  |  |  |  |  |   |   |   |   |   |                                               |
| a) Develop Terms of Reference for, and hire consultants       |  |  |  |  |  |  |  | X |   |   |   |   | IOM/Migration & Development Unit              |
| b) Conduct survey (Literature review & Field-work)            |  |  |  |  |  |  |  |   | X |   |   |   | Consultants                                   |
| c) Compile research report                                    |  |  |  |  |  |  |  |   |   | X |   |   | Consultants                                   |
| d) Create a skills profile database on a website              |  |  |  |  |  |  |  |   |   | X |   |   | Consultants                                   |
| e) Conduct workshop to disseminate findings of the survey     |  |  |  |  |  |  |  |   |   | X |   |   | IOM/Migration & Development Unit/ Consultants |
| <b>4. Conduct the Migrant Remittances Study</b>               |  |  |  |  |  |  |  |   |   |   |   |   |                                               |
| a) Develop Terms of Reference for, and hire consultants       |  |  |  |  |  |  |  |   |   | X |   |   | IOM/Migration & Development Unit              |
| b) Conduct study (Literature review & Field-work)             |  |  |  |  |  |  |  |   |   |   | X |   | Consultants                                   |
| c) Compile research report                                    |  |  |  |  |  |  |  |   |   |   |   | X | Consultants                                   |
| d) Conduct workshop to disseminate findings of the study      |  |  |  |  |  |  |  |   |   |   |   | X | IOM/Migration & Development Unit/ Consultants |

## Specific Objective 2

| Year 3                                                                   |            |   |   |   |   |            |   |   |   |    |    |    |                                    |
|--------------------------------------------------------------------------|------------|---|---|---|---|------------|---|---|---|----|----|----|------------------------------------|
| Activity                                                                 | Semester 1 |   |   |   |   | Semester 2 |   |   |   |    |    |    | Implementing Partner/s             |
|                                                                          | Month 1    | 2 | 3 | 4 | 5 | 6          | 7 | 8 | 9 | 10 | 11 | 12 |                                    |
| <b>5. Guidelines for Mainstreaming Migration in National Development</b> |            |   |   |   |   |            |   |   |   |    |    |    |                                    |
| Develop Guidelines for Mainstreaming Migration in National Development   | X          | X |   |   |   |            |   |   |   |    |    |    | Migration and Development Unit/IOM |
| <b>6. Evaluate programme (Specific Objectives 1 and 2)</b>               |            |   |   |   | X |            |   |   |   |    |    |    | Consultants                        |

### Specific Objective 3

| Year 1                                                                                                                                        |            |   |   |   |   |            |   |   |   |    |    |    |                                        |
|-----------------------------------------------------------------------------------------------------------------------------------------------|------------|---|---|---|---|------------|---|---|---|----|----|----|----------------------------------------|
| Activity                                                                                                                                      | Semester 1 |   |   |   |   | Semester 2 |   |   |   |    |    |    | Implementing Partner/s                 |
|                                                                                                                                               | Month 1    | 2 | 3 | 4 | 5 | 6          | 7 | 8 | 9 | 10 | 11 | 12 |                                        |
| <b>1. Support health institutions in Zimbabwe through short-term returns of health professionals of the Zimbabwean diaspora</b>               |            |   |   |   |   |            |   |   |   |    |    |    |                                        |
| a) Conduct information campaign through diaspora associations of health workers the UK & SA on the modalities of returns and targeted areas   |            |   |   |   |   |            | X |   |   |    |    |    | IOM/UZ-College of Health Sciences      |
| b) Conduct human resource audit of target institutions that would benefit from the returns.                                                   |            |   |   |   |   |            |   | X |   |    |    |    | IOM/Ministry of Health & Child Welfare |
| c) Establish contact with diaspora associations of health workers in UK & SA & identify available human resources from those on the data base |            |   |   |   |   |            | X | X |   |    |    |    | IOM UZ-College of Health Sciences      |
| d) Register and assign 50 health professionals to respective institutions.                                                                    |            |   |   |   |   |            |   |   |   | X  |    |    | IOM                                    |
| e) Facilitate the travel of health professionals from UK/SA to selected hospitals                                                             |            |   |   |   |   |            |   |   |   |    |    | X  | IOM                                    |
| f) Facilitate the return of health professionals to UK/SA on completion of assignments                                                        |            |   |   |   |   |            |   |   |   |    |    |    |                                        |
| g) Evaluate programme                                                                                                                         |            |   |   |   |   |            |   |   |   |    |    |    | Consultant                             |

### Specific Objective 3

| Year 2                                                                                                                          |            |   |   |   |   |            |   |   |   |    |    |    |                        |
|---------------------------------------------------------------------------------------------------------------------------------|------------|---|---|---|---|------------|---|---|---|----|----|----|------------------------|
| Activity                                                                                                                        | Semester 1 |   |   |   |   | Semester 2 |   |   |   |    |    |    | Implementing Partner/s |
|                                                                                                                                 | Month 1    | 2 | 3 | 4 | 5 | 6          | 7 | 8 | 9 | 10 | 11 | 12 |                        |
| <b>1. Support health institutions in Zimbabwe through short-term returns of health professionals of the Zimbabwean diaspora</b> |            |   |   |   |   |            |   |   |   |    |    |    |                        |
| e) Facilitate the travel of health professionals from UK/SA to selected hospitals                                               | X          | X | X | X | X | X          | X | X | X | X  | X  | X  | IOM                    |
| f) Facilitate the return of health professionals to UK/SA on completion of assignments                                          | X          | X | X | X | X | X          | X | X | X | X  | X  | X  | IOM                    |
| g) Evaluate programme                                                                                                           |            |   |   |   |   |            | X |   |   |    |    |    | Consultant             |

### Specific Objective 3

| Year 3                                                                                                                          |            |   |   |   |   |            |   |   |   |    |    |    |                        |
|---------------------------------------------------------------------------------------------------------------------------------|------------|---|---|---|---|------------|---|---|---|----|----|----|------------------------|
| Activity                                                                                                                        | Semester 1 |   |   |   |   | Semester 2 |   |   |   |    |    |    | Implementing Partner/s |
|                                                                                                                                 | Month 1    | 2 | 3 | 4 | 5 | 6          | 7 | 8 | 9 | 10 | 11 | 12 |                        |
| <b>1. Support health institutions in Zimbabwe through short-term returns of health professionals of the Zimbabwean diaspora</b> |            |   |   |   |   |            |   |   |   |    |    |    |                        |
| e) Facilitate the travel of health professionals from UK/SA to selected hospitals                                               | X          | X | X | X | X | X          |   |   |   |    |    |    | IOM                    |
| f) Facilitate the return of health professionals to UK/SA on completion of assignments                                          | X          | X | X | X | X | X          |   |   |   |    |    |    | IOM                    |





## **11. Expected Results: Expected Impact on Target Groups/Beneficiaries**

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### ***Specific Objective 1***

#### *Target Group/Beneficiaries*

The Government of Zimbabwe/The People of Zimbabwe.

#### *Expected Impact*

The establishment of a migration and development institutional framework will enhance the GoZ's capacity to manage and integrate migration in national planning and thereby minimize the adverse impact of migration while at the same time reap the benefits of a well planned and coherent migration strategy. All things being equal, the benefits will be manifested in the overall in economic growth which would trickle down to the poorer sections of the Zimbabwean community. The latter would be possible provided there are income redistributive mechanisms in the economy.

The review of migration management legislation will identify gaps and provide guidelines for the formulation of a comprehensive and coherent legal framework that will regulate the management of migration. This will provide a platform on which the GoZ would formulate an enabling legal environment for the effective management of migration for the benefit of Zimbabweans.

### ***Specific Objective 2***

#### *Target Group/Beneficiaries*

The Government of Zimbabwe/The People of Zimbabwe.

#### *Expected Impact*

Attainment of this objective will enhance the capacity of the GoZ to measure, monitor and analyze migration flows (inward and outward) and how this affects the national development process. This will enable the government and other stakeholders to tap into the immense resources availed by the migration of labour, including diaspora investment in the local business sector, technology transfer and intellectual and financial remittances. All things being equal, these factors would contribute to economic stabilization and growth, and therefore an improvement in the standard of living of the populace.

### ***Specific Objective 3***

*To support health institutions in Zimbabwe through sequenced short-term returns of health professionals of the Zimbabwean diaspora;*

#### *Target Group/Beneficiaries*

Zimbabwe health professionals in the diaspora/Zimbabweans, specifically those residing in the rural areas, and medical students and lecturers at the College of Health Sciences.

#### *Expected Impact*

By helping alleviate the shortage of health personnel at rural hospitals, the project will improve service delivery in target areas. The project would also help improve the quality of teaching at the College of Health Sciences, and therefore the quality of medical graduates produced by the college. The impact of the sum total of these efforts would be an improvement in the quality of life of Zimbabweans.

## **12. The Technical and Management Capacities of Target Groups**

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#### *The Government of Zimbabwe*

As noted above, the various project components will enhance the capacity of IOM, the government of Zimbabwe and other relevant stakeholders to manage migration through training and technical assistance.



## 13 Concrete Outputs

### Specific Objective 1

| <b>Activity 1: Establish National Migration &amp; Development institutional Framework</b>          |                                                                                                             |
|----------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------|
| <b>Actions</b>                                                                                     | <b>Outputs</b>                                                                                              |
| a) Draft policy paper on migration & development                                                   | GoZ policy paper on migration & development                                                                 |
| b) Table policy paper on migration & development before Cabinet for approval                       | Formal letter from GoZ approving the institutional framework of the national migration & development agenda |
| c) Seek Public Service Commission approval to establish the Migration & Development Unit           | Formal letter from PSC approving establishment of the MDU                                                   |
| d) Establish the Migration & Development Unit                                                      | MDU in place                                                                                                |
| <b>Activity 2: Review Legislation Regulating Migration Management</b>                              |                                                                                                             |
| a) Develop the scope of work for, and hire a consultant                                            | Terms of reference and signed consultant's contract                                                         |
| b) Conduct review and compile report                                                               | Review report                                                                                               |
| c) Conduct national stakeholder workshop to launch the findings and recommendations of the review. | Conference report with recommendations on way forward                                                       |
| d) Share review report with the Ministry of Justice Legal and Parliamentary Affairs for action.    | GoZ undertakes to review legislation regulating migration management                                        |

### Specific Objective 2

| <b>Activity 1: Project Launch</b>                                                               |                                                                                   |
|-------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| <b>Actions</b>                                                                                  | <b>Outputs</b>                                                                    |
| a) Organise workshop for project launch                                                         | Workshop report                                                                   |
| <b>Activity 2: Develop a Migration Profile for Zimbabwe</b>                                     |                                                                                   |
| <b>Actions</b>                                                                                  |                                                                                   |
| a) Develop Terms of Reference for, and hire consultants                                         | Terms of reference and signed consultants' contract                               |
| b) Define standardised migration indicators for a Zimbabwe Migration Profile template           | See (h) below                                                                     |
| c) Develop a data collection system                                                             | See (h) below                                                                     |
| d) Conduct an audit of existing information on selected migration indicators & identifying gaps | See (h) below                                                                     |
| e) Data collection (of missing or outdated migration indicators)                                | See (h) below                                                                     |
| f) Analysis of the national migration policy and practice environment                           | See (h) below                                                                     |
| g) Field work                                                                                   | See (h) below                                                                     |
| h) Compile research report                                                                      | Research report                                                                   |
| i) Conduct national conference to launch the research findings                                  | Conference report with recommendations on way forward                             |
| <b>Activity 3: Conduct the Zimbabwe Health Workers' Profile Survey</b>                          |                                                                                   |
| a) Develop Terms of Reference for, and hire consultants                                         | Terms of reference and signed consultants' contract                               |
| b) Conduct survey (Literature review & Field-work)                                              | See (c) below                                                                     |
| c) Compile research report                                                                      | Research report                                                                   |
| d) Create a skills profile database on a website                                                | Skills profile database                                                           |
| e) Conduct workshop to disseminate findings of the survey                                       | Conference report with recommendations on way forward                             |
| <b>Activity 4: Conduct the Migrant Remittances Study</b>                                        |                                                                                   |
| a) Develop Terms of Reference for, and hire consultants                                         | Terms of reference and signed consultants' contracts                              |
| b) Conduct study (Literature review & Field-work)                                               | See (c) below                                                                     |
| c) Compile research report                                                                      | Research report                                                                   |
| d) Conduct workshop to disseminate findings of the study                                        | Conference report with recommendations on way forward                             |
| <b>Activity 5: Guidelines for Mainstreaming Migration in National Development</b>               |                                                                                   |
| a) Develop Guidelines for Mainstreaming Migration in National Development                       | Migration & Development Guidelines document                                       |
| <b>Activity 6. Programme Evaluation</b>                                                         |                                                                                   |
| a) Develop evaluation scope of work and commission consultant                                   | Evaluation terms of reference and signed consultant's contract                    |
| a) Evaluate project activities for Specific Objectives 1 and 2                                  | Evaluation report with lessons learned and recommendations for future programming |

### Specific Objective 3

| <b>Activity 1: Support health institutions in Zimbabwe through sequenced short-term returns of health professionals of the Zimbabwean diaspora</b> |                                                                                   |
|----------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| <b>Actions</b>                                                                                                                                     | <b>Outputs</b>                                                                    |
| a) Conduct information campaign through diaspora associations of health workers the UK & SA on the modalities of returns and targeted areas        | Information campaign report                                                       |
| b) Conduct human resource audit of target institutions that would benefit from the returns.                                                        | Human resource audit report                                                       |
| c) Establish contact with diaspora associations of health workers in UK & SA & identify available human resources from those on the data base      | Data base of health workers in UK & SA                                            |
| d) Register and assign 50 health professionals to respective institutions.                                                                         | Number of health professionals on roster                                          |
| e) Facilitate the travel of health professionals from UK/SA to selected hospitals                                                                  | Number of health professionals seconded to selected hospitals                     |
| f) Facilitate the return of health professionals to UK/SA on completion of assignments                                                             | Number of health professionals returning to UK/SA                                 |
| g) Evaluate programme                                                                                                                              | Evaluation report with lessons learned and recommendations for future programming |
| <b>Activity 3. Programme Evaluation</b>                                                                                                            |                                                                                   |
| a) Develop evaluation scope of work and commission consultant                                                                                      | Evaluation terms of reference and signed consultant's contract                    |
| b) Evaluate project activities                                                                                                                     | Evaluation report with lessons learned and recommendations for future programming |

## 14. Multiplier Effects

It is likely that once the migration and development institutional framework, legal framework review, Migration Profile concept, and sequenced short-term returns are implemented in Zimbabwe they will be applicable to other countries in the region (Southern Africa Development Community) and beyond, and that lessons learned from this project can be applied elsewhere in other African countries facing similar migration challenges. Some of the tools developed for the project, such as the template for Migration Profiles and indicators relating to the impact of migration, will be generic and can be applied in other national contexts. A clear assessment of the relationship between specific migration policy options and development, and successful migration management strategies can serve as best practices for other SADC and African countries.

The action will start the set-up of a comprehensive policy on Migration and Development in Zimbabwe that may be further developed in future. If proven to be successful, the pilot actions (diaspora return and reintegration assistance to returnees) could be undertaken on a larger scale in Zimbabwe.

## 15. Sustainability

The establishment of a migration and development institutional framework, review of the migration management legal framework and the development of a migration profile template are based on the principle of government ownership. A number of mechanisms, such as a national support network for data collection and standardized template of indicators, will be put in place to assist the government in the regular updating of the Migration Profiles. Appropriate technical

equipment and a tool-kit of self-teaching modules will ensure the continuation of migration profiles after the project duration. The Migration and Development Unit will be part of the civil service and it is anticipated that its operations will be financed from the national fiscus.

The short-term returns project would need continued funding until the factors that are pushing health professionals out of the country are addressed. The May 2007 “**National Migration and Development Strategy for Zimbabwe**” conference took cognisance of these factors and attempts would be made (by the GoZ) to address the factors within the broader national migration and development plan of action that was adopted at the conference. As the diaspora health professionals would impart their skills to local medical professionals at targeted health institutions, it is expected that the local health personnel, and ultimately their patients would benefit.



## 16. Log Frame

### Specific Objective 1

|                             | Intervention Logic                                                                                                                                                | Objectively Verifiable Indicators of Achievement                                                                                                         | Sources and Means of Verification                                                                                                                                                                                      | Assumptions                                                                                                                                                                                                                                                                                                       |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Overall Objective</b>    | To contribute to the management of migration and enhance the development impact of migration in Zimbabwe                                                          | Number of national and sectoral planning instruments that incorporate migration issues.                                                                  | Review of the Zimbabwe Economic Development Strategy document, Poverty Assessment Study Survey III document, Millennium Development Goals and National Censuses<br><br>Evaluation report for Specific Objectives 1 & 2 |                                                                                                                                                                                                                                                                                                                   |
| <b>Specific Objective 1</b> | To support the establishment of an institutional and legal framework for the development and implementation of a national strategy for migration and development; | The existence of a legal/official instrument that supports the establishment of national institutions dedicated to the migration and development agenda. | Letter from Cabinet approving the national policy paper on migration and development.                                                                                                                                  | There is political will among senior government officials to support the national migration and development agenda. Should the GoZ fail to establish the Migration and Development Unit, IOM will take the necessary measures to execute the tasks that the Migration and Development Unit would have undertaken. |
|                             |                                                                                                                                                                   | Existence of permanent institutions within government dedicated to the national migration and development agenda.                                        | Letter from the Public Service Commission (PSC) sanctioning the establishment of a migration and development structure in one of the government Ministries.                                                            | There is political will among senior government officials to support the national migration and development agenda.                                                                                                                                                                                               |

| <b>Expected Results</b> |                                                                                           |                                                                                                                            |                                                                                                                                                            |                                                                                                                                                                                                        |
|-------------------------|-------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Result Area 1           | 1.1 A migration & development institutional framework                                     | Existence of a Migration & Development Unit in the Ministry of Economic Development                                        | Employment contracts for staff manning the Migration & Development Unit.                                                                                   | The remuneration packages and conditions of service offered by the PSC for positions in the Migration and Development Unit are sufficient to attract candidates.                                       |
| Result Area 2           | 1.1 Guidelines for the establishment of legislation on migration management.              | A dossier providing the GoZ guidelines on how to establish comprehensive and coherent legislation on migration management. | Evaluation report for Specific Objectives 1 & 2                                                                                                            | Availability of qualified consultant to conduct a review of legislation governing migration management.<br><br>Willingness of the GoZ to provide the consultant easy access to stakeholder Ministries. |
| <b>Activities</b>       |                                                                                           | <b>Means</b>                                                                                                               | <b>Means of Verification and Costs</b>                                                                                                                     | <b>Assumptions</b>                                                                                                                                                                                     |
| Result Area 1           | 1.1 Draft policy paper on migration & development                                         | Inter-Ministerial Committee on Migration & Development chaired by the Ministry of Economic Development                     | <b>Means of Verification</b><br>Minutes of meetings between IOM and the Inter-Ministerial Committee on Migration & Development<br><b>Costs</b><br>No costs | Availability of the National Migration & Development Strategy paper emanating from the May 2007 “ <b>National Migration &amp; Development Strategy for Zimbabwe</b> ” conference                       |
|                         | 1.2 Table policy paper on migration & development before Cabinet for approval             | Inter-Ministerial Committee on Migration & Development and the Minister and Permanent Secretary for Economic Development   | <b>Means of Verification</b><br>Communication from Inter-Ministerial Committee on Migration & Development to IOM on the issue<br><b>Costs</b><br>No costs  | Support of the process from the Minister and Permanent Secretary for Economic Development                                                                                                              |
|                         | 1.3 Seek Public Service Commission approval to establish the Migration & Development Unit | Permanent Secretary for Economic Development                                                                               | <b>Means of Verification</b><br>Minutes of briefings between IOM and the Inter-Ministerial Committee on Migration & Development                            | Availability of civil servants who can be transferred to the Migration & Development Unit                                                                                                              |



|               |                                                                                                                     |                                                 |                                                                                                                                                                                          |                                                                                  |
|---------------|---------------------------------------------------------------------------------------------------------------------|-------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
|               |                                                                                                                     |                                                 | <b>Costs</b><br>No costs                                                                                                                                                                 |                                                                                  |
|               | 1.4 Establish the Migration & Development Unit                                                                      | Personnel, equipment, office space and supplies | <b>Means of Verification</b><br>Minutes of briefings between IOM and the Migration & Development Unit<br><b>Costs</b><br>Technical Support grant to the Ministry of Economic Development | Availability of the Technical Support grant.                                     |
| Result Area 2 | Develop Terms of Reference for, and hire consultant                                                                 | Adequate funds to hire consultant               | <b>Means of Verification</b><br>Consultants' contract<br><b>Costs</b><br>Consultancy fees                                                                                                | Availability of suitable consultants to conduct task                             |
|               | Conduct review (including field-work) develop guidelines for the establishment of migration management legislation. | Adequate funds to conduct research              | <b>Means of Verification</b><br>Migration Profile template<br><b>Costs</b><br>Consultancy fees<br>Stationary, photocopying and courier costs                                             | Stakeholders who will provide data are supportive of the process                 |
|               | Conduct national stakeholder workshop to discuss the findings and recommendations of the review                     | Adequate funds to host workshop                 | <b>Means of Verification</b><br>Workshop report<br><b>Costs</b><br>Conference facility hire and catering                                                                                 | Stakeholders are supportive of the migration and development agenda for Zimbabwe |

#### Specific Objective 2

|                             | Intervention Logic                                                                                                  | Objectively Verifiable Indicators of Achievement | Sources and Means of Verification                                           | Assumptions                                                                      |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|-----------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| <b>Specific Objective 2</b> | To support the formulation and application of a Zimbabwe Migration Profile, including research on select indicators | The Migration & Development Guidelines document  | Project progress reports<br>Evaluation report for Specific Objectives 1 & 2 | Migration and Development Unit as technical capacity to formulate the guidelines |
| <b>Expected Results</b>     |                                                                                                                     |                                                  |                                                                             |                                                                                  |

|               |                                                                                                                 |                                                                                 |                                |                                                                                                                                         |
|---------------|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------|--------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------|
| Result Area 1 | Wide support for, and appreciation of the Migration & Development agenda for Zimbabwe by stakeholders           | Stakeholders' comments as captured in the report of the project launch workshop | Project launch workshop report | IOM and the Migration and Development Unit continuously and adequately lobby stakeholders to support the migration & development agenda |
| Result Area 2 | A Migration Profile template for Zimbabwe                                                                       | The Migration Profile template                                                  | Project progress reports       | Stakeholders view the Migration Profile template as essential and lend their support to the process                                     |
| Result Area 3 | Zimbabwe Health Workers' Profile Survey report                                                                  | The Zimbabwe Health Workers' Profile Survey report                              | Project progress reports       | Stakeholders view the survey as essential and lend their support to the process                                                         |
| Result Area 4 | Migrant Labour Remittances Study report                                                                         | The Migrant Labour Remittances Study report                                     | Project progress reports       | Stakeholders view the study as essential and lend their support to the process                                                          |
| Result Area 5 | Migration & Development Guidelines                                                                              | Migration & Development Guidelines document                                     | Project progress reports       | Migration and Development Unit has adequate technical support to accomplish the task                                                    |
| Result Area 6 | Evaluation report with lessons learned and recommendations for future programming for Specific Objectives 1 & 2 | Evaluation report                                                               | Project progress reports       | Beneficiaries and other stakeholders being evaluated are supportive of the process                                                      |

| Activities    |                                                                                                 | Means                              | Means of Verification and Costs                                                                                                                           | Assumptions                                                                      |
|---------------|-------------------------------------------------------------------------------------------------|------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|
| Result Area 1 | Organise workshop for project launch                                                            | Adequate funds to host workshop    | <b>Means of Verification</b><br>Workshop report<br><b>Costs</b><br>Conference facility hire and catering                                                  | Stakeholders are supportive of the migration and development agenda for Zimbabwe |
| Result Area 2 | Develop Terms of Reference for, and hire consultants                                            | Adequate funds to hire consultants | <b>Means of Verification</b><br>Consultants' contract<br><b>Costs</b><br>Migration Profile Expert fees                                                    | Availability of suitable consultants to conduct task                             |
|               | Conduct research and field-work, develop Migration Profile template and compile research report | Adequate funds to conduct research | <b>Means of Verification</b><br>Migration Profile template<br><b>Costs</b><br>Migration Profile Expert fees<br>Stationary, photocopying and courier costs | Stakeholders who will provide data are supportive of the process                 |
|               | Conduct national conference to launch the Migration Profile template and research findings      | Adequate funds to host conference  | <b>Means of Verification</b><br>Conference report<br><b>Costs</b><br>Conference facility hire and catering                                                | Stakeholders are supportive of the migration and development agenda for Zimbabwe |
| Result Area 3 | Develop Terms of Reference for, and hire consultants                                            | Adequate funds to hire consultants | <b>Means of Verification</b><br>Consultants' contract<br><b>Costs</b><br>Consultancy fees                                                                 | Availability of suitable consultants to conduct task                             |
|               | Conduct research and field-work, develop and compile survey report                              | Adequate funds to conduct research | <b>Means of Verification</b><br>Research report<br><b>Costs</b><br>Migration Profile Expert fees<br>Stationary, photocopying and courier costs            | Respondents are forthcoming with information                                     |
|               | Conduct stakeholder workshop to disseminate survey findings                                     | Adequate funds to host workshop    | <b>Means of Verification</b><br>Workshop report<br><b>Costs</b><br>Conference facility hire and catering                                                  | Stakeholders are supportive of the migration and development agenda for Zimbabwe |

|               |                                                                                                       |                                               |                                                                                                                                                |                                                                                    |
|---------------|-------------------------------------------------------------------------------------------------------|-----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| Result Area 4 | Develop Terms of Reference for, and hire consultants                                                  | Adequate funds to hire consultants            | <b>Means of Verification</b><br>Consultants' contract<br><b>Costs</b><br>Consultancy fees                                                      | Availability of suitable consultants to conduct task                               |
|               | Conduct research and field-work, develop and compile study report                                     | Adequate funds to conduct research            | <b>Means of Verification</b><br>Research report<br><b>Costs</b><br>Migration Profile Expert fees<br>Stationary, photocopying and courier costs | Respondents are forthcoming with information                                       |
|               | Conduct stakeholder workshop to disseminate study findings                                            | Adequate funds to host workshop               | <b>Means of Verification</b><br>Workshop report<br><b>Costs</b><br>Conference facility hire and catering                                       | Stakeholders are supportive of the migration and development agenda for Zimbabwe   |
| Result Area 5 | Develop guidelines for managing migration (including mainstreaming migration in national development) | Personnel in the Migration & Development Unit | <b>Means of Verification</b><br>Project progress reports<br><b>Costs</b><br>Technical Support grant to the Ministry of Economic Development    | The Migration & Development Unit has adequate and competent personnel              |
| Result Area 6 | Evaluate project objectives for Specific Objectives 1 and 2                                           | Adequate funds to hire consultants            | <b>Means of Verification</b><br>Project progress reports<br><b>Costs</b><br>Consultancy fees<br>Visa fees and documentation                    | Beneficiaries and other stakeholders being evaluated are supportive of the process |

### Specific Objective 3

|                             | Intervention Logic                                                                                                                                                          | Objectively Verifiable Indicators of Achievement                                  | Sources and Means of Verification              | Assumptions                                                                                                       |
|-----------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|------------------------------------------------|-------------------------------------------------------------------------------------------------------------------|
| <b>Specific Objective 3</b> | To pilot test a migration management strategy within Zimbabwe                                                                                                               | Evaluation reports with lessons learned                                           | Project progress reports<br>Evaluation reports |                                                                                                                   |
| <b>Expected Results</b>     | <b>Pilot 1: Support health institutions in Zimbabwe through sequenced short-term returns of health professionals of the Zimbabwean diaspora</b>                             |                                                                                   |                                                | There is a willingness among Zimbabwean diaspora health professionals to participate in the project.              |
| Result Area 1               | Zimbabwean health professionals in UK/South Africa are familiar with the project goals, objectives and mode of operation of, and are willing to participate in the project. | Data base of health professionals willing to participate in the project.          | Project progress reports                       | The project provides adequate information about the project to Zimbabwean health professionals in UK/South Africa |
| Result Area 2               | IOM has comprehensive knowledge of the human resource needs of target health institutions                                                                                   | Human resource audit report                                                       | Project progress reports                       | The Ministry of Health and Child Welfare grants IOM timely access to targeted health institutions                 |
| Result Area 3               | IOM has comprehensive knowledge of the health professionals in UK/SA who are available for short-term returns.                                                              | Data base of health professionals willing to participate in the project.          | Project progress reports                       | Zimbabwean health professionals' associations in UK/SA are supportive of the project                              |
| Result Area 4               | Patients in targeted rural hospitals receive health care from Zimbabwean health professionals from the UK/SA                                                                | Number of patients treated by health professionals on short-term return           | Project progress reports                       | The project has adequate and qualified diaspora health professionals on the short-term return roster              |
| Result Area 5               | Students at the UZ-College of Health Sciences receive lectures from Zimbabwean medical lecturers from the UK/SA                                                             | Number of students receiving lectures from medical lecturers on short-term return | Project progress reports                       | The project has adequate and qualified diaspora medical lecturers on the short-term return roster                 |
| Result Area 6               | Evaluation report with lessons learned and recommendations for future programming                                                                                           | Evaluation report                                                                 | Project progress reports                       | Beneficiaries and other stakeholders being evaluated are supportive of the process                                |
| <b>Activities</b>           |                                                                                                                                                                             | <b>Means</b>                                                                      | <b>Means of Verification and Costs</b>         | <b>Assumptions</b>                                                                                                |

|               |                                                                                                                                                     |                                                                                  |                                                                                                                                          |                                                                                                                                            |
|---------------|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
|               | <b>Pilot 1: Support health institutions in Zimbabwe through sequenced short-term returns of health professionals of the Zimbabwean diaspora</b>     |                                                                                  |                                                                                                                                          |                                                                                                                                            |
| Result Area 1 | Conduct information campaigns through diaspora associations of health workers the UK/SA on the aim, objectives and modalities of short-term returns | Contact persons in diaspora health professionals' associations                   | <b>Means of Verification</b><br>Project progress reports<br><b>Costs</b><br>Telephone/Fax/Email expenses                                 | Leadership of diaspora associations of health workers are motivated and willing to mobilise their membership to participate in the project |
| Result Area 2 | Conduct human resource audit of target institutions that would benefit from the returns                                                             | IOM personnel                                                                    | <b>Means of Verification</b><br>Project progress reports<br><b>Costs</b><br>Daily Subsistence Allowances<br>Telephone/Fax/Email expenses | Ministry of Health and Child Welfare provides IOM timely access to targeted health institutions                                            |
| Result Area 3 | Develop database and roster of health professionals in the UK/SA willing to participate in short-term returns                                       | IOM personnel and contact persons in diaspora health professionals' associations | <b>Means of Verification</b><br>Project progress reports<br><b>Costs</b><br>Telephone/Fax/Email expenses                                 | Leadership of diaspora associations of health workers are motivated and willing to mobilise their membership to participate in the project |
| Result Area 4 | Patients in targeted rural hospitals receive health care from Zimbabwean health professionals from the UK/SA                                        | Diaspora health professionals                                                    | <b>Means of Verification</b><br>Project progress reports<br><b>Costs</b><br>Airfares and Subsistence Allowances                          | There are adequate numbers of health professionals in the UK/SA available for short-term returns as per schedule                           |
| Result Area 5 | Students at the UZ-CHS receive lectures from Zimbabwean medical lecturers from the UK/SA                                                            | Diaspora medical lecturers                                                       | <b>Means of Verification</b><br>Project progress reports<br><b>Costs</b><br>Airfares and Subsistence Allowances                          | There are adequate numbers of medical lecturers in the UK/SA available for short-term returns as per schedule                              |
| Result Area 6 | Evaluate project objectives                                                                                                                         | Consultant                                                                       | <b>Means of Verification</b><br>Project progress reports<br><b>Costs</b><br>Consultancy fees                                             | Beneficiaries and other stakeholders being evaluated are supportive of the process                                                         |

### **3. BUDGET FOR THE ACTION**

Please see Annex B (Worksheet 1), Attached.

#### **4. EXPECTED SOURCES OF FUNDING**

Please see Annex B (Worksheet 2) Attached.



## II. THE APPLICANT

### 1. IDENTITY

|                                                            |                                                            |
|------------------------------------------------------------|------------------------------------------------------------|
| <b>Full legal name :</b>                                   | International Organization for Migration                   |
| <b>Acronym :</b>                                           | IOM                                                        |
| Legal Entity Sheet number <sup>10</sup>                    | 6000055563                                                 |
| <b>Nationality:</b>                                        | NA                                                         |
| <b>Legal status</b>                                        | International Intergovernmental Organisation               |
| <b>Official address:</b> <sup>11</sup>                     | 40 rue Montoyer, 1000 Brussels                             |
| <b>Postal address:</b>                                     | 40 rue Montoyer, 1000 Brussels                             |
| <b>Telephone number:</b> Country code + city code + number | +32 2 282 45 60                                            |
| <b>Fax number:</b> Country code + city code + number       | +32 2 230 07 63                                            |
| <b>E-mail of the Organisation:</b>                         | <a href="mailto:MRFBussels@iom.int">MRFBussels@iom.int</a> |
| <b>Website of the Organisation:</b>                        | <a href="http://www.iom.int">www.iom.int</a>               |
| <b>Contact person for this action :</b>                    | Mohammed Abdiker                                           |
| <b>Contact person's email address :</b>                    | <a href="mailto:mabdiker@iom.int">mabdiker@iom.int</a>     |

**Any change in the addresses, phone numbers, fax numbers and in particular e-mail, must be notified in writing to the Contracting Authority. The Contracting Authority will not be held responsible in case it cannot contact an applicant.**

<sup>10</sup> If the applicant has already signed a contract with the European Commission

<sup>11</sup> If not in one of the countries listed in section 2.1.1(1) of the Guidelines, please justify its location.

## 2. BANK DETAILS

Before the grant contract is signed, the applicants selected will have to supply a financial identification form using the model in Annex E to the Guidelines for completing the application form, certified by the bank where the payments are to be made.

|                           |                                                                                                                                                                                                                            |
|---------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Account name              | International Organization for Migration                                                                                                                                                                                   |
| Account number            | 210 037 7977 20                                                                                                                                                                                                            |
| Sort code                 | GE BA BE BB                                                                                                                                                                                                                |
| IBAN code (optional)      | BE28 2100 3799 7720                                                                                                                                                                                                        |
| Bank name                 | FORTIS                                                                                                                                                                                                                     |
| Address of bank           | Place du Luxembourg, 14 1050 Brussels                                                                                                                                                                                      |
| Name of signatory/ies     | Bernd Hemingway, Trang Nguyen, Tamara Keating, Pascal Reyntjens, Arjeta Rudi, Paulo Marques, Alexia Scarlett                                                                                                               |
| Position of signatory/ies | Regional Representative, Head of Administrative and Financial Services, Programme Management Coordinator, REAB Programme Officer, Regional Finance Officer, EOM Coordinator, Policy and Programme Support Unit Coordinator |

## 3. DESCRIPTION OF APPLICANT

### 3.1 When was your organisation founded and when did it start its activities?

After half a century of worldwide operational experience, IOM has become the leading organisation working with migrants and governments to provide human responses to migration challenges. Established in 1951 as an intergovernmental organisation to resettle European displaced persons, refugees and migrants, IOM has now grown to encompass a variety of migration management activities throughout the world.

### 3.2 What are the main activities of your organisation at present?

With offices and operations on every continent, IOM helps governments and civil society through:

- rapid humanitarian responses to sudden migration flows;
- post-emergency return and reintegration programmes;
- assistance to migrants on their way to new homes and lives;
- facilitation of labour migration;
- assisted voluntary return for irregular migrants;
- recruitment of highly qualified nationals for return to their countries of origin;
- aid to migrants in distress
- training and capacity building of officials
- measures to counter trafficking in persons;
- migration medical and public health programmes;
- mass information and education on migration;
- research related to migration management and other services for migrants;
- working with governments and other partners to maximize the development impact of migration.

Working closely with the United Nations and other partners of the international community, IOM has 120 Member States and 19 Observer States, with its headquarters in Geneva, Switzerland and 290 field offices throughout the world.

### 3.3 List of the management board / committee of your organisation

| Name                         | Profession                                                    | Nationality | Position | Years on the board |
|------------------------------|---------------------------------------------------------------|-------------|----------|--------------------|
| MCKINLEY BRUNSON             | DIRECTOR GENERAL                                              | American    | E1       | 01-Oct-98          |
| NDIAYE NDIORO                | DEPUTY DIRECTOR GENERAL                                       | Senegalese  | E2       | 01-Sep-99          |
| DE WINTER DIRK               | DIRECTOR, MANAGEMENT COORDINATION                             | Belgian     | D-2      | 16-Aug-94          |
| PERRUCHOUD RICHARD C.        | DIRECTOR, INTERNATIONAL MIGRATION LAW&LEGAL AFFAIRS/LEG. ADV. | Swiss       | D-2      | 01-Sep-82          |
| HATCHER ROBERTS JANET        | DIRECTOR MIGRATION HEALTH                                     | Canadian    | D1       | 08-Jan-07          |
| HELD RENATE                  | INSPECTOR GENERAL                                             | German      | D-1      | 01-Jul-87          |
| HELKE JILL                   | EXECUTIVE OFFICER                                             | British     | D-1      | 19-Apr-99          |
| KLEIN-SOLOMON MICHELE        | DIRECTOR, MIGRATIO POLICY RESEARCH                            | American    | D-1      | 01-Feb-00          |
| LUPOLI PASQUALE              | DIRECTOR, OPERATIONS SUPPORT                                  | Italian     | D-1      | 30-Mar-85          |
| PAIVA ROBERT G.              | DIRECTOR, EXTERNAL RELATIONS/ SR REG ADV                      | American    | D-1      | 01-Jun-85          |
| SARMAD S. OVAIS              | DIRECTOR, RESOURCES MANAGEMENT                                | Indian      | D-1      | 03-Jan-90          |
| SULLIVAN-MICHAELS FRANCES E. | DIRECTOR, HUMAN RESOURCES                                     | American    | D-1      | 02-Jul-85          |
| TANIMURA YORIO               | DIRECTOR, MIGRATION MANAGEMENT SERVICES                       | Japanese    | D-1      | 12-Mar-95          |
| WUEHLER NORBERT              | DIRECTOR, CLAIMS PROGRAMMES                                   | German      | D-1      | 01-Sep-00          |
| REED BRUCE A.                | DIRECTOR, MAC - REGIONAL REPRESENTATIVE                       | American    | D-1      | 15-Apr-93          |
| ABDEL MONEIM MOSTAFA HASSAN  | REGIONAL REPRESENTATIVE A.I., ISLAMABAD                       | Egyptian    | P-5      | 15-Mar-01          |
| AMBROSI EUGENIO              | REGIONAL REPRESENTATIVE, BUENOS AIRES                         | Italian     | D-1      | 05-Aug-91          |
| BOE HANS-PETTER              | REGIONAL REPRESENTATIVE, PRETORIA                             | Norwegian   | P-5      | 01-Aug-76          |
| HAQUE MD.                    | REGIONAL                                                      | Bangladeshi | P-5      | 18-Jul-01          |

| Name                             | Profession                                     | Nationality      | Position | Years on the board |
|----------------------------------|------------------------------------------------|------------------|----------|--------------------|
| SHAHIDUL                         | REPRESENTATIVE,<br>DHAKA                       |                  |          |                    |
| HEMINGWAY<br>BERND               | REGIONAL<br>REPRESENTATIVE,<br>BRUSSELS        | German           | D-1      | 01-Mar-03          |
| MCCLAIN EDWIN                    | REGIONAL<br>REPRESENTATIVE,<br>NAIROBI         | American         | D-1      | 21-Nov-92          |
| NIHILL KIM DENIS                 | CHIEF OF MISSION,<br>CANBERRA                  | New<br>Zealander | P-5      | 28-May-94          |
| NORZA PILAR                      | REGIONAL<br>REPRESENTATIVE,<br>LIMA            | Costa Rican      | D-1      | 01-Jul-94          |
| PIRES JOSE                       | REGIONAL<br>REPRESENTATIVE,<br>SAN JOSE        | Dutch            | D-1      | 01-Aug-81          |
| ROUSSELOT<br>ARMAND              | REGIONAL<br>REPRESENTATIVE,<br>DAKAR           | French           | D-1      | 17-Oct-94          |
| SCHATZER<br>PETER                | REGIONAL<br>COORDINATOR -<br>MEDITERRANEAN     | Austrian         | D-1      | 03-Nov-86          |
| SCOTT RICHARD<br>E.              | REGIONAL<br>REPRESENTATIVE,<br>WASHINGTON      | American         | P-5      | 14-Mar-76          |
| STEFAN IULIANA                   | REGIONAL<br>REPRESENTATIVE,<br>CAIRO           | American         | P-5      | 31-Mar-93          |
| SZABADOS<br>ARGENTINA            | REGIONAL<br>REPRESENTATIVE,<br>BUDAPEST        | Hungarian        | P-5      | 01-Jan-99          |
| VOJACKOVA-<br>SOLLORANO<br>IRENA | REGIONAL<br>REPRESENTATIVE,<br>BANGKOK         | German           | D-1      | 15-Oct-89          |
| WEISS THOMAS                     | REGIONAL<br>REPRESENTATIVE,<br>HELSINKI        | German           | P-5      | 13-Jan-97          |
| DALL'OGGIO LUCA                  | PERMANENT<br>OBSERVER TO THE<br>UNITED NATIONS | Italian          | D-1      | 04-Apr-88          |
| DE WILDE JAN                     | HEAD OF SLM,<br>LONDON                         | American         | D-1      | 01-Oct-93          |
| FORSTER<br>FLORIAN               | HEAD OF SLM,<br>PARIS                          | German           | P-5      | 15-Oct-95          |
| HALBACH<br>ANDREAS               | HEAD OF SLM,<br>BERLIN                         | German           | D-1      | 01-Oct-79          |
| NAKAYAMA AKIO                    | HEAD OF SLM,<br>TOKYO                          | Japanese         | P-5      | 01-Feb-96          |
| VON<br>BETHLENFALVY<br>PETER     | HEAD OF SLM,<br>VIENNA                         | German           | D-1      | 02-Apr-91          |

## **4. CAPACITY TO MANAGE AND IMPLEMENT ACTIONS**

### **4.1. Experience of Similar Actions**

#### **MIDA Ghana Health Project (2005-2007)**

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##### **4.1.1 The object and location of the action**

The objective of the MIDA Ghana Health Project is to contribute to the development of the health sector in Ghana. This is realized in two ways: On the one hand, Ghanaian health professionals in EU countries can transfer knowledge, skills and experience through temporary assignments in Ghana. On the other hand, health workers from Ghana have the opportunity to do specialized training at health care institutions in the Netherlands. The project is demand driven and based on needs of health institutions in Ghana thereby also linking up to existing government strategies and programs for human resources for the health sector.

Geographical coverage: Ghana; Netherlands; Great Britain, Germany, Belgium; Nation-wide within each country

The main objectives of the project are:

- To utilize the available skills, expertise and experience within the Ghanaian Diaspora in the Netherlands and possibly other European countries to the benefit of the Ghana health sector.
- To contribute to the capacity building process in Ghana, in particular the efforts of the Ghanaian government's human resources strategy in mitigating brain drain in the health sector.
- To build networks with Ghanaian Diaspora organizations thereby stimulating cooperation with healthcare institutions in Ghana and the Netherlands.

##### **4.1.2 The result of the action**

The project lasts for two years and ends in June 2007. Until now IOM supported over 25 temporary returns. The diaspora professionals came from the Netherlands, United Kingdom, Germany and Belgium and included medical specialists, nurses, public health experts and ICT specialists. IOM compiled a database of specific needs of over 40 hospitals in Ghana. Based on the positive experiences so far and the strong interest among the Ghanaian diaspora, IOM is currently developing a follow up programme after June 2007.

##### **4.1.3 Your organization's role (lead manager or partner) and its degree of involvement in the action**

IOM has the overall coordination of the project but works in close cooperation with the Ghanaian Ministry of Health and other health sector partners. IOM is in charge of selection of candidates and matching with hospital needs, outreach, logistics and monitoring. IOM works furthermore with health institutions in Ghana, the Netherlands and other EU countries.

##### **4.1.4 Cost of the action**

The overall budget of TRQN is € 446.083,-.

##### **4.1.5 Donors to the action**

The donor of MIDA Ghana Health is the Netherlands Embassy in Ghana.

#### **MIDA Great Lakes – Mobilisation of human and other resources of African nationals in Europe for the development of their countries of origin (Phases I – III) (2001 - 2008)**

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##### **4.1.1 The object and location of the action**

Geographical target region: Europe and Great Lakes region (Burundi, Rwanda and Democratic Republic of Congo); Nation-wide in each country

MIDA Great Lakes is a capacity building programme, facilitating the transfer of knowledge, expertise and other resources from the Great Lakes' African nationals residing in Europe to Burundi, Democratic Republic of Congo (DRC) and Rwanda. MIDA Great Lakes is aimed at assessing the needs for human resources and investments within the priority public and private sectors of the countries of origin. It also gathers professional information and profile on the Burundian, Congolese and Rwandan nationals currently residing in Europe in order to create a database of African professionals willing to participate to the development of their country of origin. Based on this identification phase at both ends, this regional Programme facilitates the transfer of expertise of African nationals from Europe in order to reinforce the capacities of the local institutions within the priority sectors. The objective of this reinforcement is the creation of multiplier effects on the development of the society as a whole. It will also improve the local labour market opportunities.

The MIDA Great Lakes Programme offers a multitude of possibilities for ensuring appropriate transfer of expertise and remittances from Europe to the Great Lakes region, such as short term repetitive and longer term physical assignments, educational virtual transfers as well as through orientation for financial support to local development projects. The programme ensures the participants to keep their legal status and advantages in the host country. Since its inception in 2001, MIDA Great Lakes offers a unique solution to the developing countries by creating a long-term link between their human and financial needs and their nationals' abroad.

#### **4.1.2 The result of the action**

A total of 1200 highly qualified and skilled African nationals are registered within the Brussels database so far. More than 1,000 requests for specialised human resources have been identified in the three countries of origin. To date, 100 employers, both public and private institutions, have enhanced their capacity through the transfer of human and financial resources from a total of 250 Burundian, Congolese and Rwandan professionals from Europe. The majority of the African expatriates are maintaining virtual contacts and continue sharing their advices and updated information with the local institutions. More than 10 of them have decided to permanently settle back in their country of origin.

Both private and public sectors benefited from the Programme in fields varying from education, public health and agriculture to management and administration. Through these activities the programme has a direct impact on the delivery of better health and education services to the population and on stimulating income generation as well as better management of rural development.

In addition, the MIDA Great Lakes Programme has developed, in close co-operation with the *Université Libre de Bruxelles* and with an expert from the Congolese diaspora in Belgium, a comprehensive E-learning solution for the Faculty of Medicine of the University of Lubumbashi in DRC. Moreover, together with other partners, the MIDA Great Lakes programme support the creation of centre for distance learning at the University of Lubumbashi. This unique opportunity allows students to follow university courses in disciplines lacking appropriate teachers locally.

Last but not least, a research study on remittances in the Great Lakes region has been carried out within the framework of the MIDA Great Lakes project.

#### **4.1.3 Your organization's role (lead manager or partner) and its degree of involvement in the action**

IOM is the lead organization in implementing this program, but is closely coordinating all activities with respective MIDA departments that have been established at national ministries in the beneficiary countries.

IOM activities include among others:

- Establishment of database of African nationals residing in Europe, who are interested to participate in the activities of the programme
- Establishment of contacts to African Diaspora organisations in Europe and diplomatic missions
- Implementation of information campaigns directed to the African Diaspora on assistance offered under the MIDA programme
- Determination of needs in terms of human resources in the country of origin in close collaboration with respective government ministries and the private sector
- Matching the needs in countries of origin with qualification of African Diaspora in Europe
- Organisation of transfers of expertise through physical return, virtual exchanges and financial and investments advisory activities

#### **4.1.4 Cost of the action**

Phase I: 1,739,863 US\$

Phase II: 1,363,753 US\$

Phase III: 2,871,586 US\$

#### **4.1.5 Donors to the action**

This project has been supported by the Federal Public Service for Co-operation and Development of Belgium.

### **Reinforcement of the health sector in DRC through the establishment of hospitals partnership and training of Congolese health professionals (Pilot phase)**

#### **4.1.1 The object and location of the action**

Geographical target region: Belgium and the Democratic Republic of Congo

This pilot phase has been developed to reinforce MIDA activities in DRC especially in the health sector. The objective is to reinforce the Congolese health sector through the establishment of a partnership between one hospital in Belgium (Cliniques de l'Europe) and one hospital in DRC (to be identified). In total, a team of 4

Congolese health professionals (administrators, nurses, medical doctors) will be train for 3 months within the Cliniques de l'Europe with the supervision of health professionals from the Congolese Diaspora (tutors). More Congolese health professionals will be trained in DRC during the follow up missions of the tutors. The project also aims at reinforcing the network of health professionals from the Congolese Diaspora living in Belgium.

#### **4.1.2 The result of the action**

The project is currently ongoing. The assessment mission to DRC has been undertaken and the final selection process is ongoing. The training program in Belgium is due to start in May 2007. The project aims to achieve the following results at project's end:

1. Reinforce professional knowledge and skills of health staff in the Congolese hospital through training organized by the Cliniques de l'Europe.
2. Facilitating the work done by health professionals in DRC by providing adequate equipment
3. Partnership between Cliniques de l'Europe and the identified hospital in DRC
4. Reinforce links between the Congolese diaspora and their countries of origin by creating an exchange network between the trained candidates in Belgium and the diaspora living in Belgium and active in the health sector.

#### **4.1.3 Your organization's role (lead manager or partner) and its degree of involvement in the action**

IOM is the lead partner in the implementation of this project, but is coordinated implementation of activities very closely with the Cliniques de l'Europe in Belgium, the partner of this project.

#### **4.1.4 Cost of the action**

EUR 75.000

#### **4.1.5 Donors to the action**

Government of Belgium, Ministry for Development Cooperation

### **MIDA Italy - Ghana/Senegal (2006 - 2007)**

MIDA Italy – deployment phase

#### **4.1.1 The object and location of the action**

Ghana; Italy; Senegal; Mainly Lombardia, Veneto, Emilia Romagna in Italy

The project is intended to mobilize human, professional and financial resources of the Ghanaian and Senegalese expatriates in Italy, by enhancing their active engagement and role as development agents for their country of origin.

Outreach and assessment activity in Italy builds on the findings of a pilot phase (2003/2005) and is intended to: a) register interest, resources and projects of Ghanaian and Senegalese migrants, build confidence and provide counselling and orientation services; b) promote possible synergies with decentralized cooperation initiatives for Ghana and Senegal, development projects initiated or sponsored by Italian entities to foster the role of expatriates and network origin and hosting communities; c) promote the adoption and testing of viable mechanisms/financial packages to channel and attract remittances in a local development and poverty reduction medium-long term strategy, as well as promote the creation of a micro-credit system.

Information on migrants' community/ individual skills, trans-national networks, investment capacities and projects in line with Ghanaian and Senegalese development priorities are collected and registered. The project addresses and supports in particular those migrants willing to set up or consolidate SMEs and job-generating activities in their areas of origin.

Partnership within identified hosting communities in Italy (migrant associations, local authorities, NGOs, enterprises associations) promoted, in order to set up or strengthen a community development approach through the enhancement of decentralized cooperation.

Possible remittances channelling schemes are being sought and tested with identified financial institutions and experts from Italy and target countries.

#### **4.1.2 The result of the action**

|                                          |                                            |
|------------------------------------------|--------------------------------------------|
| Start Date (Month/Year):<br>January 2006 | Completion Date (Month/Year):<br>June 2007 |
|------------------------------------------|--------------------------------------------|

- Financial and technical support to co-development projects proposed by migrants' associations. Promotion of Italian authorities/ hosting communities' engagement, in a decentralized cooperation perspective.
- Counselling/orientation services to migrants in Italy willing to establish enterprises in home countries; training activities and tutoring for SME, in Ghana and Senegal, on business plan, access to credit, etc.

Through the engagement of financial institutions in Italy and target countries, promotion of money transfer costs' reduction, of enhancement of remittances value, of creation of new financial products, of channeling of savings towards productive investments, development programs and social initiatives.

#### **4.1.3 Your organization's role (lead manager or partner) and its degree of involvement in the action**

IOM has the overall coordination of the project but through the engagement of financial institutions in Italy and target countries, promotion of money transfer costs' reduction, of enhancement of remittances value, of creation of new financial products, of channelling of savings towards productive investments, development programs and social initiatives.

#### **4.1.4 Cost of the action**

1,596,600 US\$

#### **4.1.5 Donors to the action**

The Italian Government

### **Remittance study for the Maghreb and the Great Lakes region: How to enhance the development impact of remittances from Belgium to countries of origin of Belgium migrants – Case study of the Democratic Republic of Congo**

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#### **4.1.1 The object and location of the action**

The aim of the project is to carry out a research study that will analyze how to enhance the development impact of remittances that are transferred from migrants in Belgium to their countries of origin. More specifically, the study will analyze the feasibility of setting up a remittances fund in Belgium as well as the potential benefits of linking remittances to financial services, such as microfinance, credit and savings.

IOM MRF Brussels and IOM Kinshasa are jointly carrying out this study with the Higher Institute of Labour of the Catholic University in Leuven and PlaNet Finance Belgium. First research results are expected for May 2007 and shall be presented at the first session of the Global Forum on Migration and Development, organized by the Belgian government in July 2007 in Brussels.

Geographical target region: Belgium and the Democratic Republic of Congo

#### **4.1.2 The result of the action**

The study is currently ongoing; the consultants are undertaking their assessment in the target countries. The action aims to achieve the following results at the end of the project:

1. Two consultants / partners organizations are commissioned and will undertake a study on the feasibility of setting-up a remittances fund in Belgium as well as exploring the development potential of linking remittances with microfinance – specific case-study DRC
2. Publication of above mentioned research study in an IOM publication series or as an independent publication
3. Presentation of the results of above-mentioned research study in front of relevant actors, and possibly during the first meeting of the Global Forum on Migration and Development
4. Set-up of a working group of relevant actors / organizations dealing with remittances in Belgium

#### **4.1.3 Your organization's role (lead manager or partner) and its degree of involvement in the action**

IOM is leading implementation of this project. The studies will be undertaken by the Catholic University in Leuven and PlaNet Finance Belgium, under the supervision of IOM. IOM will also cooperate with other actors active in the remittances sector, such as the World Bank, The World Savings Institute and others by establishing a steering committee that will guide and accompany the study.

#### **4.1.4 Cost of the action**

EUR 75.000



#### 4.1.5 Donors to the action

Government of Belgium, Ministry for Development Cooperation

### **MIDA Burkina Faso: Mobilization of the Burkinabe Diaspora and Identification of Priority Needs in Burkina Faso (2005 - 2007)**

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Mobilization of the Burkinabe Diaspora and Identification of Priority Needs in Burkina Faso (MIDA Burkina Faso)

#### 4.1.1 The object and location of the action

Burkina Faso; Nation-wide; Burkinabe abroad (Africa, Europe, North America)

This present pilot project is a preliminary step towards the MIDA program and was put in place to support the Government of Burkina Faso in its MIDA policy, aiming to enhance and capitalize the experience, knowledge and intellectual and socio-economic resources of the workers within the Burkinabe diaspora.

The project consisted in:

- Putting in place a website in which all interested person could find information on country's needs in human and financial resources, as well as on job and investment opportunities ;
- Establishing a database on the profiles of the Burkinabe expatriates living in Africa, Europe and North America, willing to contribute to the economic and social development of their country of origin ;
- Establishing a repertory of the public and private sector's priority needs in human and financial as well as productive investment opportunities.

#### 4.1.2 The result of the action

|                                       |                                               |
|---------------------------------------|-----------------------------------------------|
| Start Date (Month/Year):<br>July 2005 | Completion Date (Month/Year):<br>January 2007 |
|---------------------------------------|-----------------------------------------------|

A preparatory mission was accomplished by the IOM in order to identify the partners to be associated the project, to define and finalize the work plan of the activities, and finally to meet and designate the service provider in charge of the development of the Web site.

- Design and installation of the website and putting the database in place:
  - Creation of an operational cell in charge of the management and follow-up of the activities concerning the website and the database within the CSBE;
  - Identification and nomination of the service provider in charge of the data-processing developments in co-operation with the CSBE;
  - Design and installation of the website by the Cabinet Zongos consulting in collaboration with the IOM and the CSBE;
  - Development of the questionnaire of identification;
  - Acquisition of the data-processing equipment and the necessary logistics for the support (a computer Fixes, a screen, a Laser Printer jet 1020);
  - 20-26 March 2006: organization of a training to build the capacities of the focal points designated within the CSBE for the management and the actualization of the website ;
  - 28 March 2006: Launching and putting the website online;
  - Regular Update of the website and the database by the focal points of the CSBE which was trained for this purpose.
- Identification and mobilization of the Burkinabe expatriates working abroad :
  - Mailing and sending notes of information on the project to the embassies and consulates of Burkina Faso;
  - Collecting and exploiting the data available within the consular services, diplomatic missions of Burkina Faso and migrants' associations;
  - Designing and diffusing promotional material (posters and leaflets);
  - Organizing information meetings.

- Identification of the priorities needs of Burkina Faso in terms of competences and other resources.

The priority needs were identified in Burkina Faso by many ministerial departments under the coordination of the CSBE with the implication of the whole institutional and private partners. A repertory of the priority needs by sector was established and posted on the website. The regular actualization of the repertory of the needs is a continuous activity which will make it possible to give a progress report on the satisfied requests, the new requests and those on standby.

- Organization of a final workshop on the pilot phase of the project

On 16 January 2007, the IOM and the CSBE organized a workshop reporting on the activities of the pilot phase of MIDA Burkina Faso, allowing to share information on the project's status since the official launching of the website and to make recommendations for the operational phase.

#### **4.1.3 Your organization's role (lead manager or partner) and its degree of involvement in the action**

IOM has the overall coordination of the project and in particular to support the Government of Burkina Faso in its MIDA policy, aiming to enhance and capitalize the experience, knowledge and intellectual and socio-economic resources of the workers within the Burkinabe diaspora.

#### **4.1.4 Cost of the action**

52,000 US\$

#### **4.1.5 Donors to the action**

The Italian Government

### **Temporary Return of Qualified Nationals (TRQN) (2006-2008)**

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#### **4.1.1 The object and location of the action**

IOM provides qualified migrants in the Netherlands with the opportunity to help with the reconstruction of their country of origin undergoing transition or in post-crisis situations. This project will support the temporary return of migrants to their country of origin in order to carry out work for which there is no local expertise and of importance to reconstruction and development efforts. In the framework of this project temporary placements will be implemented in Sudan, Sierra Leone, Afghanistan, Bosnia and Herzegovina, Montenegro, Serbia, and the province of Kosovo. The periods of assignment can vary from a few weeks to six months. Employers with vacancies in the countries concerned can also sign up. IOM facilitates matching of vacancies and candidates. Qualified nationals placed in vacant positions receive a financial contribution that helps. The project targets placement of 150 qualified nationals in total.

#### **4.1.2 The result of the action**

Since the project started in April 2006 over 50 migrants returned temporarily to their country of origin to help with local capacity building. Their professions include medical doctors, engineers, managers and peace building experts. There is a strong interest among the Afghan, Sierra Leonean and Sudanese diaspora in particular to take part in the project. As the project is demand driven, IOM works with needs databases in the countries of origin. The project will continue until March 2008.

#### **4.1.3 Your organization's role (lead manager or partner) and its degree of involvement in the action**

IOM The Hague has the overall coordination of the project and in close cooperation with the IOM missions in targeted origin countries is responsible for selection of candidates and matching with local needs; outreach campaign and information dissemination towards diaspora, database of qualified and skilled diaspora; development of database with local vacancies and placement opportunities, logistical assistance; monitoring and evaluation.

#### **4.1.4 Cost of the action**

The overall budget of TRQN is € 2.242.139,-.

#### **4.1.5 Donors to the action**

The donor of TRQN is the Ministry of Foreign Affairs of the Netherlands.

### **Return and Reintegration of Qualified Sudanese (RQS) (2006-2009)**

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#### **4.1.1 The object and location of the action**

- Sudan

The RQS programme aims to meet immediate needs for rehabilitation and basic service delivery, foster long-term development, and contribute to the sustainable economic advancement of South Sudan through the targeted return and placement of skilled, qualified and highly qualified Sudanese nationals currently residing outside their region of origin. RQS assists public sector institutions and private enterprises in South Sudan to meet critical human resource gaps by facilitating the return and reintegration of Sudanese nationals who have the skills and expertise needed to deliver essential services, build capable institutions, and encourage domestic and foreign investment in South Sudan. In all aspects of the programme's development

and implementation, IOM works with key institutions of the Government of National Unity/Government of South Sudan (GNU/GOSS), public and private-sector employers and their associations, non-governmental organizations, and international agencies to coordinate complementary efforts to the overall benefit of the programme. RQS endeavours to work within the country's overall development framework and align its efforts to the country's short-and long-term priorities for workforce development.

#### **4.1.2 The result of the action**

The pilot phase of RQS focused on establishing a mechanism and piloting return and placement of qualified Sudanese from the displaced population whose skills are most critically needed in the war-devastated South to deliver basic social services. In 2006, RQS successfully implemented the return, placement and reintegration of 24 trained and experienced teachers and their families (nearly 100 persons) to 5 Southern Sudan states, with an additional 55 teachers registered and prepared for return in early 2007. The programme will start targeting RQS candidates also in the region and further away in the next phases.

#### **4.1.3 Your organization's role (lead manager or partner) and its degree of involvement in the action**

Conduct outreach and promotion campaigns to attract a large, diverse pool of qualified candidates and employers in public and private sectors; assess human resource gaps and employment opportunities in public and private sectors; define a general personal and vocational or professional profile of diaspora groups; select and maintain data files on candidates; secure specific offers of employment from employers; establish and manage a database; organize and assist the permanent or temporary return of selected candidates to places offered employment; provide customized reintegration packages to facilitate reintegration; assist entrepreneurial candidates to establish an independent self-employment venture by providing a seed grant; monitor the returnees' reintegration by surveying returnees' employment status and satisfaction with living and working situation one month and six months after their return; collaborate with relevant government institutions in North and South Sudan to establish or strengthen institutional relationships and systems; routinely monitor and evaluate the programme; submit progress and evaluation reports.

#### **4.1.4 Cost of the action**

Approx. USD 2.8 million

#### **4.1.5 Donors to the action**

Government of Denmark

### **Return of Qualified Ugandan Nationals (2001 - 2003)**

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#### **4.1.1 The object and location of the action**

Country-wide, with management in Kampala, Uganda

The project is a continuation and extension of the Third Phase of the Return and Reintegration of Qualified African Nationals (RQAN) Phase III programme, which was implemented by IOM from January 1995 to December 31 1999 under the Lomé IV Convention. Uganda, was one of the eleven African participating countries in the RQAN III programme, and made a commitment of ECU One Million out of its National Indicative Programme (NIP), for the return and reintegration of 127 highly qualified and skilled Ugandan nationals residing in highly industrialised countries as well as other neighbouring African countries.

The project aimed at encouraging highly qualified, qualified and skilled Ugandan nationals residing in the industrialised countries as well as countries within the Africa Sub-region to return to Uganda and fill vacant jobs in priority sectors of the economy. Following the results and outputs of the programme as well as the country-specific evaluation of its impact on the national economy measured by the quality of returnees against the backdrop of their contribution at their various workplaces through transfer of skills, the Government of Uganda concluded that the return and reinsertion of Ugandan professionals residing abroad under the RQAN-type programme is still necessary, appropriate and relevant to the fulfilment of the manpower needs and requirements of the government. This conclusion was confirmed during the Terminal External Evaluation Seminar held in Accra, Ghana in August 2000. In the light of these conclusions, the Government of Uganda formally requested IOM to consider the extension of the programme by utilising the remaining balance on the NIP to assist the return of more Ugandan professionals residing abroad. The project therefore is a direct response to the Government's quest to address the critical skill gaps shortages in the public and private sectors of the Ugandan economy. In particular, this bridging phase project responds to specific manpower needs and requirements as expressed by the Government of Uganda. The expected

number of beneficiaries is 25 qualified nationals and their dependants. The bridging phase is expected to last for 12 months from March 2001 to February 2002 with an estimated total budget of 300,000 Euros.

#### **4.1.2 The result of the action**

Start Date (Month/Year): May 2001 - Completion Date (Month/Year): April 2003

- 23 highly qualified, qualified, and skilled Ugandans residing abroad were identified, recruited, returned and placed in various vacant posts in both private and public sector. 3 additional candidate had been identified but were unable to complete the required personal documentation in time despite several warnings of the imminent closure of the program

The breakdown of the highly qualified and skilled Ugandans placement is as follows:

- o 6 in Health sector both private and public sectors
- o 5 in the Education sector both private and public sector.
- o 4 in administration
- o 2 engineering
- o 6 professional placed in each of the mid level positions of Accountancy, Marketing, Statistician, Surveyor, IT specialist, Scientist.

Government Counterparts trained in migration management including candidate recruitment, placement and follow-up. Co-operative mechanisms set up between the Ugandan Government, private sector and other relevant stakeholders to continue integrative approaches to migration management.

Within the programme implementation period, a total of 115 (90.6%) highly qualified and skilled Ugandans were assisted in their return and reinsertion in priority sectors in both the private and public sectors of the labour market. Of this total, 21 (18.0%) were assisted with interest free loans to establish self-employment ventures in service-oriented activities in order to create more jobs in the private sector.

#### **4.1.3 Your organization's role (lead manager or partner) and its degree of involvement in the action**

IOM has the overall coordination of the project but in close cooperation with the Government of Uganda

#### **4.1.4 Cost of the action**

US\$ 300,000

#### **4.1.5 Donors to the action**

Funded by the European Commission

### **Regional Workshop on Migration Management in West Africa**

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The International Organization for Migration (IOM), in partnership with ECOWAS, and with the support of the Swiss Government, organized a 3 day capacity-building workshop in Abuja, Nigeria, from 14 – 16 November, 2005 in an effort to enhance the capacity to manage migration within the region and to revitalize the MIDWA process as a Regional Consultative Process (RCP). A primary purpose of the workshop was to introduce and share new migration management capacity building tools with ECOWAS Member States and discuss how these tools can assist in addressing the unique migration challenges in West Africa. The workshop was designed to complement and build upon the capacity building work that IOM and other organizations have undertaken in West Africa since the adoption of the Dakar Declaration 5 years ago, and to revitalize the Migration Dialogue for West Africa (MIDWA).

The workshop provided participants with an overview of Global Developments in Migration, including the recent report of the Global Commission on Migration (GCIM) and the International Agenda for Migration Management (IAMM), as well as specific subject matter workshops based on IOM's new learning curriculum, the Essentials of Migration Management (EMM). The workshop succeeded in sparking renewed interest in revitalizing and solidifying the MIDWA process as a sustainable regional consultative process designed to enhance regional cooperation on migration and to serve the specific needs and interests of ECOWAS Member States.

Participants in the Workshop included high level officials from the Ministries of Foreign Affairs, Justice and Interior from governments of Benin, Burkina Faso, Cape Verde, Cote d'Ivoire, The Gambia, Ghana, Guinea, Guinea Bissau, Mali, Niger, Nigeria, Senegal, and Sierra Leone. Representatives of the Mano-River Union, the United Nations Economic Commission for Africa (UNECA), the UN Office on Drugs and Crime (UNODC), the Swiss Federal Office for Migration (FOM) and representatives from the Canadian, Dutch, Hungarian, Israeli, Swedish and Swiss Embassies also attended the opening ceremony.

## **Regional Workshop on Migration Management in West Africa - Tools to counteract irregular migration - IOM and ECOWAS common approach**

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To sustain the MIDWA process and to address issues of immediate concern, IOM suggested to bring together ECOWAS and its Member States, during a three day seminar, around the theme of Irregular Migration, return/readmission/reintegration and related information tools during the first semester 2007. The proposed senior technical level meeting would provide the opportunity to bring together interested stakeholders for the continued purpose of solidifying a MIDWA process consistent with the interests of its members.

The International Organization for Migrations (IOM) in partnership with the Economic Community of West African States (ECOWAS) organized a technical workshop on "Irregular Migration in West Africa and an IOM and ECOWAS common approach" in Dakar from 6 to 8 February 2007. The purpose of the workshop was to support the historical bases and the causes of the process of consultation on the Migration in Dialogue in West Africa (MIDWA), initiated by ECOWAS and IOM in 2002, based on the recommendations circulated during the MIDWA conference on 'The management of migration in West Africa' which took place in Abuja (Nigeria) 15-18 November 2005.

One of the main objectives of the workshop was to introduce and share the new tools for the reinforcement of the capacities for migration management with the member States of ECOWAS, and to assess the ways in which these tools would be useful in addressing the challenges of migration in West Africa offering alternative solutions to irregular migration. Another objective of the workshop was to review the "Protocol on the free movement of persons, right of residence and establishment" and to explore, as well, various surrounding and alternative issues to irregular migration, such as enhancing legal migration options, promoting migration for development and combating trafficking in persons.

This workshop was an occasion for the participants to hear experts' opinions, to discuss issues of cooperation between states. In addition, it offered the participants an opportunity to give their points of view, to share information and to suggest solutions for communication adapted to their particular national and regional environments.

The participants of the workshop included senior representatives of the Ministry of Justice and of the Interior of the governments of Benin, Burkina Faso, Cape Verde, Gambia, Ghana, Guinea, Guinea Bissau, Ivory Coast, Mali, Liberia, Nigeria, Senegal, Sierra Leone, and Togo.

The United Nations Office on Drugs and Crime (UNODC), the Swiss Federal Office for Migration (FOM), the Open Society Institute for West Africa (OSIWA), the Conference of West and Central African Ministers of Agriculture (CMA/WCA), the African Capacity Building Foundation (ACBF), the Senegalese Institute for research on development, The International Labour Organization (ILO), and the Senegalese NGOs Council CONGAD, were also represented. France, Switzerland, Germany and Canada also had representatives present at the opening ceremony, which was presided by Ms. Ndioro N'Diaye, Deputy Director General of IOM and Dr. Anthony Barclay, Consultant in the Department of Development, ECOWAS.

## **Migration Dialogue for Southern Africa (MIDSA)**

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MIDSA is an informal evolving dialogue of governments in Southern Africa (14 Southern African Development Community (SADC) countries, Madagascar and SADC Secretariat), facilitated by IOM and the Southern African Migration Programme (SAMP), to discuss a wide-range of migration related topics in the region. Participants from the 14 member states of SADC formally established MIDSA in Mbabane, Swaziland in November 2000, as a viable framework for regional dialogue and cooperation on migration issues and problems. IOM worked in close partnership with the SADC Secretariat, concerned inter-governmental organisations, NGO's and academic institutions to establish and reinforce a regional forum wherein regional migration matters could be raised and reviewed in a context of confidence and co-operation.

Meetings in the last four years took place to discuss themes such as:

- Migration and border management
- Labour Migration
- Trafficking in women and children for sexual exploitation
- Irregular migration and migrant smuggling to, through and from the SADC region

- Forced migration, including refugees, internally and externally displaced persons
- Harmonisation of migrant policies and legislation in SADC region
- Migration and development in SADC region

In the framework of the project, IOM provided the following services:

- Organization and coordination of the workshop;
- Travel arrangements for invitees and experts;
- Preparation of workshops' material and documentation;
- Design of the workshops' structure based on the indications of the selected experts;
- Identification of appropriate government officials to participate in the workshop.

The project was financed by the governments of Southern African Development Community countries and IOM; its budget amounted to € 287,000 and it was developed in Southern Africa from January 2003 to December 2004.

### **International Dialogue on Migration: Workshop on Approaches to Data Collection and Data Management**

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This workshop brought together migration policy-makers and migration data experts from governments in all world regions, as well as international and regional organizations, to share experiences and practices in migration data collection and management and to discuss effective approaches. The data management workshop included discussion on how data was used in the context of migration policy-making and management. It provided a base upon which capacity could be built for States looking to develop/strengthen their systems for migration data collection and management and provided an overview of emerging developments in the field. The workshop focused on challenges and effective approaches to national, regional and international migration data collection and management.

In the framework of the project, IOM provided the following services:

- Organization and coordination of the workshop;
- Travel arrangements for invitees and experts;
- Preparation of workshops' material and documentation;
- Design of the workshops' structure based on the indications of the selected experts;
- Identification of appropriate government officials to participate in the workshop.

The project was financed by the governments of USA and Switzerland; its budget amounted to € 105,000 and it was developed in Switzerland in September 2003.

### **Fourth South American Conference on Migration**

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The Fourth South American Conference on Migration took place in Montevideo, Uruguay during 6-7 November 2003. The organization of the event was shared between the Government of Uruguay and the IOM Buenos Aires. Participant countries included Argentina, Bolivia, Brazil, Chile, Columbia, Ecuador, Paraguay, Peru, Uruguay and Venezuela. The invited delegates of these countries included a senior government official from the Ministry of Foreign Affairs, Interior, Government or that where the migration subject is dealt with. During the first day the countries presented their respective situation of migrations. Subjects considered of general concern during the previous Conference held in Quito, including the Plan of Action, were defined in a more specific way. Presentations were succeeded by an analysis of actions prioritised by the Plan of Action including summarized reports prepared by the Technical Secretariat, in line with the overall and specific targets of the Plan of Action, and the delegates' exchange of ideas and proposals. On the second day, the president of the Conference proposed addressing the priorities of the Action Plan. Participating countries reaffirmed the Plan of Action approved during the Third American Conference on Migration and gave it an operational role towards the achievements of the strategic goals.

In the framework of the project, IOM provided the following services:

- Organization and coordination of the workshop;
- Travel arrangements for invitees and experts;
- Preparation of workshops' material and documentation;
- Design of the workshops' structure based on the indications of the selected experts;

- Identification of appropriate government officials to participate in the workshop.

The project was financed by the governments of USA and IOM; its budget amounted to € 180,000 and it was developed in Uruguay from October 2003 to September 2004.

### **The Berne Initiative-Technical Secretariat**

The goal of the Berne Initiative, launched in 2001 by the Swiss Federal Office for Refugees, is to achieve more effective management of migration at the national, regional and international levels through improved cooperation and dialogue among states. At the Berne Initiative Consultations in July 2003, which brought together government experts representing all regions of the world, participants strongly supported the development of a non-binding policy framework spelling out avenues of cooperation in the form of an "Agenda for Migration Management". Participants recommended further that this Agenda consist of two essential elements: a set of common understandings outlining fundamental assumptions and principles underlying migration management, and an accompanying set of effective practices drawing on the experience of governments.

The further development of the Berne Initiative requires the engagement of Governments from around the world in consolidating its direction and contents. To this end, the Swiss Government has mandated IOM as the secretariat of the Berne Initiative to organize a series of regional consultations in 2004 to discuss the development of an international policy framework on migration. The regional consultations throughout the year led the Berne Initiative to a conference at the global level, which is planned to take place in December 2004 in Berne, Switzerland. As a consultative process, the Berne Initiative will continue to stimulate an exchange of views and promote mutual understanding of different migration realities and interests on the international level. In that regards, the Berne Initiative will fully coordinate its activities with regional and other fora such as IOM's International Dialogue on Migration.

IOM Migration Policy Research Programme developed the concept of the International Agenda for Migration Management (IAMM) that maps out, firstly, a set of common understandings on migration and, secondly, identifies a number of effective practices for a planned and coherent approach to migration management. A discussion paper showing the concept of the IAMM was distributed at the Berne Initiative Consultations on 2 and 3 July 2003. In order to further develop the IAMM, the FOR is planning several regional consultations in 2004. In the second half of 2003, MPRP started to prepare these regional consultations, in particular, by developing a detailed plan for regional consultations, including selection of host countries and participating governments as well as the development of the budget required for each consultation. Consultations and preparatory meetings are planned in Moscow/Russian Federation, Cancun/Mexico and Beijing/China.

The project is financed by the government of Switzerland; its budget amounts to approximately € 450.000 per year; it started in September 2001 and has an open-ended timeline.

### **International Dialogue on Migration: Workshop on Approaches to Data Collection and Data Management (IDM)**

The migration data management workshop: 1) demonstrates the importance of reliable information and statistics for policy-makers throughout the continuum of the migration process, and the range of uses of this data by all levels of government, as well as by organizations, academics and others; and 2) focuses on challenges and effective approaches to national/regional/international migration data collection and management. It will address, among others:

- 1) The need for and use of data at the national/regional/international levels;
- 2) Practical models for the collection, application and sharing of migration data;
- 3) Identification of migration trends through the elaboration and application of statistical indicators and informational tools; and
- 4) Linkages between data, policy and legal and administrative frameworks.

The workshop took place in Geneva over two days. The target audience is primarily capital-based migration data experts and migration policy-makers in IOM Member and Observer States.

The project was funded by the US Government (USD 125000); Government of Switzerland (CHF 5000).

## 4.2. Resources

4.2.1 Annual income over the last three years, mentioning where applicable for each year, the names of the main financial backers and the proportion of annual income each has contributed

| Financial data        | 2003            | 2004            | 2005            |
|-----------------------|-----------------|-----------------|-----------------|
| Annual turnover (EUR) | 394,777,600 EUR | 516,618,000 EUR | 760,330,600 EUR |

**The financial contributions consist of assessed contributions from IOM Member States for IOM Administrative Programmes and voluntary contributions from IOM Member States, Non-member States, voluntary agencies, UN organisations, etc. for IOM Operational Programmes.**

4.2.2 Financial data. Please provide the following information on the basis of the profit and loss account and balance sheet of your organisation

**Note on the non-applicability of 4.2.2: International Organization for Migration (IOM) is an intergovernmental not-for-profit organization. The annual turnover, as indicated in 4.2.1, represents the total annual expenditure incurred by the Organization's Administrative and Operational Programmes, which are financed as described in 4.2.1.**

| Year | Turnover or equivalent | Net earnings or equivalent | Total balance sheet or budget | Shareholders' equity or equivalent | Medium and long-term debt | Short-term debt (< 1 year) |
|------|------------------------|----------------------------|-------------------------------|------------------------------------|---------------------------|----------------------------|
| N    |                        |                            |                               |                                    |                           |                            |
| N-1  |                        |                            |                               |                                    |                           |                            |
| N-2  |                        |                            |                               |                                    |                           |                            |

Any guarantees granted by third parties:

Any other factors demonstrating financial viability and any risks or uncertainties about implementation:

Furthermore, where the grant requested exceeds EUR 300 000 (EUR 75 000 for an operating grant), please provide the references of the external audit report established by an approved auditor.<sup>12</sup> This obligation does not apply to international organisations<sup>13</sup> nor to public bodies<sup>14</sup>.

4.2.3 The number of full-time and part-time staff by category (e.g. number of project managers, accountants, etc), indicating their place of employment

<sup>12</sup> Insert only where applicable, in the light of the grant amounts to be awarded under the call for proposals.

<sup>13</sup> Insert where international organisations are eligible for the call for proposals.

<sup>14</sup> Insert this mention where public bodies are eligible for the call for proposals, and if the Contracting Authority, depending on its analysis of the management risks, decides to exempt them from this obligation.



**Staff by category and location, March 2007:**

| Category              | Headquarters | Field       | Total       |
|-----------------------|--------------|-------------|-------------|
| Officials             | 126          | 430         | <b>556</b>  |
| Officials, short-term | 8            | 106         | <b>114</b>  |
| Employees             | 113          | 3056        | <b>3169</b> |
| Employees, short-term | 8            | 1474        | <b>1482</b> |
| National Officers     | 0            | 152         | <b>152</b>  |
| Associate Experts     | 3            | 10          | <b>13</b>   |
| <b>Total</b>          | <b>258</b>   | <b>5228</b> | <b>5486</b> |

4.2.4 Equipment and offices

**The IOM Headquarters is based in Geneva, Switzerland and the total number of IOM field offices worldwide to date is 290.**

4.2.5 Other relevant resources (e.g. volunteers, associated organisations, networks that might also contribute to implementation).

N/A

This information will be used to assess whether you have sufficient resources to implement an action of the scale of the one for which you are requesting a grant.

**5. OTHER APPLICATIONS MADE TO EUROPEAN INSTITUTIONS, THE EUROPEAN DEVELOPMENT FUND (EDF) AND EU MEMBER STATES**

**5.1 Grants, contracts and loans obtained over the last three years from European Institutions, the EDF and EU Member States. The applicant may list only actions in the same field as this proposal**

| Country of intervention | EC budget line, EDF or EU Member States | Amount (EUR) | Year obtained |
|-------------------------|-----------------------------------------|--------------|---------------|
| DRC and Belgium         | ERF                                     | 289.804      | 2004          |
| Iraq                    | ECHO                                    | 913.343,00   | 2004          |
| Indonesia               | ECHO                                    | 221.479      | 2004          |
| Iraq                    | ECHO                                    | 1.999.856    | 2004          |
| Indonesia               | ECHO                                    | 258.193      | 2004          |
| Tajikistan              | DIPECHO                                 | 299.999      | 2004          |
| Afghanistan             | EIDHR                                   | 1.484.517    | 2004          |
| Moldova                 | TACIS 2002                              | €345,145     | 2004          |
| EU Member States        | AGIS                                    | 419.401,32   | 2004          |
| EU Member States        | AGIS                                    | 175.334,35   | 2004          |
| Sri Lanka               | ECHO                                    | 333.334,00   | 2004          |
| Zimbabwe                | ECHO                                    | 400.000,00   | 2004          |
| Angola and Zambia       | ECHO                                    | 2.000.001    | 2004          |
| Angola and Namibia      | ECHO                                    | 1.000.000,00 | 2004          |
| Senegal                 | ECHO                                    | 342.054,00   | 2004          |
| Iraq                    | ECHO                                    | 905.787      | 2004          |

|                                                                                                                                           |                                    |            |      |
|-------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|------------|------|
| EU MS                                                                                                                                     | AGIS                               | 122.734,13 | 2004 |
| Ireland, UK, Belgium, Netherlands, Finland, Estonia, Lithuania, Slovenia, Hungary, Bulgaria, Romania, Ukraine and Moldova                 | AGIS                               | 293.580,93 | 2004 |
| Great Socialist People's Libyan Arab Jamahiriya                                                                                           | AENEAS                             | 2,000,000  | 2005 |
| Sri Lanka                                                                                                                                 | AENEAS                             | 1,873,464  | 2005 |
| EU MS, Tunisia, Libya, Morocco, Algeria, Mauritania, Senegal, Mali, Cameroon, Nigeria, Niger and Ghana                                    | AENEAS                             | 1,561,246  | 2005 |
| Armenia, Azerbaijan, Georgia and Belgium                                                                                                  | AENEAS                             | 777,397    | 2005 |
| India, Philippines, Vietnam, Thailand, Indonesia, Bangladesh, China, Nepal, Pakistan, Sri Lanka, Italy, Germany, U.K., Ireland and Spain. | AENEAS                             | 848,583    | 2005 |
| Latvia, Estonia, and Finland                                                                                                              | AGIS                               | 72,661     | 2005 |
| Belgium, France, Germany, Italy, United Kingdom and Bulgaria                                                                              | AGIS                               | 103,584    | 2005 |
| Indonesia                                                                                                                                 | Aid to Uprooted People Budget Line | 1,445,000  | 2005 |
| EU MS , Afghanistan                                                                                                                       | ASIE                               | 1,499,524  | 2005 |
| National                                                                                                                                  | ASIE                               | 4,900,000  | 2005 |
| Sri Lanka                                                                                                                                 | EIDHR                              | 937,342    | 2005 |
| Belgium and Venezuela                                                                                                                     | EIDHR                              | 2,413,927  | 2005 |
| Iraq                                                                                                                                      | EIDHR                              | 2,298,150  | 2005 |
| West Bank and Gaza                                                                                                                        | EIDHR                              | 2,389,170  | 2005 |
| Guinea Bissau, Brussels                                                                                                                   | EIDHR                              | 2,450,658  | 2005 |
| Afghanistan                                                                                                                               | EIDHR                              | 4,088,248  | 2005 |
| Haiti                                                                                                                                     | EIDHR                              | 3,518,843  | 2005 |
| Democratic Republic of Congo                                                                                                              | EIDHR                              | 1,771,986  | 2005 |
| Uganda                                                                                                                                    | EIDHR                              | 1,790,164  | 2005 |
| Kosovo                                                                                                                                    | EAR                                | 400,000    | 2005 |
| Kosovo                                                                                                                                    | EAR                                | 1,600,000  | 2005 |
| Republic of Serbia                                                                                                                        | EAR                                | 799,479    | 2005 |
| Sri Lanka                                                                                                                                 | ECHO                               | 1,439,387  | 2005 |

|                                                                      |                                                               |                            |      |
|----------------------------------------------------------------------|---------------------------------------------------------------|----------------------------|------|
| Sudan                                                                | ECHO                                                          | 700,000                    | 2005 |
| Zimbabwe                                                             | ECHO                                                          | 724,587                    | 2005 |
| DRC                                                                  | ECHO                                                          | 389,359                    | 2005 |
| Indonesia                                                            | ECHO                                                          | 2,117,958                  | 2005 |
| Indonesia                                                            | ECHO                                                          | 1,872,410                  | 2005 |
| Pakistan, Kashmir                                                    | ECHO                                                          | 1,603,930                  | 2005 |
| Zambia                                                               | ECHO                                                          | 3,500,000                  | 2005 |
| Sri Lanka                                                            | ECHO                                                          | 720,512                    | 2005 |
| Ivory Coast                                                          | ECHO                                                          | 500,000                    | 2005 |
| Indonesia                                                            | ECHO                                                          | 1,347,558                  | 2005 |
| Indonesia: North Sumatra, Nias                                       | ECHO                                                          | 1,599,609                  | 2005 |
| Kyrgyz Republic                                                      | ECHO                                                          | 98,790                     | 2005 |
| Sri Lanka                                                            | ECHO                                                          | 1,089,037                  | 2005 |
| Liberia                                                              | ECHO                                                          | 500,000                    | 2005 |
| Zimbabwe                                                             | ECHO                                                          | 499,930                    | 2005 |
| Azerbaijan                                                           | European Union (TACIS)                                        | USD 2554100                | 2006 |
| Bosnia and Herzegovina                                               | European Union (CARDS)                                        | EUR 1000000                | 2006 |
| CADSES area                                                          | European Union (INTERREG IIIB)<br>Germany                     | EUR 25000<br>EUR 25000     | 2006 |
| Indonesia                                                            | European Union (ASIE)                                         | EUR 5999092                | 2006 |
| Finland, Estonia, and Latvia                                         | European Union (JLS)                                          | EUR 257114                 | 2006 |
| People's Republic of China and Selected European Union Member States | European Union (AENEAS)                                       | EUR 1999639                | 2006 |
| Indonesia                                                            | European Union (ECHO)                                         | EUR 1445000                | 2006 |
| Indonesia                                                            | European Union (ECHO)                                         | EUR 315000                 | 2006 |
| Kosovo                                                               | European Agency for Reconstruction                            | EUR 1315790                | 2006 |
| Côte d'Ivoire                                                        | European Union (ECHO)                                         | EUR 407203                 | 2006 |
| Uganda                                                               | European Union (B7-701)                                       | EUR 1790164                | 2006 |
| Sri Lanka                                                            | European Union (ECHO)                                         | EUR 1789704                | 2006 |
| Indonesia                                                            | European Union (ECHO)                                         | EUR 449997                 | 2006 |
| Afghanistan and Germany                                              | ERF                                                           | EUR 24774                  | 2006 |
| Mauritania                                                           | European Union (RRM 2006)                                     | EUR 1225735                | 2006 |
| Indonesia                                                            | European Union (ECHO)                                         | EUR 400000                 | 2006 |
| Zimbabwe                                                             | European Union (ECHO)                                         | EUR 1200000                | 2006 |
| Ukraine and Moldova                                                  | European Union (AENEAS)<br>Sweden                             | EUR 1728277<br>EUR 300000  | 2006 |
| Ukraine                                                              | European Union (TACIS)                                        | EUR 2767000                | 2006 |
| Peru                                                                 | European Union (ECHO)                                         | EUR 249203                 | 2006 |
| Haiti                                                                | European Union                                                | EUR 647806                 | 2006 |
| Indonesia                                                            | European Union (ECHO)                                         | EUR 495945                 | 2006 |
| Fiji                                                                 | European Union (B7-701)                                       | EUR 1455213                | 2006 |
| Worldwide                                                            | European Union (Return Preparatory Actions)<br>United Kingdom | EUR 1043065<br>EUR 1137064 | 2006 |

|                                                                                                                                                                                                            |                                                                                                |                                                                    |      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|--------------------------------------------------------------------|------|
| Finland, Latvia, North-West Russia                                                                                                                                                                         | European Union (ARGO)<br>Finland                                                               | EUR 16003<br>EUR 10000                                             | 2006 |
| Poland and countries of origin                                                                                                                                                                             | European Refugee Fund<br>Poland                                                                | EUR 100602<br>EUR 33534                                            | 2006 |
| Bolivia                                                                                                                                                                                                    | European Union (B7-701)                                                                        | EUR 1756675                                                        | 2006 |
| Indonesia                                                                                                                                                                                                  | European Union (ECHO)                                                                          | EUR 300000                                                         | 2006 |
| Belarus and Moldova                                                                                                                                                                                        | European Union (TACIS)<br>Finland                                                              | EUR 1400000<br>EUR 75000                                           | 2006 |
| Democratic Republic of Congo                                                                                                                                                                               | European Union (B7-701)                                                                        | EUR 6862000                                                        | 2006 |
| Belgium and Mexico                                                                                                                                                                                         | European Union (B7-701)                                                                        | EUR 2461429                                                        | 2006 |
| Lebanon                                                                                                                                                                                                    | European Union                                                                                 | EUR 11000000                                                       | 2006 |
| Sudan                                                                                                                                                                                                      | European Union (ECHO)                                                                          | EUR 1499977                                                        | 2006 |
| Indonesia                                                                                                                                                                                                  | European Union (ECHO)                                                                          | EUR 493773                                                         | 2006 |
| Belgium, South Africa, Zambia                                                                                                                                                                              | European Union (B7-701)                                                                        | EUR 2871410                                                        | 2006 |
| Mauritania                                                                                                                                                                                                 | European Union (B7-701)                                                                        | EUR 2939383                                                        | 2006 |
| Czech Republic, Hungary, Poland, Slovakia; Afghanistan, Albania, Armenia, BiH, Bulgaria, China, Georgia, Kazakhstan, Serbia & Montenegro, Kosovo, Kyrgyzstan, Moldova, Russian Federation, Turkey, Ukraine | European Union (Return Preparatory Actions)<br>Hungary<br>Czech Republic<br>Poland<br>Slovakia | EUR 705910<br><br>EUR 91200<br>EUR 45524<br>EUR 87000<br>EUR 57000 | 2006 |
| Rome                                                                                                                                                                                                       | European Union (INTI)                                                                          | EUR 39610                                                          | 2006 |
| Lithuania                                                                                                                                                                                                  | ERF                                                                                            | USD 35042                                                          | 2006 |
| Ireland                                                                                                                                                                                                    | Ireland<br>ERF                                                                                 | USD 160620<br>USD 160620                                           | 2006 |
| Poland; Hungary; Czech Republic, Slovakia; UK, Italy, Portugal; Romania, Ukraine                                                                                                                           | European Union (ARGO)                                                                          | EUR 249133                                                         | 2006 |
| Ireland, the Netherlands, Nigeria                                                                                                                                                                          | European Union (Return Preparatory Actions)<br>Ireland<br>Netherlands                          | EUR 450052<br><br>EUR 157315<br>EUR 157315                         | 2006 |
| Indonesia                                                                                                                                                                                                  | European Union (B7-701)                                                                        | EUR 2385800                                                        | 2006 |
| EU Countries                                                                                                                                                                                               | The European Parliament                                                                        | EUR 211648                                                         | 2006 |
| Kosovo                                                                                                                                                                                                     | EAR                                                                                            | EUR 3000000                                                        | 2006 |
| Kosovo                                                                                                                                                                                                     | EAR                                                                                            | EUR 3200000                                                        | 2006 |
| Colombia and Spain                                                                                                                                                                                         | European Union (AENEAS)                                                                        | EUR 500037                                                         | 2006 |
| ERF Countries                                                                                                                                                                                              | ERF                                                                                            | EUR 325103                                                         | 2006 |
| Moldova                                                                                                                                                                                                    | European Union (AENEAS)                                                                        | EUR 794665                                                         | 2006 |
| Tajikistan                                                                                                                                                                                                 | European Union (AENEAS)                                                                        | EUR 530850                                                         | 2006 |
| Russian Federation                                                                                                                                                                                         | European Union (AENEAS)                                                                        | EUR 1404874                                                        | 2006 |
| Sri Lanka                                                                                                                                                                                                  | European Union (RRM/2006)                                                                      | EUR 1000000                                                        | 2006 |
| Italy, Greece, Germany, UK and Belgium                                                                                                                                                                     | European Union (CARDS)                                                                         | EUR 800000                                                         | 2006 |
| Poland                                                                                                                                                                                                     | European Union                                                                                 | EUR 60817                                                          | 2006 |
| Belgium, France, Greece, Hungary, Italy, Bulgaria, Romania, Turkey, Belarus, Moldova, Ukraine,                                                                                                             | European Union (AGIS)<br>Greece<br>Italy                                                       | EUR 325755<br>EUR 10150<br>EUR 10000                               | 2006 |

|                                                                       |                                             |                          |      |
|-----------------------------------------------------------------------|---------------------------------------------|--------------------------|------|
| Russia                                                                |                                             |                          |      |
| Venezuela                                                             | European Union (B7-701)                     | EUR 2133000              | 2006 |
| Bangladesh                                                            | European Union (B7-701)                     | USD 3921217              | 2006 |
| Belgium, Democratic Republic of Congo                                 | European Union (Return Preparatory Actions) | USD 244338               | 2006 |
| Democratic Republic of Congo                                          | Belgium<br>EU (AENEAS)                      | EUR 100000<br>EUR 863170 | 2006 |
| Sri Lanka                                                             | European Union (ASIE)                       | EUR 13043478             | 2006 |
| Zimbabwe                                                              | European Union (ECHO)                       | EUR 1514470              | 2006 |
| Kosovo                                                                | European Agency for Reconstruction          | EUR 940024               | 2007 |
| Philippines                                                           | European Union (ECHO)                       | EUR 550000               | 2007 |
| Lithuania                                                             | ERF and Lithuania                           | LTŁ 147556               | 2007 |
| Afghanistan                                                           | European Union                              | EUR 10300000             | 2007 |
| Bosnia and Herzegovina                                                | UK Ministry of Defence                      | EUR 145,782              | 2004 |
| Afghanistan                                                           | UK Government                               | EUR 2,893,160            | 2004 |
| Indonesia                                                             | UK                                          | EUR 784,743              | 2004 |
| Poland, Slovak Republic, Czech Republic & Hungary                     | Government of UK                            | EURO 600,000             | 2004 |
| West Africa                                                           | UK Embassy in Dakar                         | EUR 25,769               | 2004 |
| South Sudan                                                           | Finnish Govt                                | EURO 150,000             | 2004 |
| Iraq                                                                  | French Govt                                 | EURO 40,000              | 2004 |
| Lithuania                                                             | Dutch Government                            | EUR 10,276               | 2004 |
| EU MS                                                                 | ERF                                         | EURO 178,479             | 2004 |
| Colombia                                                              | Italian Government                          | EURO 1,490,362           | 2004 |
| Italy                                                                 | UEHR - Italy                                | EURO 19,587              | 2004 |
| EU MS                                                                 | Sweden                                      | EURO 868,576             | 2004 |
| Moldova                                                               | Czech Republic                              | EUR 60,069               | 2004 |
| DRC                                                                   | Government of Belgium                       | EURO 71,152              | 2004 |
| Cambodia                                                              | United Kingdom                              | EUR 829,943              | 2004 |
| Kosovo and FYROM                                                      | Govt of Finland                             | EURO 2,521,000           | 2004 |
| Greece                                                                | Greek Government                            | EURO 20,000              | 2004 |
| EU Member States and the Russia's Republic of Chechnya and Ingushetia | Government of Belgium                       | EURO 58,184.27           | 2004 |
| Indonesia                                                             | British Government                          | EUR 460,269              | 2004 |
| DRC and Belgium                                                       | Government of Belgium                       | EURO 122,000             | 2004 |
| Georgia                                                               | Dutch Government                            | EUR 225,537              | 2004 |
| Slovakia                                                              | Czech Republic                              | EUR 35,145               | 2004 |
| Netherlands and Angola                                                | Ministry of Justice                         | EUR 24,949               | 2004 |
| Sudan                                                                 | Germany                                     | EURO 400,000             | 2004 |
| Greece                                                                | Greek Government                            | EURO 134,000             | 2004 |
| Finland                                                               | Finnish Government                          | EUR 34,374               | 2004 |
| Colombia                                                              | The Embassy of the Netherlands in Colombia  | EURO 1,249,777           | 2004 |
| Technical Assistance for Tschaldavar Checkpoint                       | Government of Germany                       | EURO 25,843              | 2004 |
| Kyrgyzstan                                                            | Government of Germany                       | EURO 25,843              | 2004 |
| Argentina                                                             | Italy                                       | EURO 85,843              | 2004 |
| Ukraine                                                               | Government of Belgium                       | EURO 84,291              | 2004 |
| Belgium                                                               | Government of Belgium                       | EURO 89,000              | 2004 |
| Afghanistan                                                           | Government of Italy                         | EUR 2,998,233            | 2004 |
| Hungary                                                               | ERF and Ofc of Immigration and Nationality  | HUF 198,712              | 2004 |
| Netherlands                                                           | Netherlands Regional AIDS program           | SAR 361,010              | 2004 |

|                                                                                                        |                                            |                   |      |
|--------------------------------------------------------------------------------------------------------|--------------------------------------------|-------------------|------|
| Albania                                                                                                | Royal Netherlands Embassy                  | EURO 350,000      | 2004 |
| West Bank and Gaza Strip                                                                               | Italian Voluntary Contribute               | EURO 150,000      | 2004 |
| Slovakia                                                                                               | Embassy of Netherlands in Slovakia         | EURO 11,139. 70   | 2004 |
| Western Balkans                                                                                        | Royal Netherlands Embassy                  | EURO 1,015,878.00 | 2004 |
| Poland                                                                                                 | European Refugee Fund                      | EURO 42,579.76    | 2004 |
| Poland                                                                                                 | Office for Repatriation and Aliens, Poland | EURO 6,328.71     | 2004 |
| Bangladesh                                                                                             | Royal Norwegian Embassy                    | EUR 27,673        | 2004 |
| Lithuania                                                                                              | Netherlands (Ministry of Foreign Affairs)  | EUR 10,650        | 2004 |
| Kosovo                                                                                                 | Netherlands (Ministry of Foreign Affairs)  | EURO 400,000      | 2004 |
| Sweden and Somalia                                                                                     | Swedish Migration Board                    | EURO 90,965       | 2004 |
| United Kingdom                                                                                         | UK Home Office                             | EUR 418,402       | 2004 |
| Mediterranean Countries                                                                                | the Government of Italy                    | EURO 42,000       | 2004 |
| DRC                                                                                                    | Netherlands                                | EURO 137,851      | 2004 |
| Asia                                                                                                   | DFID                                       | EUR 441961        | 2004 |
| Zimbabwe, United Kingdom and South Africa                                                              | DFID                                       | EUR 152,144       | 2004 |
| China                                                                                                  | DFID                                       | EUR 177,426       | 2004 |
| Pakistan                                                                                               | Austria (EUR)                              | 400,000           | 2005 |
| Belgium, Hungary, Poland, Romania, and Slovakia                                                        | Belgium (EUR)                              | 70,000            | 2005 |
| Democratic Republic of Congo                                                                           | Belgium (EUR)                              | 100,000           | 2005 |
| Belgium, Georgia, and Italy                                                                            | Belgium (EUR)                              | 241,370           | 2005 |
| Belgium                                                                                                | Belgium (EUR)                              | 138,000           | 2005 |
| Belgium, worldwide                                                                                     | Belgium (EUR)                              | 4,614,045         | 2005 |
| Eastern Slovakia                                                                                       | Belgium (EUR)                              | 40,000            | 2005 |
| Afghanistan                                                                                            | Belgium (EUR)                              | 71640             | 2005 |
| Afghanistan, Australia, Europe, Iran, North America, Pakistan, Turkmenistan, and Uzbekistan            | Denmark (EUR)                              | 3,354,803         | 2005 |
| Turkey                                                                                                 | Denmark (EUR)                              | 10000             | 2005 |
| Eastern and South Eastern Europe                                                                       | Denmark (EUR)                              | 38666             | 2005 |
| EU MS, Tunisia, Libya, Morocco, Algeria, Mauritania, Senegal, Mali, Cameroon, Nigeria, Niger and Ghana | Denmark (EUR)                              | 66000             | 2005 |
| Uganda                                                                                                 | Denmark (EUR)                              | 9632              | 2005 |
| Ukraine, Belarus and Moldova                                                                           | Denmark (EUR)                              | 7667              | 2005 |
| Afghanistan                                                                                            | Denmark (EUR)                              | 218922            | 2005 |
| Afghanistan and Denmark                                                                                | Denmark (EUR)                              | 441745            | 2005 |
| Denmark                                                                                                | Denmark (EUR)                              | 811019            | 2005 |

|                                                                                                                    |               |          |      |
|--------------------------------------------------------------------------------------------------------------------|---------------|----------|------|
| Russia                                                                                                             | Finland (EUR) | 151040   | 2005 |
| Finland                                                                                                            | Finland (EUR) | 21260    | 2005 |
| Global                                                                                                             | Germany (EUR) | 90000000 | 2005 |
| Baltic States,<br>Macedonia (FYROM),<br>Moldova                                                                    | Germany (EUR) | 26048    | 2005 |
| Earthquake-Affected<br>Areas of Kashmir and<br>the North-West<br>Frontier Provinces                                | Germany (EUR) | 350000   | 2005 |
| Belgium, France,<br>Germany, Italy and<br>United Kingdom and<br>Bulgaria                                           | Germany (EUR) | 7500     | 2005 |
| Afghanistan, Germany                                                                                               | Germany (EUR) | 100000   | 2005 |
| Morocco                                                                                                            | Germany (EUR) | 100000   | 2005 |
| Germany, Italy,<br>Poland, Portugal,<br>Estonia, Lithuania                                                         | Germany (EUR) | 1248679  | 2005 |
| Federal Republic of<br>Germany                                                                                     | Germany (EUR) | 167305   | 2005 |
| Indonesia                                                                                                          | Germany (EUR) | 2500000  | 2005 |
| Indonesia                                                                                                          | Germany (EUR) | 1000000  | 2005 |
| EU MS, Tunisia, Libya,<br>Morocco, Algeria,<br>Mauritania, Senegal,<br>Mali, Cameroon, Nigeria,<br>Niger and Ghana | Germany (EUR) | 100000   | 2005 |
| Afghanistan and<br>Greece                                                                                          | Greece (EUR)  | 120000   | 2005 |
| Albania                                                                                                            | Greece (EUR)  | 176469   | 2005 |
| Pakistan                                                                                                           | Greece (EUR)  | 75000    | 2005 |
| Greece                                                                                                             | Greece (EUR)  | 401060   | 2005 |
| Greece and countries<br>of origin                                                                                  | Greece (EUR)  | 150000   | 2005 |
| Greece                                                                                                             | Greece (EUR)  | 30000    | 2005 |
| Republic of Moldova                                                                                                | Greece (EUR)  | 50000    | 2005 |
| Greece                                                                                                             | Greece (EUR)  | 1220000  | 2005 |
| Hungary                                                                                                            | Hungary (EUR) | 29529    | 2005 |
| Ethiopia                                                                                                           | Ireland (EUR) | 270000   | 2005 |
| Pakistan                                                                                                           | Ireland (EUR) | 340000   | 2005 |
| Worldwide                                                                                                          | Ireland (EUR) | 125000   | 2005 |
| Bosnia and<br>Herzegovina                                                                                          | Ireland (EUR) | 50000    | 2005 |
| Belgium, Georgia, and<br>Italy                                                                                     | Italy (EUR)   | 50000    | 2005 |
| Bosnia and<br>Herzegovina, Croatia,<br>Serbia and<br>Montenegro                                                    | Italy (EUR)   | 170000   | 2005 |
| Indonesia                                                                                                          | Italy (EUR)   | 500000   | 2005 |
| Libya                                                                                                              | Italy (EUR)   | 300000   | 2005 |

|                                                                                                        |                   |         |      |
|--------------------------------------------------------------------------------------------------------|-------------------|---------|------|
| Egypt, Sri Lanka                                                                                       | Italy (EUR)       | 54800   | 2005 |
| Romania and Moldova                                                                                    | Italy (EUR)       | 1500000 | 2005 |
| Ghana and Italy                                                                                        | Italy (EUR)       | 600000  | 2005 |
| Europe and Africa                                                                                      | Italy (EUR)       | 300000  | 2005 |
| Italy and countries of origin of target groups                                                         | Italy (EUR)       | 184000  | 2005 |
| Global                                                                                                 | Italy (EUR)       | 150000  | 2005 |
| Italy and Senegal                                                                                      | Italy (EUR)       | 600000  | 2005 |
| EU MS, Tunisia, Libya, Morocco, Algeria, Mauritania, Senegal, Mali, Cameroon, Nigeria, Niger and Ghana | Italy (EUR)       | 100000  | 2005 |
| Albania                                                                                                | Italy (EUR)       | 4639    | 2005 |
| Colombia                                                                                               | Netherlands (EUR) | 210907  | 2005 |
| Senegal                                                                                                | Netherlands (EUR) | 10000   | 2005 |
| Turkey                                                                                                 | Netherlands (EUR) | 84319   | 2005 |
| Kosovo                                                                                                 | Netherlands (EUR) | 400000  | 2005 |
| Thailand, Lao PDR, Myanmar, Cambodia, Vietnam, Southern China and Malaysia                             | Netherlands (EUR) | 300000  | 2005 |
| The Netherlands Antilles                                                                               | Netherlands (EUR) | 160.000 | 2005 |
| Ghana, Netherlands, United Kingdom                                                                     | Netherlands (EUR) | 446.083 | 2005 |
| Republic of Croatia                                                                                    | Netherlands (EUR) | 200.000 | 2005 |
| Indonesia                                                                                              | Netherlands (EUR) | 546.797 | 2005 |
| Netherlands                                                                                            | Netherlands (EUR) | 20.000  | 2005 |
| Moldova                                                                                                | Netherlands (EUR) | 154.000 | 2005 |
| Syria                                                                                                  | Netherlands (EUR) | 18.000  | 2005 |
| EU MS, Tunisia, Libya, Morocco, Algeria, Mauritania, Senegal, Mali, Cameroon, Nigeria, Niger and Ghana | Netherlands (EUR) | 100.000 | 2005 |
| Sudan                                                                                                  | Netherlands (EUR) | 1597333 | 2005 |
| Worldwide                                                                                              | Netherlands (EUR) | 39933   | 2005 |
| Iraq                                                                                                   | Netherlands (EUR) | 869115  | 2005 |
| Zimbabwe                                                                                               | Netherlands (EUR) | 1197040 | 2005 |
| Indonesia                                                                                              | Netherlands (EUR) | 5546466 | 2005 |
| Poland                                                                                                 | Poland (EUR)      | 4688    | 2005 |
| Georgia                                                                                                | Prague (EUR)      | 50092   | 2005 |
| Armenia                                                                                                | Prague (EUR)      | 136919  | 2005 |
| Bosnia and Herzegovina                                                                                 | Prague (EUR)      | 26873   | 2005 |
| Belarus, Bulgaria, Croatia, Czech Republic, Kazakhstan                                                 | Prague (EUR)      | 230091  | 2005 |



|                                                                                                                 |                      |           |      |
|-----------------------------------------------------------------------------------------------------------------|----------------------|-----------|------|
| and Moldova                                                                                                     |                      |           |      |
| Bosnia and Herzegovina                                                                                          | Prague (EUR)         | 20386     | 2005 |
| Czech Republic, Hungary, Poland, Slovakia, and Slovenia                                                         | Prague (EUR)         | 224.336   | 2005 |
| Czech Republic                                                                                                  | Prague (EUR)         | 7.955     | 2005 |
| Ukraine                                                                                                         | Prague (EUR)         | 64150     | 2005 |
| Moldova                                                                                                         | Prague (EUR)         | 145781    | 2005 |
| Slovak Republic                                                                                                 | Slovakia (EUR)       | 6422      | 2005 |
| Czech Republic, Hungary, Poland, Slovakia, and Slovenia                                                         | Slovenia (EUR)       | 4.100     | 2005 |
| Slovenia                                                                                                        | Slovenia (EUR)       | 3705      | 2005 |
| Slovenia                                                                                                        | Slovenia (EUR)       | 7843      | 2005 |
| Morocco and Sub-Saharan countries                                                                               | Spain (EUR)          | 205.000   | 2005 |
| Ethiopia                                                                                                        | Sweden (EUR)         | 143.000   | 2005 |
| Pakistan                                                                                                        | Sweden (EUR)         | 1.079.036 | 2005 |
| Albania, Bosnia Herzegovina, Bulgaria, Croatia, Serbia and Montenegro, Macedonia, Moldova, Romania, and Ukraine | Sweden (EUR)         | 1.650.979 | 2005 |
| Turkey                                                                                                          | Sweden (EUR)         | 237.388   | 2005 |
| Sudan                                                                                                           | Sweden (EUR)         | 1.915.633 | 2005 |
| Colombia                                                                                                        | Sweden (EUR)         | 431.615   | 2005 |
| Zimbabwe                                                                                                        | Sweden (EUR)         | 863.229   | 2005 |
| Republic of Moldova                                                                                             | Sweden (EUR)         | 809.277   | 2005 |
| Uganda                                                                                                          | Sweden (EUR)         | 107.904   | 2005 |
| Sudan                                                                                                           | Sweden (EUR)         | 380964    | 2005 |
| Turkey                                                                                                          | Sweden (EUR)         | 31947     | 2005 |
| Sudan                                                                                                           | Sweden (EUR)         | 533509    | 2005 |
| Croatia                                                                                                         | United Kingdom (EUR) | 11.928    | 2005 |
| Kosovo                                                                                                          | United Kingdom (EUR) | 400.000   | 2005 |
| Ethiopia                                                                                                        | United Kingdom (EUR) | 215.000   | 2005 |
| Zimbabwe                                                                                                        | United Kingdom (EUR) | 329.207   | 2005 |
| Bangladesh                                                                                                      | United Kingdom (EUR) | 58332     | 2005 |
| Afghanistan                                                                                                     | United Kingdom (EUR) | 4374924   | 2005 |
| Pakistan                                                                                                        | United Kingdom (EUR) | 1093731   | 2005 |
| Pakistan                                                                                                        | United Kingdom (EUR) | 383020    | 2005 |
| Zimbabwe                                                                                                        | United Kingdom (EUR) | 218746    | 2005 |
| Afghanistan                                                                                                     | United Kingdom (EUR) | 729154    | 2005 |
| United Kingdom and Countries of Origin                                                                          | United Kingdom (EUR) | 7812770   | 2005 |
| Indonesia                                                                                                       | United Kingdom (EUR) | 96209     | 2005 |

|                                                          |                      |             |      |
|----------------------------------------------------------|----------------------|-------------|------|
| Western Balkans                                          | United Kingdom (EUR) | 38948       | 2005 |
| Romania and the United Kingdom                           | United Kingdom (EUR) | 364577      | 2005 |
| London                                                   | United Kingdom (EUR) | 14583       | 2005 |
| Albania                                                  | United Kingdom (EUR) | 347057      | 2005 |
| Lithuania                                                | United Kingdom (EUR) | 20959       | 2005 |
| Serbia and Montenegro                                    | United Kingdom (EUR) | 293414      | 2005 |
| The Hashemite Kingdom of Jordan                          | United Kingdom (EUR) | 41884       | 2005 |
| Worldwide                                                | United Kingdom (EUR) | 131890      | 2005 |
| Zimbabwe, Zambia, Mozambique, South Africa, Botswana     | United Kingdom (EUR) | 367643      | 2005 |
| Zimbabwe                                                 | United Kingdom (EUR) | 500226      | 2005 |
| Zimbabwe                                                 | United Kingdom (EUR) | 662143      | 2005 |
| Zimbabwe                                                 | United Kingdom (EUR) | 320984      | 2005 |
| Sudan                                                    | United Kingdom (EUR) | 399333      | 2005 |
| Czech Republic                                           | United Kingdom (EUR) | 27649       | 2005 |
| Iran                                                     | United Kingdom (EUR) | 90123       | 2005 |
| Sudan                                                    | Netherlands          | USD 3614458 | 2006 |
| Italy                                                    | Italy                | EUR 30000   | 2006 |
| Lithuania                                                | Netherlands          | EUR 62916   | 2006 |
| Hungary, Poland, Romania and Slovakia                    | Belgium              | EUR 74240   | 2006 |
| Estonia                                                  | Estonia              | USD 58307   | 2006 |
| Nanggroe Aceh Darussalam                                 | Netherlands          | EUR 2192881 | 2006 |
| Kenya and Somaliland                                     | United Kingdom       | USD 651278  | 2006 |
| Uganda                                                   | Finland              | EUR 350000  | 2006 |
| Belgium, Worldwide                                       | Belgium              | EUR 4614045 | 2006 |
| Bosnia and Herzegovina                                   | Ireland              | EUR 50000   | 2006 |
| Libya and Niger                                          | Italy                | EUR 416150  | 2006 |
| Kosovo                                                   | Germany              | EUR 202755  | 2006 |
| Netherlands, Angola                                      | Netherlands          | EUR 513924  | 2006 |
| Netherlands, Angola                                      | Netherlands          | EUR 144446  | 2006 |
| Zimbabwe                                                 | Sweden               | USD 240614  | 2006 |
| Worldwide                                                | United Kingdom       | GBP 6062177 | 2006 |
| Iraq                                                     | Czech Republic       | USD 56310   | 2006 |
| Colombia                                                 | Netherlands          | USD 1014600 | 2006 |
| Turkey                                                   | Denmark              | EUR 15000   | 2006 |
| United Kingdom                                           | United Kingdom       | GBP 86946   | 2006 |
| Italy                                                    | Italy                | USD 352594  | 2006 |
| Portugal                                                 | Portugal             | EUR 10500   | 2006 |
| Zimbabwe                                                 | United Kingdom       | USD 126349  | 2006 |
| Myanmar                                                  | United Kingdom       | USD 8500    | 2006 |
| Turkey                                                   | Sweden               | USD 40000   | 2006 |
| Congo, Burundi, Rwanda                                   | Belgium              | EUR 2158292 | 2006 |
| Zimbabwe                                                 | Ireland              | EUR 500000  | 2006 |
| Netherlands, Sudan, Ethiopia, Angola, Bosnia, Serbia and | Netherlands          | EUR 2242139 | 2006 |

|                                                                                                                                   |                   |                         |      |
|-----------------------------------------------------------------------------------------------------------------------------------|-------------------|-------------------------|------|
| Montenegro                                                                                                                        |                   |                         |      |
| Russian Federation<br>Barents Region and<br>Saint-Petersburg Area<br>and other countries of<br>origin, transit and<br>destination | Sweden            | SEK 5000000             | 2006 |
| Zimbabwe                                                                                                                          | Sweden            | SEK 15000000            | 2006 |
| Angola                                                                                                                            | Sweden            | SEK 6700000             | 2006 |
| East and Southern<br>Africa                                                                                                       | Sweden            | SEK 300000              | 2006 |
| Czech Republic                                                                                                                    | Czech Republic    | CZK 834689              | 2006 |
| Bosnia and<br>Herzegovina                                                                                                         | Czech Republic    | CZK 370881              | 2006 |
| Democratic Republic of<br>Congo                                                                                                   | Belgium           | EUR 50000               | 2006 |
| Zimbabwe                                                                                                                          | Sweden            | USD 398845              | 2006 |
| Colombia                                                                                                                          | Sweden            | USD 49876               | 2006 |
| Indonesia                                                                                                                         | United Kingdom    | USD 2185793             | 2006 |
| Malta                                                                                                                             | Malta             | EUR 142392              | 2006 |
| Suda                                                                                                                              | Spain             | EUR 200000              | 2006 |
| Germany                                                                                                                           | Sweden            | USD 20685               | 2006 |
| Indonesia                                                                                                                         | Netherlands       | EUR 1500000             | 2006 |
| Russia                                                                                                                            | Sweden            | USD 385774              | 2006 |
| the Mediterranean                                                                                                                 | Italy             | EUR 30000               | 2006 |
| Montenegro                                                                                                                        | Sweden<br>Austria | EUR 42785<br>EUR 399295 | 2006 |
| Czech Republic                                                                                                                    | Czech Republic    | CZK 9000000             | 2006 |
| Czech Republic                                                                                                                    | Czech Republic    | CZK 344878              | 2006 |
| Czech Republic                                                                                                                    | United Kingdom    | GBP 580000              | 2006 |
| Democratic Republic of<br>Congo                                                                                                   | Belgium           | EUR 59979               | 2006 |
| Zimbabwe                                                                                                                          | United Kingdom    | USD 516435              | 2006 |
| Zimbabwe                                                                                                                          | United Kingdom    | USD 2748106             | 2006 |
| Colombia                                                                                                                          | Belgium           | EUR 200000              | 2006 |
| Zimbabwe                                                                                                                          | Netherlands       | USD 1005025             | 2006 |
| Sénégal, Mauritanie,<br>Mali, Guinée                                                                                              | Sweden            | USD 1969020             | 2006 |
| Turkey                                                                                                                            | Sweden            | USD 272000              | 2006 |
| Lebanon                                                                                                                           | Greece            | EUR 120000              | 2006 |
| Zambia                                                                                                                            | Denmark           | USD 320000              | 2006 |
| Angola and Zambia                                                                                                                 | Denmark           | USD 1700000             | 2006 |
| Vietnam                                                                                                                           | United Kingdom    | USD 35438               | 2006 |
| Spain                                                                                                                             | Spain             | USD 255402              | 2006 |
| Croatia and Serbia                                                                                                                | United Kingdom    | USD 486191              | 2006 |
| North African countries                                                                                                           | United Kingdom    | USD 203870              | 2006 |
| Pakistan                                                                                                                          | Sweden            | USD 6095791             | 2006 |
| Hungary                                                                                                                           | Hungary           | HUF 6500000             | 2006 |
| Ukraine                                                                                                                           | United Kingdom    | GBP 25000               | 2006 |
| Poland                                                                                                                            | Poland            | EUR 48069               | 2006 |
| Morocco                                                                                                                           | Belgium           | EUR 50033               | 2006 |
| Worldwide                                                                                                                         | Germany           | EURO 2011308            | 2006 |
| Belgium, Worldwide                                                                                                                | Belgium           | EUR 4853021             | 2006 |
| Lithuania, Cambodia                                                                                                               | Ireland           | EUR 23000               | 2006 |
| The Netherlands                                                                                                                   | Netherlands       | EUR 7967334             | 2006 |
| Kosovo                                                                                                                            | United Kingdom    | GBP 266000              | 2006 |
| Zimbabwe                                                                                                                          | United Kingdom    | GBP 20000               | 2006 |
| Nigeria                                                                                                                           | France            | GBP 19182               | 2006 |

|                                                                                     |                |             |      |
|-------------------------------------------------------------------------------------|----------------|-------------|------|
| Mali                                                                                | Italy          | EUR 49949   | 2006 |
| Nigeria                                                                             | Italy          | EUR 49844   | 2006 |
| Afghanistan                                                                         | Italy          | EUR 972812  | 2006 |
| Afghanistan                                                                         | Lithuania      | USD 28256   | 2006 |
| Afghanistan                                                                         | Germany        | EUR 1010500 | 2006 |
| Albania, Greece                                                                     | Greece         | USD 921692  | 2006 |
| Albania                                                                             | Italy          | EUR 170000  | 2006 |
| Bangladesh                                                                          | United Kingdom | GBP 50000   | 2006 |
| Democratic Republic of Congo                                                        | Belgium        | EUR 70000   | 2006 |
| Colombia                                                                            | Netherlands    | USD 1110160 | 2006 |
| Germany                                                                             | Germany        | USD 12150   | 2006 |
| Germany                                                                             | Germany        | EUR 76588   | 2006 |
| Germany                                                                             | Germany        | EUR 8310    | 2006 |
| Finland, Angola, Armenia, Azerbaijan, Georgia, Nigeria, Sri Lanka, Somaliland, Iraq | Finland        | EUR 6362    | 2007 |
| France                                                                              | United Kingdom | USD 180381  | 2006 |
| United Kingdom and Countries of Origin                                              | United Kingdom | GBP 1998975 | 2006 |
| Italy and Malta                                                                     | Italy          | EUR 158504  | 2006 |
| Ital                                                                                | Italy          | USD 190355  | 2006 |
| Maghreb                                                                             | Italy          | EUR 330000  | 2006 |
| Lithuania                                                                           | Netherlands    | EUR 265416  | 2006 |
| Lithuania                                                                           | Lithuania      | USD 20839   | 2006 |
| Moldova                                                                             | Greece         | EUR 50000   | 2006 |
| Pakistan                                                                            | Ireland        | EUR 700000  | 2006 |
| Turkey                                                                              | United Kingdom | USD 217188  | 2006 |
| Ukraine                                                                             | Sweden         | USD 2071823 | 2006 |
| Zimbabwe                                                                            | United Kingdom | USD 1050656 | 2006 |
| The Netherlands                                                                     | Netherlands    | EUR 53031   | 2007 |
| Afghanistan                                                                         | Spain          | EUR 750000  | 2007 |
| Sub-Mekong region                                                                   | Finland        | EUR 1178967 | 2007 |
| Bulgaria and Romania                                                                | United Kingdom | USD 445447  | 2007 |
| Zimbabwe                                                                            | United Kingdom | GBP 17267   | 2007 |
| Republic of Serbia                                                                  | United Kingdom | GBP 105492  | 2007 |
| Bangladesh                                                                          | Denmark        | DKK 8976186 | 2007 |
| Ethiopia                                                                            | United Kingdom | GBP 34171   | 2007 |
| Bulgaria                                                                            | United Kingdom | USD 105452  | 2007 |
| Bulgaria and Romania                                                                | United Kingdom | USD 84075   | 2007 |
| Kosovo                                                                              | Luxembourg     | EUR 168421  | 2007 |
| Belgium and countries of origin                                                     | Belgium        | EUR 75000   | 2007 |
| Nigeria                                                                             | Ireland        | GBP 13461   | 2007 |
| Sri Lanka                                                                           | Netherlands    | EUR 750000  | 2007 |
| Lebanon                                                                             | Belgium        | EUR 1500000 | 2007 |
| Sri Lanka                                                                           | United Kingdom | USD 1945526 | 2007 |
| Nigeria                                                                             | United Kingdom | GBP 150000  | 2007 |
| Indonesia                                                                           | Netherlands    | EUR 500000  | 2007 |

**5.2 Grant applications submitted (or about to be submitted) to European Institutions, the EDF and EU Member States in the current year. The applicant may list only actions in the same field as this proposal**

| Country of intervention                                                                            | EC budget line, EDF or EU Member States | Amount requested (EUR) |
|----------------------------------------------------------------------------------------------------|-----------------------------------------|------------------------|
| Indonesia                                                                                          | EU (ECHO)                               | 570000                 |
| Democratic Republic of Congo                                                                       | EU (ECHO)                               | 1064342                |
| Kosovo                                                                                             | EAR                                     | 1900000                |
| Kosovo                                                                                             | EAR                                     | 950000                 |
| Serbia                                                                                             | EAR                                     | 1200000                |
| Poland                                                                                             | Poland; ESF                             | 29399                  |
| Lithuania                                                                                          | ERF                                     | 147556 (LTL)           |
| Afghanistan                                                                                        | EU                                      | 10300000               |
| Timor Leste and Belgium                                                                            | EU (B7-701)                             | 3450000                |
| Egypt, Morocco and Italy                                                                           | EU (AENEAS)                             | 519333                 |
| Democratic Republic of Congo and Angola                                                            | EU (AENEAS)                             | 1440000                |
| Djibouti, Eritrea, Ethiopia, Kenya, Somalia, Sudan and Uganda                                      | EU (AENEAS)                             | 1583069                |
| Morocco                                                                                            | EU (AENEAS)                             | 1440000                |
| Ghana, Ivory Coast, Mali, Mauritania, Niger, Nigeria, Senegal and the Democratic Republic of Congo | EU (AENEAS)                             | 1640000                |
| Ghana, Nigeria, Senegal, and Libya                                                                 | EU (AENEAS)                             | 2000000                |
| Bolivia                                                                                            | EU (AENEAS)                             | 712000                 |
| Colombia and Spain                                                                                 | EU (AENEAS)                             | 527018                 |
| Latin America and Europe                                                                           | EU (AENEAS)                             | 1021600                |
| Egypt                                                                                              | EU (AENEAS)                             | 500000                 |
| Jordan                                                                                             | EU (AENEAS)                             | 491227                 |
| Europe and Andean Region                                                                           | EU (AENEAS)                             | 518596                 |
| Syria                                                                                              | EU (AENEAS)                             | 536424                 |
| Moldova, Greece, Ukraine and Portugal                                                              | EU (AENEAS)                             | 536424                 |
| Nepal                                                                                              | EU (B7-701)                             | 2994896                |

|                                              |                |         |
|----------------------------------------------|----------------|---------|
| Mediterranean and Eastern European countries | EU             | 78291   |
| Mali                                         | Italy          | 49949   |
| Nigeria                                      | Italy          | 49844   |
| Latvia                                       | United Kingdom | 41275   |
| Afghanistan                                  | Spain          | 800000  |
| Belgium                                      | Belgium        | 4853021 |
| Pakistan                                     | United Kingdom | 464970  |
| Georgia                                      | Czech Republic | 53279   |
| Belgium                                      | Belgium        | 75000   |
| Bulgaria                                     | United Kingdom | 57264   |
| Albania                                      | United Kingdom | 399831  |
| Hungary                                      | Hungary        | 259686  |
| Indonesia                                    | Netherlands    | 499695  |
| Iraq                                         | Czech Republic | 71157   |
| Iraq                                         | Czech Republic | 71156   |
| Germany                                      | Germany        | 10934   |
| Greece                                       | Greece         | 150000  |
| Zimbabwe                                     | Ireland        | 3098608 |
| Georgia                                      | Poland         | 96269   |
| Bulgaria and Romania                         | United Kingdom | 62757   |
| Ethiopia                                     | United Kingdom | 50071   |
| Poland                                       | Poland         | 9829    |
| Kosovo, FY Republic of Macedonia             | Finland        | 630000  |
| Poland, UK, Ireland                          | Poland         | 38288   |
| Germany, Countries of Origin worldwide       | Germany        | 79690   |
| Indonesia                                    | Netherlands    | 750000  |
| Democratic Republic of Congo                 | Belgium        | 1132920 |
| Kosovo                                       | Sweden         | 36317   |

**Nota Bene:** The applicant is required to inform without delay the Commission department to which this application is submitted if the same application for funding made to other Commission departments or Community institutions has been approved by them AFTER submission of this grant application

### III. PARTNERS OF THE APPLICANT PARTICIPATING IN THE ACTION

#### 1. DESCRIPTION OF THE PARTNERS

This section must be completed **for each partner organisation** within the meaning of section 1.1.2 of the Guidelines for completing the application form. Any associates as defined in the same section need not be mentioned. You must make as many copies of this table as necessary to create entries for more partners.

|                                                                                                 | Partner 1 |
|-------------------------------------------------------------------------------------------------|-----------|
| Full legal name (business name)                                                                 |           |
| Nationality                                                                                     |           |
| Legal status                                                                                    |           |
| Official address                                                                                |           |
| Contact person                                                                                  |           |
| Telephone number                                                                                |           |
| Fax number                                                                                      |           |
| E-mail address                                                                                  |           |
| Number of employees                                                                             |           |
| Other relevant resources                                                                        |           |
| Experience of similar actions, in relation to role in the implementation of the proposed action |           |
| History of cooperation with the applicant                                                       |           |
| Role and involvement in preparing the proposed action                                           |           |
| Role and involvement in implementing the proposed action                                        |           |

**Important:** This application form must be accompanied by a signed and dated partnership statement from every partner, in accordance with the model provided on the next page.

## 2. PARTNERSHIP STATEMENT

**Important:** This declaration must be provided by **each partner**.

A partnership is a relationship of substance between two or more organisations involving shared responsibilities in undertaking the action funded by the Contracting Authority. To ensure that the action runs smoothly, the Contracting Authority requires all partners to acknowledge this by agreeing to the principles of good partnership practice set out below.

1. All partners must have read the application form and understood what their role in the action will be before the application is submitted to the Contracting Authority.
2. All partners must have read the standard grant contract and understood what their respective obligations under the contract will be if the grant is awarded. They authorise the lead applicant to sign the contract with the Contracting Authority and represent them in all dealings with the Contracting Authority in the context of the action's implementation.
3. The applicant must consult with his partners regularly and keep them fully informed of the progress of the action.
4. All partners must receive copies of the reports - narrative and financial - made to the Contracting Authority.
5. Proposals for substantial changes to the action (e.g. activities, partners, etc.) should be agreed by the partners before being submitted to the Contracting Authority. Where no such agreement can be reached, the applicant must indicate this when submitting changes for approval to the Contracting Authority.
6. Where the Beneficiary does not have his headquarters in the country where the action is implemented, the partners must agree before the end of the action, on an equitable distribution of equipment, vehicles and supplies for the action purchased with the EU grant among local partners or the final beneficiaries of the action.

I have read and approved the contents of the proposal submitted to the Contracting Authority. I undertake to comply with the principles of good partnership practice.

|                 |  |
|-----------------|--|
| Name:           |  |
| Organisation:   |  |
| Position:       |  |
| Signature:      |  |
| Date and place: |  |



#### IV. CHECKLIST

##### REF + TITLE OF THE PROPOSAL + BUDGET LINE

|                                                               |                                        |
|---------------------------------------------------------------|----------------------------------------|
| <b>ADMINISTRATIVE DATA</b>                                    | To be filled in by the applicant       |
| <b>Name of the Applicant</b>                                  |                                        |
| <b>Nationality</b>                                            |                                        |
| <b>Legal Entity Form number<sup>15</sup></b>                  |                                        |
| <b>Legal status<sup>16</sup></b>                              |                                        |
| <b>Date of establishment of the organization</b>              |                                        |
| <b>Partner 1</b>                                              | Name:<br>Nationality:<br>Legal status: |
| <b>Partner 2</b>                                              | Name:<br>Nationality:<br>Legal status: |
| <b>Partner ...</b><br><b>NB:</b> Add as many rows as partners | Name:<br>Nationality:<br>Legal status: |

<sup>15</sup> If the applicant has already signed a contract with the European Commission

<sup>16</sup> E.g. non profit making, governmental body, international organisation...

| BEFORE SENDING YOUR PROPOSAL, PLEASE CHECK THAT EACH OF THE FOLLOWING COMPONENTS IS COMPLETE AND RESPECTS THE FOLLOWING CRITERIA :                                                    | To be filled in by the applicant |     | To be filled in by the Contracting Authority |    |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------|-----|----------------------------------------------|----|
|                                                                                                                                                                                       | Yes                              | No  | Yes                                          | No |
| 1. The correct grant application form “full description of the project” has been used                                                                                                 |                                  |     |                                              |    |
| 2. The proposal is typed in English and/or in French                                                                                                                                  |                                  |     |                                              |    |
| 3. One original and 3 copies are included                                                                                                                                             |                                  |     |                                              |    |
| 4. Documents relating to the proposal are available on Electronic support (MS Word-MS Excel)                                                                                          |                                  |     |                                              |    |
| 5. Each partner has completed and signed a partnership statement and the statements are included (if any). Please indicate “Not applicable” (NA) if you have no partner <sup>17</sup> |                                  |     |                                              |    |
| 6. The budget is presented in the format requested, is expressed in € and is enclosed                                                                                                 |                                  |     |                                              |    |
| 7. The logical framework has been completed and is enclosed                                                                                                                           |                                  |     |                                              |    |
| 8. The duration of the action is equal to or lower than 36 months (the maximum allowed)                                                                                               |                                  |     |                                              |    |
| 9. The duration of the action is equal to or higher than 24 months (the minimum allowed)                                                                                              |                                  |     |                                              |    |
| 10. The requested contribution is equal to or higher than ..... EURO(the minimum allowed)                                                                                             | N/A                              | N/A |                                              |    |
| 11. The requested contribution is equal to or lower than .....EURO (the maximum allowed)                                                                                              | N/A                              | N/A |                                              |    |
| 12. The requested contribution is equal to or lower than 80% of the total eligible costs (minimum percentage required)                                                                |                                  |     |                                              |    |
| 13. The requested contribution is equal to 100 % of the total eligible costs(maximum percentage allowed) with a due justification/argumentation                                       |                                  |     |                                              |    |
| 14. The Declaration by the applicant has been filled in and has been signed                                                                                                           |                                  |     |                                              |    |

<sup>17</sup> Delete if a partnership is mandatory

## V. DECLARATION BY THE APPLICANT

|                              |  |
|------------------------------|--|
| <b>Title of the Proposal</b> |  |
|------------------------------|--|

**A. The applicant declares that:**

- It has the sources of financing and professional competence and qualifications specified in section 4.2 of this grant application form.
- It undertakes to comply with the principles of good partnership practice foreseen in section III.2 of the grant application form.
- It is directly responsible for the preparation and management of the action with its partners, and is not acting as an intermediary.
- It and its partners do not fall in any of the categories listed in section 1.1.2 of the Guidelines for completing the application form.
- If selected, it is in a position to deliver immediately, upon request, the supporting documents stipulated under point 1.2 of the Guidelines for completing the application form

**Furthermore, the applicant declares that :**

|                                                                                                                                                                                    | To be filled in by<br>the applicant |    | To be filled in by<br>the Contracting<br>Authority |    |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|----|----------------------------------------------------|----|
|                                                                                                                                                                                    | Yes                                 | No | Yes                                                | No |
| <b>1. It is eligible in accordance with the criteria set out under point 1.1.1 of the guidelines.</b>                                                                              |                                     |    |                                                    |    |
| <b>2. Partner 1 is eligible (in accordance with the criteria set out under point 1.1.2 of the guidelines.) (if any)<sup>18</sup></b>                                               |                                     |    |                                                    |    |
| <b>3. Partner 2 is eligible (in accordance with the criteria set out under point 1.1.2 of the guidelines.) (if any) <sup>19</sup></b>                                              |                                     |    |                                                    |    |
| <b>4. Partner ... is eligible (in accordance with the criteria set out under point 1.1.2 of the guidelines.) (if any) <sup>20</sup></b><br><b>NB: add as many rows as partners</b> |                                     |    |                                                    |    |

<sup>18</sup> Please indicate "Not Applicable" (NA) if you have no partner

<sup>19</sup> Please indicate "Not Applicable" (NA) if you have no partner

<sup>20</sup> Please indicate "Not Applicable" (NA) if you have no partner

**B. SIGNATURE:**

I, the undersigned and person responsible in the applicant organisation for the proposal, certify that the information given in this Declaration is correct.

Date:

Name and Position:

Signature:

**VI. ASSESSMENT GRID**  
**(FOR THE USE OF THE CONTRACTING AUTHORITY ONLY)**

|                                                                                                                                                                                                                                                                                                                                                                                                                               | YES | NO |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|----|
| 1. The Deadline has been respected ( last submission date for funding in 2006 is mid June 2006)                                                                                                                                                                                                                                                                                                                               |     |    |
| 2. The Application form satisfies all the criteria mentioned in the Checklist (Section IV of the Grant application form).                                                                                                                                                                                                                                                                                                     |     |    |
| The verification of the Checklist has been conducted by ...(cf Minutes of the Selection Committee)                                                                                                                                                                                                                                                                                                                            |     |    |
| <b><u>DECISION 1:</u> The Committee has approved the Concept Note and decided to proceed with the evaluation of the full proposal after having pre-selected the best Concept Notes.</b><br>(If not, reasons must be encoded in the Concept Note Evaluation Grid in CRIS – this includes the evaluation sheet for assessors and delegations, in the Concept Note Evaluation report and in the letters sent out to applicants.) |     |    |
|                                                                                                                                                                                                                                                                                                                                                                                                                               | YES | NO |
| <b><u>DECISION 2:</u> The Committee has checked 1) the eligibility, 2) the quality and 3) the budgetary aspects within the available financial envelope.</b><br>(If not, reasons must be encoded in the Evaluation Grid in CRIS – this includes the evaluation sheet for experts and delegations, in the Evaluation report and in the letters sent out to applicants.)                                                        |     |    |
| 3. The supporting documents listed hereunder, submitted according to the Guidelines (Section1.2 ), satisfy all the eligibility criteria of the applicant and its partner(s) (if any).                                                                                                                                                                                                                                         |     |    |

|                                                                                                                                                                                                                                                                                                                                                   |  |  |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|--|
| a. The applicant's statutes.                                                                                                                                                                                                                                                                                                                      |  |  |
| b. The statutes or articles of association of <u>all partners</u> .                                                                                                                                                                                                                                                                               |  |  |
| c. The applicant's external audit report (where applicable) <sup>21</sup>                                                                                                                                                                                                                                                                         |  |  |
| d. The Legal Entity Form (see annex F) is duly completed and signed by the applicant and is accompanied by the justifying documents requested. <sup>22</sup>                                                                                                                                                                                      |  |  |
| e. A financial identification form conforming to the model attached at Annex E. <sup>23</sup>                                                                                                                                                                                                                                                     |  |  |
| f. Copy of the applicant's latest accounts.                                                                                                                                                                                                                                                                                                       |  |  |
| The assessment of the eligibility has been conducted by (cf Minutes of the Selection Committee).                                                                                                                                                                                                                                                  |  |  |
| <b>DECISION 4: The Committee has selected the proposal for funding after having verified its eligibility according to the criteria stipulated in the Guidelines.</b><br>(If not, reasons must be encoded in the Eligibility Verification Grid in CRIS, in the Eligibility Verification Report in CRIS and in the letters sent out to applicants.) |  |  |

<sup>21</sup> Please indicate "Not Applicable" (NA) if your grant does not request an audit report. (Grant < 300 000€ - Operating grant < 75 000€)

<sup>22</sup> To be inserted only where the Contracting Authority is a body of the European Commission

<sup>23</sup> To be inserted only where the Contracting Authority is a body of the European Commission