

## Terms of Reference (ToR)

### Refugees and Displaced Persons (RDPs) Expert

#### I. Introduction

The Partnership for African Social and Governance Research (PASGR) is an independent, non-partisan pan-African, not-for-profit organization established in 2011 and located in Nairobi, Kenya. Currently engaged in more than 26 African countries, PASGR works to enhance research excellence in governance and public policy that contributes to the overall wellbeing of women and men.

PASGR is implementing a multinational policy and practice-oriented research programme named “**African Youth pathways to Resilience and Systems change (AYPRoS)**” in ten (10) African countries namely; Nigeria, Ghana, Senegal, Ethiopia, Rwanda, Uganda, Kenya, Benin, Togo and Cote d’Ivoire. This research builds on a recently concluded the [African Youth and Resilience \(AYAR\)](#)<sup>1</sup> research project, which was implemented across seven African countries. The main objective of the AYPRoS research program is to explore factors that drive youth resilience and how their lived experiences, voice and agency, and perceptions on sustainability and system change can be effectual in creating responsive programs, policies and practices, and unravelling credible insights to promote effective and sustainable youth access to dignified and fulfilling work.

The study focuses on youth aged 35 years and below, with a particular emphasis on women, Refugees and Displaced Persons (RDPs), People With Disabilities (PWDs), and youth in informality. To ensure the research programme is inclusive and reflective of the lived realities of RDPs, PASGR is seeking for an experienced **Refugees and Displaced Persons (RDPs) Expert** to provide technical expertise and guidance in ensuring RDPs considerations are integrated into the research design, implementation, analysis and promote inclusive recommendations and policy uptake.

#### II. Objectives of the assignment

The Refugees and Displaced Persons (RDPs) initiative within the AYPRoS programme aims to ensure that RDPs perspectives are considered and integrated in the programme design, implementation, analysis and in initiatives undertaken by PASGR in advocating for policy uptake. This will include the following:

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<sup>1</sup> The African Youth and Resilience (AYAR) project, implemented across seven countries between 2021 and 2024, explored Africa’s young women and men’s aspirations, their perspectives on D&F work, and the journey towards success and achieving future lives including how they utilize resilience and adaptability. Findings are documented in publications accessible from <https://www.utafitisera.pasgr.org/publications/>

- 1) Provide technical expertise on inclusion of RDPs in the study, ensuring that research methods, data collection, and analysis are inclusive.
- 2) Develop and implement strategies to enhance the participation of RDPs in the study.
- 3) Ensure that AYPRoS research contributes to policies that promote social equity.
- 4) Identify and mitigate potential biases in data collection, interpretation, and reporting.
- 5) Capacity building programme team and partners in embedding RDPs perspectives in the program activities.

### **III. Scope of work**

The consultant will be responsible for:

- 1) Conducting a comprehensive review of the entire AYPRoS programme, existing literature, policy gaps, and programs related to RDPs in employment and entrepreneurship in Africa to ensure RDPs inclusion.
- 2) Providing technical advice on RDPs inclusive research methodologies, incorporating inclusive frameworks.
- 3) Identifying and facilitating connections with relevant RDPs rights organizations, RDPs-led networks, and policy actors across the target countries.
- 4) Advise on appropriate tools for engaging RDPs, ensuring data collection is inclusive and culturally appropriate.
- 5) Train research teams on ethical approaches and best practices for working with RDPs.
- 6) Provide technical support to the research team and enumerators on RDPs inclusion, accessibility, and ethical considerations to ensure meaningful participation of RDPs.
- 7) Review of all the knowledge sharing products produced by research team- journal articles, synthesis report, policy briefs and blogs to ensure RDPs inclusion.
- 8) Contribute to data analysis with a focus on RDPs perspectives.
- 9) Develop a set of evidence-informed policy recommendations for strengthening RDPs-inclusive employment policies in Africa, programs and interventions based on the research findings.
- 10) Participate in validation workshops, stakeholder convenings, and dissemination events for the program to share findings and learnings.

### **IV. Deliverables**

- a) A comprehensive inception report after scoping of literature review and identification of policy gaps on RDPs inclusion in the labour market.
- b) Inputs into the research design, data collection tools, and analysis frameworks.
- c) A capacity-building session for the research team and PIT on ethical considerations to ensure meaningful participation of RDPs in the program.
- d) Evidence informed policy and programme recommendations report targeting the RDPs.

- e) Contributions to the final research report with RDP-specific insights.

## **V. Timeline**

The consultant will work from their country with periodic travel for stakeholder consultations and dissemination events. The consultant will be engaged for the whole duration of the programme, from April 2025 to December 2027. The detailed timeline for the various tasks will be mutually agreed upon the installation of the research team in different countries. Flexibility in setting the timeline will ensure that the assessment process is well-paced and efficient, accommodating any unforeseen challenges or adjustments required during the project implementation phase. Moreover, regular communication and progress update reports between the consultant and the project team will be essential to ensure smooth coordination and adherence to the agreed timeline.

## **VI. Qualification and experience required**

The consultant is expected to hold the following qualifications and skills:

- 1) A master's degree in refugee studies, migration, social sciences, development studies, or a related field.
- 2) At least 7 years of experience in working on refugee and displaced persons' issues in Africa.
- 3) Proven expertise in RDPs rights, employment policies, and inclusive development in Africa.
- 4) Proven experience engaging with refugee networks, humanitarian organizations, and policymakers.
- 5) Strong understanding of qualitative and quantitative research methodologies, particularly in fragile and displacement-affected contexts.
- 6) Demonstratable record of having undertaken similar assignments.
- 7) Proven ability to produce policy-based analytical reports of high-quality in English.

## **Application process**

Interested candidates for the role of RDPs expert are required to submit an application or expression of interest for this position. Applications should include:

- a) A CV/resume, including contact information (5 pages maximum).
- b) A cover letter explaining their interest in the position, and relevant experience.
- c) Include the financial proposal/budget.

Interested and eligible candidates are requested to submit their application with the subject clearly indicating "Refugees and Displaced Persons Expert" no later than 5.00pm EAT 21st March 2025 to [recruitment@pasgr.org](mailto:recruitment@pasgr.org) .

For any inquiries and questions related to the call, kindly write to [research@pasgr.org](mailto:research@pasgr.org) .

Note: Any form of canvassing will lead to automatic disqualification.