

Personal information

First name / Surname	Mark Marvin Kadigo
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Website	https://markkadigo.wixsite.com/mark-marvin-kadigo
Profile	Migration and Development professional, with a background in Natural resources and Development Evaluation and Management. My PhD focus is on the socio-economic effects of hosting refugees, and attitudes and perceptions in refugee-hosting contexts. My broad research interests are in Migration and Sustainable Development.

Work experience

1 October 2019 – to date **Full graduate Teaching and Research Assistant (AAP); Ph.D. Student**

Institute of Development Policy (IOB), Universiteit Antwerpen, Belgium

- As AAP, my responsibilities include; Tutoring, Assessing of students' policy papers and dissertations; Teaching; and Service delivery.
- I contribute through teaching and seminar moderation to a diverse range of both quantitatively and qualitatively oriented courses.
- Courses taught include; Introduction to STATA course & Working with Data course; seminar moderation in Global Justice course & Debating Development course; tutor in Quantitative Monitoring and Evaluation courses & Theories of Development.
- I was involved in the successful organization of digital education in the academic year during the early waves of the COVID 19 pandemic.
- I serve on the Board of the institute as a representative of the Academic Assistants.
- I am serving as an interim replacement for a colleague on the Bureau of the institute
- I serve as a member on the Education Commission.
- I serve as a member on the Social Committee of the institute.
- I also serve as a member of the Exchange to Change magazine's editorial team.

Type of business or sector: Tertiary Education Institution (University)

17 October 2022 – 30 June 2023 **Consultant/Researcher**

World Bank Group

- A short-term consultancy on Jobs and Forced Displacement Research (P167671) – JOBS- CCSA - IBRD. Working closely with the principal investigators of the research project and reporting to Jan von der Goltz (Economist, Jobs Group), under the general supervision of David Ian Walker (Manager, Jobs Group), to provide inputs for the synthesis report relating to the analysis of experimental data designed to provide an assessment of attitudes among hosts toward labor market competition with refugees. The specific tasks include;
 - Ready experimental data for quantitative analysis;
 - Analyze data according to a pre-analysis plan;
 - Draft a working paper presenting results;
 - Revise draft based on World Bank feedback;
 - Advise the World Bank team on the relationship between the results reflected in the working paper and the synthesis report's findings.

Type of business or sector: Multilateral Organization

21 September 2015 – 1 June 2018 **Staff Researcher**

BRAC-Uganda

- As staff researcher, in the Research and Evaluation Unit of BRAC Uganda, my responsibilities encompassed; project budgeting; data tool development and field-teams' training; quality data collection and management; data analysis and reporting; and aiding in drafting of research proposals. Depending on the extent of the research project, I was usually responsible for field teams of up to 40 individuals, working closely with field supervisors to ensure proper management of field activities. With guidance from thematic research heads and a research fellow, I was able to successfully manage; a multi-phased participatory action research, evaluating the MasterCard Foundation funded BRAC scholarship program, using the photovoice technique; a randomized control trial study and a social network analysis of the same BRAC program; and a tool validation test study of the BRAC Early Childhood Development (ECD) project in Uganda.

Type of business or sector: NGO-Research

- 18 Nov 2013 – 20 September 2015 Development Professional**
BRAC-Uganda
 - As a development professional, in the BRAC seed enterprise; BRAC Social Business Enterprises (U) LTD of BRAC Uganda, my primary responsibility was assisting in the supportive supervision and management of the marketing and sales department. Other responsibilities included, carrying out market analyses, training marketing officers, collecting feedback from farmers and retailers and organizing workshops to help improve service delivery and acceptability of the program.
 Type of business or sector: NGO
- 18 April 2013 – 31 October 2013 Tree Plantation Experimental Blocks' Manager**
Corewoods Company Ltd, Hoima district, Uganda
 - I was in charge of coordinating the establishment and management of experimental trial plots in Corewoods Company Ltd, Hoima district, Uganda. Mainly, my role was to collect data at every stage of the trial plots' establishment and management in an attempt to determine the most appropriate tree plantation management method and cycle for the region. Other responsibilities included co-management of all tree plantation activities such as; planting, weeding, spraying, thinning, harvesting and forest protection, among others.
 Type of business or sector: Tree Plantation-Wood Company & Training Centre
- 9 – 23 December 2012 Research Assistant**
Makerere University
 - I worked in a team four, collecting data and plant samples for lab-testing in order to capture the carbon sequestration of Coffee Agro-Forestry systems in Uganda. The study was managed by Mrs. Susan Balaba Tumwebaze (PhD) of Makerere University, Kampala.
 Type of business or sector: Research Project
- June 2012 - September 2012 Team member**
Atacama Consulting
 - I worked with a team, carrying out Environmental and Social Impact Assessments for several projects including; oil and gas sector projects and mini-hydro power generation, during internship while at Atacama Consulting, Kyambogo-Uganda.
 Type of business or sector: Environmental Consultancy
- August 2011 - June 2012 Researcher**
Makerere University, Kampala-Uganda
 - I executed a scientific study, a special project research, on pests and diseases in tree plantations and orchards in northern Uganda; as part of the requirements for the BSc. Forestry degree. The study was funded by Farm Income Enhancement and Forest Conservation (FIEFOC) Project.
 Type of business or sector: Tertiary Education Institution (University)

Education and Training

- 11th Feb 2021 – 20th May 2021 Advanced Applied Econometrics**
Faculty of Economics and Business, KU Leuven, Belgium
 Final grade 16/20
This course aims at applying modern micro-econometric methods in econometric software (STATA). Students taking this course can deepen their knowledge in applying micro-econometric models in practice.
 - Visualizing consistency of estimators using simulation techniques
 - Visualizing the performance of specification tests using simulation techniques
 - Explaining how the weak instrument problem and a violation of exogeneity assumptions leads to serious bias
 - Discussing marginal effects and their importance in econometric work
 - Etc.
- 09th Feb 2021 – 28th April 2021 Advanced Development Economics**
Faculty of Economics and Business, KU Leuven, Belgium

Final grade 17/20

The purpose of this course is to make students familiar with the economics of less developed countries and with the way theoretical and empirical methodology can be used to analyse some of these countries economic problems.

- Theoretical tools of analysis of development economics
- Surveying empirical studies focusing on the main issues affecting the economy of developing countries
- Understanding of some relevant policy issues for developing countries
- Critical assessment of scientific contributions in the literature on development economics
- Etc.

2018 – 2019 MSc. Development Evaluation and Management (Advanced Masters)

Institute of Development Policy, University of Antwerp, Belgium

Final grade 82/100

- International migration and development
- Design and Methodology in development research
- Regression analysis and inference
- Quantitative development evaluation
- Qualitative development monitoring and evaluation
- Gender and development; a local institutional perspective
- Community based monitoring

2008 - 2012 BSc. Forestry

Makerere University, Kampala-Uganda

CGPA 4.67/5

- Biometrics
- Research methods
- Practical skills in forest survey and GIS
- Resource assessment and management

19th-22nd August 2016 **QGIS for M&E and Research**; Certificate training course on how to integrate Geographical Information Systems in Research and M&E using QGIS software, organized by MAARIFA Consult Ltd

20th-22nd April 2016 **Online Diploma in Project Management**; ALISON, A new world of free certified learning

June, 2015 **Gender Hub Online course on Gender Stereotypes**; Focusing on how we can move beyond gender stereotyping; Sponsored by UKaid; In partnership with Voices4Change (V4C) and Institute of Development Studies (IDS): Certificate Awarded

19th - 29th Apr 2015 **Ultra-Poor Graduation Advocacy Initiative; "Graduation Boot Camp"**; Training in Bangladesh supported by BRAC USA on the graduation approach and adaptations

22nd April - 27th May 2015 **Online course on Generating Creative Ideas: Maximizing Team Creativity**; Course Initiated by BRAC International as an internal staff capacity development program

2nd February - 24th April 2014 **BRAC International Young Professionals Training Program** on Development and Management Modules including **Project Management**; conducted by BRAC University **with extensive field trips to BRAC Programs in Bangladesh till 27th May 2014**: Certificate Awarded

1st November - 23rd December 2013 **BRAC International Young Professionals Training Program**; Extensive field visits observing and getting involved in the BRAC International's social development programs; with BRAC South Sudan (in November) and BRAC Uganda (in December)

24th July - 23rd August 2013 **Tropical Biology Association field course** in tropical ecology and conservation attended at Amani Nature Reserve, Tanzania: Certificate Awarded

26th - 30th September 2012 **Cleaner Production & Integrated Management Systems**, Training course attended at Source of the Nile Hotel, Jinja: Certificate Awarded

Personal skills and competences

- Social skills and competences
- Leadership: I serve as the representative and member of IOB Board and the Education Commission (even since I was a Master student in 2018).
 - Teamwork: I have worked in multi-national and multi-cultural organizations and research teams and I know how to manage productive relationships within a work group.
 - Communication: I actively participate in the IOB Board meetings and the education commission meetings (among others) where I clearly present the opinions and submissions of those I represent. I also relay feedback to my peers in a timely and concise manner.
- Organisational skills and competences
- I have co-organized and moderated panel sessions during the Debating development series at the University of Antwerp.
 - While at BRAC Uganda, I co-planned, co-organized, and co-facilitated at- the participatory action research symposium dubbed "Engaging MasterCard scholars in Photovoice". It took place on 31st August 2018 at Silver Springs Hotel, Uganda.
- Computer skills and competences
- Competent in MS word, MS Excel, MS PowerPoint and Outlook
- Other skills and competences
- Competent in statistical packages: SPSS and STATA;
 - Competent in Qualitative Data Analysis using ATLAS.ti and NVivo; and
 - intermediately competent in QGIS and spatial data analysis.

Publications

- My publications
- Peer-reviewed (Journal) articles
- Bousquet, J., Gasten, A., **Kadigo, M. M.**, Maystadt, J. F., & Salemi, C. (2025). Does perceived labor market competition increase prejudice between refugees and their local hosts?: Evidence from Uganda and Ethiopia. *Journal of Development Economics*, 103481. - ISSN 0304-3878 - 175(2025), 103481 Full text (Publisher's DOI): <https://doi.org/10.1016/J.JDEVECO.2025.103481> [CERES A: 2 publicatiepunten]
 - **Kadigo, M. M.**, & Maystadt, J-F. (2023). How to Cope with a Refugee Population? Evidence from Uganda. *World Development*, 169, 106293. ISSN 0305-750X, <https://doi.org/10.1016/j.worlddev.2023.106293>. [CERES A: 2 publicatiepunten]
 - **Kadigo, M. M.**, Diallo, N. O., & Maystadt, J-F. (2022). How to Cope with a Refugee Shock? Evidence from Uganda. Washington, DC: World Bank. © World Bank. <https://openknowledge.worldbank.org/handle/10986/37051> License: CC BY 3.0 IGO. [CERES C: 1 publicatiepunt]
 - Biara, E., Egeru, A., Mensah, S., Salamula, J. B., & **Kadigo, M. M.** (2020). Socio-economic factors influencing *Azela africana* Sm. use value and traditional knowledge in Uganda: implications for sustainable management. *Environment, Development and Sustainability*, online first. <https://doi.org/10.1007/s10668-020-00673-6> [CERES B: 1,5 publicatiepunten]
- Under review for publication as Journal articles
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- Other publications as online articles
- Bousquet, J., Gasten, A., **Kadigo, M. M.**, Maystadt, J. F., & Salemi, C. (2025). How do labour market fears shape attitudes toward refugees? VoxDev article published on 16.06.2025. <https://voxddev.org/topic/labour-markets/how-do-labour-market-fears-shape-attitudes-toward-refugees>
 - **Kadigo, M. M.** (2024). In *IOB Analyses & Policy Briefs*. Antwerpen: University of Antwerp, Institute of Development Policy. <https://medialibrary.uantwerpen.be/files/2137/5df55949-1913-4598-97cb-ba4850c17391.pdf> [CERES E: geen publicatiepunten]
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- Work in Progress
- Peer-reviewed (Journal) articles / Studies
- Bousquet, J., Gasten, A., Goltz, J.V.D., **Kadigo, M.M.**, Maystadt, J-F., & Schuettler, K. Effect of Refugee Inflows on Labor Market Outcomes Among Hosts. A Comparative Case Study.
 - **Kadigo, M.M.** Both refugees and their hosts want refugee economic and socio-cultural integration but not political integration.

Conference participation and Societal Outreach

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- Completed participation
- German Development Economics (GDE) Conference 2025 in Frankfurt from 12-13 June 2025
 - Great Lakes of Africa Center (GLAC), online seminar on 29.04.2025.
 - CSAE Conference 2024 (Center for the Study of African Economies) in Oxford from 17-19 March 2024.
 - EALE 2023 Conference, European Association of Labour Economics Conference, Prague, Czech Republic 21-23 September 2023
 - NCDE 2023 Conference, Nordic Conference in Development Economics, Gothenburg, Sweden on June 13-15, 2023.
 - CSAE Conference 2023 (Center for the Study of African Economies) in Oxford from 19-21 March 2023.
 - DIW workshop on the integration of Refugee Families in Host Countries: Research Advances, Policy Improvements, and Data Challenges – Berlin; on 28 November 2022.
 - IOB Fruit for Thought session at the Institute of Development Policy, University of Antwerp on 22 October 2021.
 - HDCA conference, poster presentation on 20 September 2022.
 - IOB community Network Event, poster presentation on 8 September 2022.
 - Great Lakes of Africa Center, University of Antwerp, GLAC Poster.

Upcoming participation -

Membership/Voluntary work

August 2023 - to date

Team and Programming Coordinator, Podcasts
IMISCOE (International Migration Research Network)
<https://www.imiscoe.org/news-and-blog/podcast/colophon>

January 2024 – to date

Researcher
MIGLOBA (Network on Migration and Global Mobility)
<https://www.uantwerpen.be/en/research-groups/network-migration-global-mobility/about-us/team/>

Referees - To be provided upon request