



TERMS OF REFERENCE

NATIONAL CONSULTANT – ILO/UNHCR JOINT PROJECT

Project Title: ILO/UNHCR Joint Consultancy to map institutional capacity and opportunities for refugee integration through employment in Mexico

Duty Station: Mexico

Duration: 6 months (15 December 2018 – 15 June 2019)

Contract Type: Local Consultancy

UNHCR, the UN refugee agency, is mandated to lead and coordinate international action to protect and assist displaced people around the world and to help find lasting solutions for them. UNHCR has worked in Mexico since 1982. According to its mandate, the office in Mexico seeks to guarantee that all persons with international protection needs have effective access to the territory and access to the asylum procedure; are included in services and programmes that allow them to meet their basic and immediate needs; and are able to achieve legal, socio-cultural and socio-economic integration in Mexico. To this end, UNHCR collaborates with authorities at the federal, state and municipal level as well as civil society, private sector, development actors and sister UN agencies.

The International Labour Organization (ILO) is devoted to promoting social justice and internationally recognized human and labour rights, pursuing its founding mission that social justice is essential to universal and lasting peace. The only tripartite U.N. agency, the ILO brings together governments, employers and workers representatives of 187 member States to set labour standards, develop policies and devise programmes promoting decent work for all women and men. Today, the ILO's Decent Work agenda helps advance the economic and working conditions that give all workers, employers and governments a stake in lasting peace, prosperity and progress. The office of the International Labour Organization (ILO) in Mexico opened in 1955 with the objective of providing technical assistance to the country in the area of labour rights, employment promotion and decent work.

Background

Mexico is currently the top receiving country after the United States for persons fleeing violence in Northern Central America (Honduras, El Salvador and Guatemala) and hosts a growing number of Venezuelan nationals seeking refuge in Mexico. Since 2014, Mexico has experienced a 580% increase in asylum claims. In 2017, 14,596 persons applied for asylum in Mexico. The recognition rate was

63.1% (including cases that were recognized as refugees and those who received complementary protection). Despite the growing number of refugees, they represent a small percentage of the population living in Mexico: in 2016, there were 0.048 refugees per 1,000 habitants.

Mexico is often described as a transit country for migrants and asylum seekers. In recent years, significant numbers of Central American nationals have crossed into Mexico hoping for better income opportunities. Over the past three years, UNHCR and its civil society partners have observed how Mexico is in fact also a country of destination, with asylum-seekers clearly articulating their intention to stay in Mexico. According to data from the migration authorities (INM 2016), around 63% of recognized refugees or beneficiaries of complementary protection obtained permanent residency in Chiapas and Tabasco States and 18% in the metropolitan zone of Mexico City. The largest concentration of asylum-seekers and refugees is the southern border municipality of Tapachula, Chiapas, where 77% of the local population lives in poverty and 80% of jobs are in the informal sector.

In Mexico, local integration is the most appropriate solution for refugees given that the legal and economic conditions allow refugees to access formal, decent employment, among other rights – including freedom of movement in Mexico. For these reasons, UNHCR began a collaboration with the ILO in order to identify opportunities for labour insertion of refugees in Mexico. In 2016-2017, the agencies joined forces to conduct a market analysis in Chiapas as well as Mexico City, where the transportation, hospitality and professional cleaning sectors were assessed. Joint outreach by the ILO and UNHCR facilitated the expanded access of refugees and asylum-seekers to ten programmes of the Ministry of Labour and Employment Promotion, the Ministry of Social Development, and the Ministry of Rural Development and Community Equity in Mexico City, including training for employment, job placement services, unemployment insurance and temporary occupational grants.

Given the challenges in Tapachula and the high concentration of population entering Mexico via the southern border, in August 2016, UNHCR began a relocation programme from southern border states to the northern city of Saltillo, Coahuila. Saltillo was chosen as the first city for this initiative due to variables such as poverty levels, economic growth, employment rates, and access to education. Importantly, the collaboration of municipal and state-level authorities as well as the private sector have made the local integration programme in Saltillo a success. From August 2016 to September 2018, UNHCR has identified and relocated 456 refugees to Saltillo. Participants are provided bus tickets as well as a one-off cash grant upon arrival in Saltillo to meet their basic needs during their first month. The office in Saltillo supports the participants with labour market insertion as well as educational opportunities for children. UNHCR also promotes socio-cultural integration and provides close support to participants through monthly household visits. Of all relocated refugees, 83% remain in Saltillo today. Around 10% left the programme in order to establish themselves in another city within Mexico. After one year, around 60% of relocated refugees exited poverty as measured by the national poverty line.

Description of the Initiative

The impact achieved through the local integration programme in Saltillo has been enabled by the growing demand for labour in the industrial sector as well as collaboration with and support from the Ministry of Labour, Ministry of Education and Chambers of Commerce, among others. The joint

project between ILO and UNHCR aims to ensure the sustainability, scale and replication of such a programme and respond to the growing needs faced by refugees and other vulnerable populations in southern Mexico as well as the socio-economic opportunities in central and northern Mexico. This requires a more active engagement with development and government actors in order to promote inclusion of displaced persons in social protection mechanisms as well as a coordinated effort to match their profiles with market demand through relocation, labour matching and training opportunities. Public-private partnership to achieve scale with such a model can create a win-win situation: facilitating formal wage-earning, educational and other opportunities for refugees while meeting the needs of the private sector and supporting the local economy. This goal is aligned with the Comprehensive Refugee Response Framework, by supporting host communities while enabling local integration of refugees.

Purpose and scope of the assignment

In order to design and implement a project that will replicate good practices and ensure sustainability of the local integration scheme in Mexico, a comprehensive mapping of existing programmes, capacities and needs of state and municipal-level Ministries of Labour, including the National Employment Service, is required – both in southern Mexico as well as in local integration zones. These integration zones might include – though are not limited to – Saltillo, Coahuila; Guadalajara, Jalisco; Monterrey, Nuevo León; Tijuana, Baja California; Cancún, Quintana Roo and Aguascalientes, which have been identified as opportunity areas due to the refugee and migrant population present and/or the educational or labour opportunities that may exist.

The mapping should be focused on the potential for Ministries of Labour to take an active role in identifying profiles and matching them with (self)employment opportunities, recognizing/certifying skills, reskilling and/or relocating persons within the country as appropriate, in order to take advantage of existing demand for labour. The consultancy will also provide important information to help UNHCR and ILO to design and launch a larger project aimed at integration of refugees in Mexico.

Description of responsibilities

A parallel consultancy focusing on the inclusion of refugees in social protection mechanisms will take place. The two consultants should collaborate in order to ensure the final recommendations and products are complementary.

Under the supervision of the Durable Solutions Officer in UNHCR Mexico and in close coordination with the relevant colleagues in the ILO (including in the areas of labour migration, social protection, employment and enterprises), the consultant will perform the following tasks:

I. Mapping of needs and capacities of relevant institutions and organizations

- Analyse the capacities of state and municipal-level Ministries of Labour to (i) identify persons of concern and their socio-economic / occupational background and skills profile; (ii) match them with local job opportunities; (iii) consider and offer skills recognition and certification, as well as reskilling opportunities; (iv) offer (small and medium) enterprise development support services

or refer to providers of such services; and/or (v) relocate persons of concern through coordination with counterparts in local integration zones;

- Examine the potential need for investment in local institutions (including Ministries of Labour, Offices for migrant support, municipal governments and others) in order for them to take an active role in the local integration strategy;
- Map the potential involvement of and/or investment by employers and workers organizations in local integration programmes;
- Explore potential mechanisms that could ensure the sustainability of local integration programmes.

II. **Engagement with relevant actors to develop recommendations**

- Propose mechanisms for engagement of relevant actors (for example, the Mexican Refugee Commission, Ministry of Labour, Ministry of Education, Ministry of Health, municipal governments, state-level governments), potentially through working groups or inter-institutional events and consultations, in order to generate a common vision and recommendations to accomplish it;
- Elaborate a short, medium and long-term plan with concrete actions and roles of different stakeholders to implement and expand the local integration strategy in a sustainable way.

III. **Drafting of the final report with concrete recommendations**

- A table of contents / structure of the final document should be submitted to UNHCR and ILO by 15 January 2019 for feedback and approval
- A first full draft should be submitted to UNHCR and ILO for revision and feedback by 15 April 2019
- A second and final draft should be submitted by 30 May 2019, together with a PowerPoint presentation of the methodology as well as main findings and recommendations.

Timeline for implementation

15 December 2018 – 15 June 2019

Monitoring and progress control

The performance of the consultant will continuously be evaluated. The consultant will prepare regular progress report of activities achieved, including any challenges faced and measures taken to overcome them. The key results that are expected are outlined under section description of responsibilities above.

Qualifications

University degree in Political Science, Social Studies, Economic Policy, Development or related field. Post graduate degree in a relevant field is an advantage.

Experience

- Minimum 4 years work experience relevant to the role;
- Experience in project management, in area of refugee or migrant inclusion, employment promotion, development or related field;
- Experience in policy development and public advocacy, and/or experience in local government is highly desirable.
- Knowledge of and/or experience in the UN system is a plus.

Required Competencies

- Excellent English and Spanish drafting skills;
- Good organizational, coordination, planning, project management, advocacy, inter-personal and communication skills.

Languages

Fluent in Spanish and high proficiency in English is essential.

Working arrangements

The consultancy will require travel to field locations to conduct the mapping and consultations with key stakeholders.

Remuneration

Remuneration will be based according to the criteria for national consultants according to the prevailing local market rates, normally using the UN National Professional Officer salary scale and adjusted according to proven candidate's relevant experience.

Recruitment Process

Candidates are requested to send an expression of interest in English no later than 10 December 2018 along with their CV and P11 (available at <http://www.acnur.org/fileadmin/Documentos/Vacantes/2017/P11-English.docm>) to mexmevac@unhcr.org.

The expression of interest should contain the following elements in English:

- Professional experience relevant to the position;
- Brief explanation why the candidate considers he/she is the person suitable to fill this position;
- What is the interest in the subject?

The email should contain as subject: **LAST NAME**/Joint ILO-UNHCR Consultancy (Employment)

UNHCR is not in a position to provide any support related to work permits in Mexico. Applications from expatriate candidates are welcome, but the applicant must be in possession of a permanent residence card or a valid permit to work in Mexico.

Note: Interviews with eligible candidates will be held after finalization of the initial selection process. Only selected candidates for interview will be contacted.