

ADMin4ALL – PHASE II

SUPPORTING SOCIAL INCLUSION OF VULNERABLE MIGRANTS IN EUROPE

Terms of Reference for an analysis on labour market responsiveness to non-EU migrants and refugees' skills in Cluj-Napoca

Summary

In the context of *ADMin4ALL: Supporting Social Inclusion of Vulnerable Migrants in Europe – Phase II*, IOM is looking to outsource an analysis on how skills of non-EU migrants and refugees legally residing in Cluj-Napoca match the local labour market needs and what policies and measures local public authorities with responsibilities in the field of migrant social inclusion, as well as employers (public and private) could put in place to facilitate the skills matching.

Rationale

The project *ADMin4ALL: Supporting Social Inclusion of Vulnerable Migrants in Europe* aims to contribute to building the capacity of local governments and local social services providers, enabling them to better support the social inclusion of migrants in their respective local areas.

During its first phase (2016-2018), the project was implemented in 14 cities across 4 EU countries: Italy, Austria, Poland and Romania. The second phase (2018-2020) aims to scale up the activities and expand their impact, deepening the capacity-building provided to the existing cities of the 4 project countries, while expanding the project to 3 new countries (Greece, Malta and Spain), for a total of 30 cities.

It intends to do so by providing training sessions to frontline municipal staff and managers of municipal welfare divisions on topics related to migrants' access to social services; by enhancing cooperation between local authorities and other stakeholders involved in policy development and service delivery; and by supporting the exchange of best practices among participating cities.

There is broad recognition of the key role of local governments in responding to the challenge of migrants' social inclusion. Municipalities in particular are responsible for the provision of key social services, including housing, employment and education. Such services are of the utmost importance for migrants' successful integration.

Thus, the second phase of ADMin4ALL offers interested municipalities capacity building opportunities in the field of migration, migrant integration and in the assessment of the access of migrants to municipal social and employment services and their mid and long-term impact.

The Municipality of Cluj-Napoca is part of the Admin4All project since its inception in 2016. The Directorate for Social Assistance and Child Protection within the Municipality has been involved in training activities and study visits abroad in order to equip staff with competences in the field of migration and raise their awareness on migration policies and practices in other municipalities in Europe. Considering the increasing number of non-EU migrants and refugees in the city, the social infrastructure in place and labour market opportunities, there is a particular interest in looking at how non-EU migrants and refugees' skills match the local labour market needs and how a skills matching could be further facilitated for the benefit of the migrants and of the city.

Objectives

The overall objective of the present terms of reference is to facilitate the labour market inclusion of non - EU migrants and refugees legally residing in Cluj-Napoca, while increasing local governance within municipal services and employers (public and private) and strengthening cooperation between them.

Description of the Assignment

The contractor will be responsible to analyze any official data available on the inclusion of non-EU migrants and refugees on the labour market in Cluj-Napoca, conduct interviews with migrants and refugees, as well as with local public institutions responsible for migrant social inclusion and with employers, NGOs, identify good practices and lessons learned, and provide practical recommendations for the implementation of labour market integration support measures, including skills matching measures.

<p>Requested support</p>	<p>The contractor is expected to carry out the following activities:</p> <ol style="list-style-type: none"> 1. Participate in conference calls with the IOM Project Team in Bucharest. 2. Propose a methodology and work schedule. 3. Conduct interviews with non-EU migrants and refugees, local public authorities in Cluj-Napoca with responsibilities on migrant social inclusion (notably on labour market inclusion), with employers (public and private). 4. Analyze data collected through interviews and provide an overview of the skills profile of the respondents and how the skills profile matches the labour market needs, as well as an overview of any specific labour market inclusion policies in place or planned to be introduced in the near future. 5. Provide a report including identified skills matching good practices, lessons learned and practical recommendations for the implementation of beneficiaries' labour market inclusion support measures, including policies and measures to facilitate skills matching. 6. Present the report findings at the project closure conference scheduled on the 16th of June 2020.
<p>Deliverables</p>	<p>The contractor is required to provide IOM with the following:</p> <ol style="list-style-type: none"> 1. A methodology and work plan outlining the approach proposed for the analysis. 2. Draft Report on the skills profile of beneficiaries, including existing good practices on skills matching, lessons learned, as well as practical recommendations for the implementation of beneficiaries' labour market integration support measures, including policies and measures to facilitate skills matching.

	<p>3. Final Report in accordance with the IOM Project Team’s comments and recommendations.</p> <p>The above deliverables should be submitted to IOM in electronic version. All reports under this assignment will be written in English.</p>
Location and duration	<p>It is envisaged that the assignment will take around three (3) months and a half.</p> <p>The assignment is envisaged to start on 19/02/2020 and should be completed no later than 31/05/2020.</p> <p>The assignment will be in Cluj-Napoca.</p>

Contractor’s profile

- A Master’s or above university degree in social/political sciences, migration studies or another field related to the requested services;
- A minimum of 5 years of professional experience;
- Work experience in the area of migrant integration/social inclusion, including work experience in the area of skills profiling and/or labour market integration of non-EU migrants and refugees;
- Strong research and analytical skills;
- Demonstrated ability to deliver quality work under tight timeframes;
- Excellent communication and report writing skills and fluent command of English.

Applications

Interested contractors are invited to submit applications, comprised of Cover Letter (max 1 page), CV and financial proposal to procurement.ro@iom.int by **13 February 2020, 23:59h**, referring to this advertisement.

Only shortlisted contractors will be contacted for a phone interview in view of the final selection.

Posting period: From 03.02.2020 to 13.02.2020