

Call for proposals

For job advisor services for refugees

UNHCR Poland

September 2020

Background information

The New York Declaration for Refugees and Migrants and its Global Compact on Refugees (GCR) call for the enhancement of refugee resilience and self-reliance, as well as the need for and benefit of taking on a whole-of-society approach.

Economic inclusion entails access to labor markets, finance, entrepreneurship and economic opportunities for all, including non-citizens in addition to vulnerable and underserved groups. Economic inclusion contributes to the self-reliance and resilience of refugees, empowering them to meet their needs in a safe, sustainable and dignified manner; avoids aid-dependency and negative coping mechanisms; contributes to their host economies; and prepares refugees for their future whether they return home, integrate in their country of asylum or resettle in a third country. Improving livelihoods through economic inclusion is a key component of achieving protection and solutions outcomes for refugees.

UNHCR works to promote livelihoods and economic inclusion for refugees. We advocate for their right to work and support them in becoming more resilient and achieve self-reliance.

In Poland, refugees have the same rights as Polish citizens. In particular, they have the right to live in Poland, travel, take up employment and start a business, right to education, social assistance and access to public health care. When it comes to the labor market, outside the reach of refugees are only professions that require Polish citizenship (e.g. a judge or prosecutor). In other cases, refugees do not need any work permit.

But even when the legal right to work is granted, several barriers often hinder the access of refugees to labour. The lack or limited access to relevant services (such as training in other languages than Polish, free tailor-made Polish language classes, job counselling available in other languages) can effectively prevent refugees from fully enjoying the right to work. The Participatory Assessment conducted each year by UNHCR and other partners has identified additional barriers, including: lack of sensitization of labour offices/employers on refugees' right to employment even though refugees are immediately employable upon recognition of their status; lack of trust in labor offices – refugees get employment through their own networks; language barrier – no translation provided at labor offices - and minimal command of Polish which limits the job offers. Additionally, issues with skills matching, assessment of skills in case of lack of employment or training certificates, and in some cases, the psychological state of a refugee that does not allow him/her to meet the requirements at the workplace. These barriers mean that many refugees often end up working in the informal economy, where they risk exploitation, discrimination and other abuses. Employment in the informal economy also limits integration prospects and access to social assistance and benefits in case of sickness or work-related accident. This came very clear as the economy drastically slowed down due to restrictions taken to prevent the spread of COVID-19: although there is no data available in Poland, refugees who heavily rely on the informal economy found themselves without work

opportunities from one day to another and also without or very limited access to any of the State social safety nets to prevent a rapid destitution.

In addition, the authorities do not collect data on refugee [un]employment, thus it is difficult to monitor developments and get a full picture.

As the economic situation of the country seems to return to pre-crisis level thanks to strong support from the Government, work opportunities for refugees will start again. Those who are unemployed need a more tailor-made support to enter the job market again.

Purpose

Through decent work, refugees and displaced people can provide for their families' needs, maintain their dignity, become more resilient and be empowered to shape their future. Being able to work and make use of their skills and talents also allows refugees to contribute to their host communities.

UNHCR is looking for proposals for services of a professional job advisor who will assist refugees in finding stable and gainful employment. The planned activity is project -based and should be implemented by the end of 2020 (the exact timeframe should be discussed in detail).

Information requested

In your proposal, please indicate:

- Your experience in the area of provision of employment support for jobseekers who are beneficiaries of international protection,
- The concept note for the planned activities – its scope, number of potential beneficiaries, ideas for assessment(s) of qualifications, strategy, report on lessons learned and recommendations, etc.
- Technical capacity:
 - o list of staff to be involved in the implementation of the proposal, their background and previous experience, languages spoken.
- Financial Offer:
 - o Overall budget expressed in PLN (net and gross)
 - o Detailed breakdown of planned expenditures as per each proposed activity

Contact

If you are interested to collaborate with UNHCR, please send an overview of your proposal to polwa@unhcr.org, with a copy to Katarzyna Oyrzanowska oyrzan@unhcr.org by 29 September 2020. If you have any question, please send an email to polwa@unhcr.org