



International
Labour
Organization

PROSPECTS

Call for Proposals for Design and Implementation of a Rural Employment Services Model in the Refugee Host districts of the PROSPECTS programme in Uganda

PROSPECTS: Partnership for Improving prospects for forcibly displaced persons and host communities

1. Background

The International Labour Organization (ILO) is part of a Partnership on Inclusive Jobs and Education for Host Communities, Refugees and other Forcibly Displaced Persons, known as PROSPECTS. The Partnership is a multi-year programme, funded by the Government of the Netherlands, that brings together five agencies (ILO, World Bank, IFC, UNICEF, UNHCR) to devise collaborative and innovative approaches for inclusive job creation and education in contexts characterized by forced displacement. The programme encompasses three pillars, namely Education, Jobs, and Protection and operates in eight countries across East Africa, Horn of Africa and the Middle East employing an area-based approach, in which the partner agencies jointly focus their activities on selected regions in each country. More information: www.ilo.org/prospects

As part of the PROSPECTS Programme, ILO conducted a comprehensive rapid assessment of the Public Employment Services (March 2020) and another assessment of key occupations and skills that if supported have the potential to provide economic livelihoods for refugees and host communities (June 2020).

Both assessments revealed over supply of skills among the youth offered by many partners and the urgent need to facilitate transition to meaningful employment.

2. The assignment: Purpose and Objectives

Through its PROSPECTS Programme, the ILO would like to pilot a **rural employment services model** in Arua, Madi – Okollo, Terego and Isingiro districts. The model will test out innovative methods of employment services design and delivery such as walk-in services and mobile employment services- among others, customised services to

employers (private sector and other organizations) directly or through their associations. The model will build networks with key labour market actors such as employer associations, local and district governments as well as training institutions such as technical and vocational schools.

The aim is to design a delivery model of employment services customised to the local context that promotes labour market transparency in the region, enhances the employability of refugees and host communities through matching services, job search assistance and counselling, provision of labour market information and referrals to various labour market policies and assistance. Given the rural nature of the district locals governments or target, the shortage of available jobs, and predominance of the micro-firms, the employment services will seek to support the capacity of employers, while enlisting them to support work based learning for refugee and host community jobseekers to create conditions for smooth transitions to available jobs. Moreover, referrals to self-employment support will be among the key strategies involving active collaboration and partnership working with other organizations in the district. The initiative also seeks to strengthen linkages between rural, semi-urban and urban labour markets.

Furthermore, the assignment endeavours to provide a learning ground and a basis for strengthening the capacity of the local government and its duty holders in the design and delivery of employment services that fit the rural context with high informality, support to employers as well as mechanisms for coordination of actors in the labour market. This is of critical importance given the decentralization of the administration and service delivery in Uganda, which has so far rendered some services ineffectual.

3. Work to be done

Given unique demands of the refugee and host community labour market needs based largely on micro-businesses, the PROSPECTS Programme of the ILO would like to develop and implement a customised rural employment service that fits the informal employment context of Arua, Madi-Okollo, Terego and Isingiro.

Based on the findings and recommendations of the Assessment Report carried out in 2020¹ (interested organisations/firms may request for further documentation, through the email address provided below with a short statement of interest), the successful

¹ ILO, 2020. Comprehensive Rapid Assessment of Public Employment Services in Uganda

organisation/firm will be responsible for the design and delivery of rural employment services and Active Labour Market Policies covering the following aspects.

Preparatory and institutional framework

- Design an institutional framework for the delivery of employment services in collaboration with key stakeholders and taking into account the existing frameworks for collaboration in the district;
- Undertake a mapping of services (matching and counselling, skills development, entrepreneurship and self-employment, labour market information, public works programmes, etc. in the districts and those available at regional or national levels)
- Undertake a mapping of employers and businesses in the region as well as economic opportunities.
- Set up a practical, workable and localized labour market information system as well as a job portal that fits the rural refugee-hosting environment.
- Determine priority sectors and target groups in consultation with the local government and ILO.

Services for jobseekers

- Offline and online registration of jobseekers
- Job search assistance, matching and placement services
- Mentorship, coaching, career guidance/counselling
- Referral to ALMPs, in particular non-formal apprenticeships (in-house or outsourced), public works programmes, self-employment support, etc.
- Job fairs including facilitating interaction between youth and potential employers and or employment opportunities that have been mapped out

Services for employers

- Map out employment opportunities including outside of the target district and establish mechanisms for canvassing vacancies from employers
- Develop a consolidated area job bank i.e. a database of job listings in the target area and neighbouring districts that is both online and offline
- Design and implement an employer support strategy including among other things, support with basic Human Resource and labour laws compliance services, staff orientation, etc. These services, when directed to micro and small enterprises, may help them transit from informal to formal businesses and improve the quality of employment for the workers.
- Enlist employers to provide placement and employment for refugee and host community jobseekers

Capacity building

- Build capacity of relevant local government units and of partner institutions, organizations on Employment Services

- Raise awareness and knowledge for relevant district government structures on employment services and its role in facilitating labour market matching and labour market coordination

Delivery channels and partnership working

- Explore and establish collaborative partnership with relevant local institutions, organizations and district government in dispensing this assignment
- Explore different ways of delivering services such as face-to-face, online, telephone, mobile, etc. Furthermore, delivery of the pilot may employ a hybrid approach which includes '*a walk-in service*' where refugee and host community jobseekers and employers/business come for the services and '*mobile van*' that would bring staff and services to target refugee and host communities.
- Facilitate interaction between TVET's and Employers to provide feedback on employment needs of employers that TVET's can integrate into training processes.

4. Deliverables

Below is a generic list of outputs for guidance on the expected deliverables at the minimum. The organisations/firms are encouraged to be innovative and design intervention models that are feasible and provide tangible opportunities that are value for money.

- a) Institutional structures established – walk-in or mobile services, online, etc.
- b) Job bank that is both online and off line customised to the needs of the refugee and host community labour market
- c) Database of employers/businesses engaged/supported (incl. Nature of support) to expand employment opportunities
- d) 200 refugees and host communities complete 6 months of non-formal apprenticeships programme in selected enterprises. Atleast 80% of whom are retained by current employers, supported to transit to other employment opportunities or self-start-ups for atleast 3 months.
- e) Short videos of the intervention showing refugee and host communities who have participated in the labour market programmes including detailed case studies showing the process and opportunities provided.
- f) Database of refugees and host communities who have participated in various labour market programmes (training including work experience, mentorship, counselling sessions, placement/employment opportunities, referral to active labour market programmes and programmes like NUSAF among others
- g) Strengthened capacity of local government and other actors, including the coordination function that build stronger networks with other players both at national and district level to enable functional job search services and support is provided to refugees and host community job seekers

Based on the minimum requirements set up above, the ILO will allow some flexibility to co-design the main framework for implementation with the successful organisation/firm. The successful organization should have capacity and experience in delivery of such innovative services and that it will invest some of its own resources for the implementation of this grant.

5. Required expertise and experience

ILO, through the PROSPECTS Programme would like to engage a competent organization or firm that;

- a) Has experience working in and facilitating labour market transitions in refugee and host community contexts
- b) Familiar with local, regional and national employment opportunities including knowledge of employment services and labour market dynamics with focus on rural contexts
- c) Has physical presence in at least two of the target districts, with good working relation with the local actors, organisations, local governments and refugees/host communities
- d) Has strong expertise in engaging private sector partners, business organizations, employer associations and other organisations that seek to fill employment gaps

6. Bidding Process

Interested organizations/ firms should submit technical and financial proposal on the methodological approach detailing how they intend to develop and implement a rural employment services model targeting refugee and host communities in Isingiro, Madi-Okollo, Terego and Arua. The submission should include a detailed breakdown indicating proposed interventions, targets per district of focus and related costs.

Submit proposal to email klaprocedurement@ilo.org not later than **23rd April 2021** and reference **Rural Employment Services**.