

Migration Unit Consultant for Anti-Xenophobia document

Background of this search: We work to improve lives in Latin America and the Caribbean. Through financial and technical support for countries working to reduce poverty and inequality, we help improve health and education, and advance infrastructure. Our aim is to achieve development in a sustainable, climate-friendly way. With a history dating back to 1959, today we are the leading source of development financing for Latin America and the Caribbean. We provide loans, grants, and technical assistance; and we conduct extensive research. We maintain a strong commitment to achieving measurable results and the highest standards of increased integrity, transparency, and accountability.

The team's mission: The Social Sector (SCL) is a multidisciplinary team convinced that investing in people is the way to improve lives and overcome the development challenges in Latin America and the Caribbean. Jointly with the countries in the region, the Social Sector formulates public policy solutions to reduce poverty and improve the delivery of education, labor, social protection, and health services. The objective is to advance a more productive region, with equal opportunities for men and women, and greater inclusion of the most vulnerable groups, including migrants.

The Migration Unit team supports migration receiving countries, countries of destination and migration in transit and the host communities through lending operations; regional, sub-regional and national dialogues; regional cooperation to generate public goods; capacity building and training; and applied research.

In the past five years, Latin America has experienced the largest intraregional displacement of people in its recent history. More than 6.1 million people have fled the humanitarian crisis in Venezuela and relocated to other countries, mainly in the region. Over 5 million Venezuelans have chosen to settle in Latin America and the Caribbean. Colombia, Peru, and Ecuador are among the main destinations, hosting a total of 3.2 million Venezuelans (1.8 million in Colombia, 1.28 million in Perú, and more than 500,000 in Ecuador).¹

Under this context, there has been an increase in xenophobia in the context of the health, economic and social impacts caused by Covid-19. Negative public perceptions of migration among national populations have hindered the implementation of many public policies targeting migrants from Venezuela due to the influence of sectors of civil society through social media platforms, traditional media outlets, direct acts of violence, and even statements by some public officials.²

Women migrants are especially at risk to suffer the negative effects of stereotypes, particularly when they face intersecting discrimination, because of both their gender and their migration status. In Mexico, stereotypes of Central American women as housekeepers or sex workers reduce their ability to access employment in other sectors.³ In the United States, a 2018 study by the University of Chicago found that respondents were more likely to suspect migrants from Latin America, Africa, and the Middle East to be undocumented, compared to migrants from other western regions.⁴

The fact that several countries in the region are experiencing similar xenophobic dynamics led to region-wide initiative against xenophobia. Social attitudes towards migrants in LAC have become increasingly negative, which suggests that solidarity toward more vulnerable populations does not increase during times of crisis—on the contrary, such times usually lead to negative reactions toward them.⁵ These results underline the importance of supporting measures for refugees and migrants, who are made more vulnerable in times of crisis when prejudices are heightened, and these populations receive less support from host communities.

¹ R4V Venezuelan population registered by the R4V. Reporting dates and frequency vary from country to country: (Colombia: 1,842,390; Peru; 1,286,290; Ecuador: 508,935)

² Cortes, C., & Chatruc, M. (2022). ¿Qué se ha dicho en las redes sociales sobre los migrantes durante la pandemia? La Maleta Abierta, <https://blogs.iadb.org/migracion/es/redes-sociales-migrantes-prejuicios-pandemia/>

³ <https://www.ecosur.mx/libros/producto/genero-y-migracion-volumen-ii/>

⁴ <https://journals.sagepub.com/doi/abs/10.1177/0003122418794635?journalCode=asra>

⁵ Rodríguez Chatruc, M., and Roza, S.V. 2021. Attitudes Towards Migrants During Crisis Times. IDB Working Paper Series 1252.

The Migration Unit seeks to develop knowledge of national and regional anti-xenophobia campaigns, initiatives, actions, and programs that have been implemented in Latin America and the Caribbean. For this, we are looking for a consultant to develop a comparative document of regional anti-xenophobia approaches on a country-by-country basis.

What you'll do:

- Identify national and regional anti-xenophobia campaigns, initiatives, actions, and programs that have been implemented in Quito Process Member Countries
- Implement an exchange of best practices among stakeholders in the benefiting countries.
- Analyze different countries' approaches to the issue to develop a unified approach, considering gender disparities.

Deliverables and Payments timeline:

- (i) Work plan **(2 weeks after the signing of the contract)**
- (ii) First Draft **(Month 2)**
- (iii) Final document **(Month 5)**

Payment terms will be based on project milestones or deliverables. The Bank does not expect to make advance payments under consulting contracts unless a significant amount of travel is required. The Bank wishes to receive the most competitive cost proposal for the services described herein.

Payment Schedule	
<i>Deliverable</i>	<i>%</i>
Product 1. Approval of the Work Plan	20%
Product 2. First Draft	40%
Product 3. Final Document	40%
TOTAL	100%

What you'll need:

Citizenship: You are a citizen of one of our 48-member countries.

Consanguinity: You have no family members (up to fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.

Education: Master's degree, or equivalent, in social sciences or related fields.

Experience: +5 years' experience with migration issues in the region.

Languages: Spanish and English

Opportunity Summary:

- **Type of contract and modality:** PEC
- **Length of contract:** 5 months
- **Starting date:** May 2023
- **Location:** Remote
- **Responsible person:** Marta Paraiso
- **Requirements:** You must be a citizen of one of the [IDB's 48 member countries](#) and have no family members currently working at the IDB Group.

Our culture: Our people are committed and passionate about improving lives in Latin-America and the Caribbean, and they get to do what they love in a diverse, collaborative and stimulating work environment. We are the first Latin American and Caribbean development institution to be awarded the EDGE certification, recognizing our strong commitment to gender equality. As an employee you can be part of internal resource groups that connect our diverse community around common interests.

Because we are committed to providing equal opportunities in employment, we embrace diversity based on gender, age, education, national origin, ethnic origin, race, disability, sexual orientation, and religion. We encourage women, Afro-descendants and persons of indigenous origins to apply.

About us: At the IDB, we're committed to improving lives. Since 1959, we've been a leading source of long-term financing for economic, social, and institutional development in Latin America and the Caribbean. We do more than lending though. We partner with our 48-member countries to provide Latin America and the Caribbean with cutting-edge research about relevant development issues, policy advice to inform their decisions, and technical assistance to improve on the planning and execution of projects. For this, we need people who not only have the right skills, but also are passionate about improving lives.

Our team in Human Resources carefully reviews all applications.

TERMS OF REFERENCE

Regional Anti-Xenophobia Strategy for the Quito Process

Regional
RG-T4164

Development of a region-wide gender-aware anti-xenophobia toolkit

1. Background and Justification

- 1.1 In the past five years, Latin America has experienced the largest intraregional displacement of people in its recent history.** More than 6.1 million people have fled the humanitarian crisis in Venezuela and relocated to other countries, mainly in the region. Over 5 million Venezuelans have chosen to settle in Latin America and the Caribbean. Colombia, Peru, and Ecuador are among the main destinations, hosting a total of 3.2 million Venezuelans (1.8 million in Colombia, 1.28 million in Perú, and more than 500,000 in Ecuador).
- 1.2 Rising numbers of migrants posed challenges and opportunities for receiving countries, which have received unprecedented flows of people and whose reception and integration capacities were developed on the move.** Challenges in accessing regularization programs, limited inclusion in social services such as health and education public services, barriers to integration in the labor market and poor labor market outcomes and a rise in xenophobic sentiments across the region are the main barriers to the full socio-economic integration of migrants in host-societies.
- 1.3 In recent years, there has been an increase in xenophobia in the context of the health, economic and social impacts caused by Covid-19.** Negative public perceptions of migration among national populations have hindered the implementation of many public policies targeting migrants from Venezuela due to the influence of sectors of civil society through social media platforms, traditional media outlets, direct acts of violence, and even statements by some public officials.⁶
- 1.4 The fact that several countries in the region are experiencing similar xenophobic dynamics led to region-wide initiative against xenophobia.** Social attitudes towards migrants in LAC have become increasingly negative, which suggests that solidarity toward more vulnerable populations does not increase during times of crisis—on the contrary, such times usually lead to negative reactions toward them. These results underline the importance of supporting measures for refugees and migrants, who are made more vulnerable in times of crisis when prejudices are heightened, and these populations receive less support from host communities.
- 1.5 This technical cooperation supports Colombia, as champion country for anti-xenophobia efforts, as well as the International Organization for Migration (IOM), to create a unified, regional strategy against xenophobia within the framework of the Quito Process.** Combatting xenophobia within host countries is crucial to adopt and implement inclusive public policies that support the socioeconomic integration of refugees and migrants into their host communities and identify solutions for the region's new circumstances that allow all countries to grow.⁷

2. Objectives

⁶ Cortes, C., & Chatruc, M. (2022). ¿Qué se ha dicho en las redes sociales sobre los migrantes durante la pandemia? La Maleta Abierta, <https://blogs.iadb.org/migracion/es/redes-sociales-migrantes-prejuicios-pandemia/>

⁷ UNDP/ILO. 2021. Regional Socioeconomic Integration Strategy. Migration from Venezuela: Opportunities for Latin America and the Caribbean. UNDP/ILO.

- 2.1. The objective of this contract is to develop a region-wide gender-aware anti-xenophobia toolkit for organizing outreach and participatory national campaigns. The main objective is to find and develop tools and resources that can be presented in a variety of creative ways in the Quito Process countries and to generate messages through traditional and nontraditional media outlets. The tools and resources will be constructed through a participatory process that will involve local key actors and will include information on the root causes of negative perceptions. Furthermore, the toolkit, with a particular focus on women and LGBTQ populations.

3. Scope of Services

- 3.1. The Consulting Firm will develop a regional campaign toolkit for organizing an outreach campaign against xenophobia that will be based on behavioral drivers. This toolkit targets countries part of the Quito Process and will be constructed through a participatory process that will involve local key actors. Furthermore, the toolkit, with a particular focus on women and LGBTQ populations.

4. Key Activities

- 4.1. The Consulting Firm will develop a plan for a participatory process with local key actors, such as local civil society or women's rights movements, in the benefiting countries to understand the targeted audience's perceptions on migrants.
- 4.2. The Consulting Firm will elaborate a toolkit with anti-xenophobia and gender aware messages for organizing outreach campaigns and present them in creative ways through traditional and nontraditional media outlets.

5. Expected Outcome and Deliverables

- 5.1. Product 1: Work Plan
- 5.2. Product 2: Results of participatory process
- 5.3. Product 3: First draft of toolkit
- 5.4. Product 4: Final toolkit

6. Project Schedule and Milestones

- 6.1. The work shall be carried out in the span of nine months from the time of contract signature.

Deliverable / Milestone	Time
Planning	Month 1
Product 1: Work Plan	Month 2
Product 2: Results of Participatory Process	Month 3
Product 3: First Draft	Month 6
Product 4: Final Toolkit	Month 9

7. Reporting Requirements

- 7.1. The Consulting Firm shall maintain regular communication with the point of contact at the IDB in carrying

out the activities and developing all deliverables described in this contract. The Consulting Firm shall obtain the IDB's approval of the completion of each Service Request activities before associated payments will be processed.

- 7.2. A Bank representative will be copied in all communications between the Consulting Firm and the Client.
- 7.3. All project deliverables will be presented in professional-level English. Deliverables will be edited by native-level English speakers in order to ensure the appropriate language level.

8. **Acceptance Criteria**

- 8.1. Deliverables will be provided in editable formats (i.e. Microsoft Word, PowerPoint etc.), as well as any finalized formats.

9. **Supervision and Reporting**

- 9.1. The IDB and the respective Clients shall supervise the execution of the activities and completion of the deliverables indicated in these terms of reference and approve all payments. The point of contact at the IDB for all matters related to this contract will be Marta Paraiso, Migration Unit specialist (martap@iadb.org).

10. **Schedule of Payments**

Payment Schedule	
<i>Deliverable</i>	%
1. <i>Product 1</i>	10%
2. <i>Product 2</i>	20%
3. <i>Product 3</i>	35%
4. <i>Product 4</i>	35%
TOTAL	100%

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Women migrants are especially at risk to suffer the negative effects of stereotypes, particularly when they face intersecting discrimination, because of both their gender and their migration status. In Mexico, stereotypes of Central American women as housekeepers or sex workers reduce their ability to access employment in other sectors.¹⁰ In the United States, a 2018 study by the University of Chicago found that respondents were more likely to suspect migrants from Latin America, Africa, and the Middle East to be undocumented, compared to migrants from other western regions.¹¹

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What you'll do:

- Using the findings of the comparative document of regional anti-xenophobia approaches in the region, the consultant will develop a plan to organize discussion spaces to debate different approaches and good practices implemented in Quito Process Member Countries.
- Organize at least two seminars for the exchange of best practices and pro-integration activities.

Deliverables and Payments timeline:

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Consanguinity: You have no family members (up to fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.

Education: Master's degree, or equivalent, in social sciences or related fields.

Experience: +5 years' experience mediating and organizing high-level seminars with stakeholders from different countries. Experience with migration issues in the region will be positively evaluated.

Languages: Spanish and English

Opportunity Summary:

- **Type of contract and modality:** PEC
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- **Starting date:** June 2024
- **Location:** Remote
- **Responsible person:** Marta Paraiso
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certification, recognizing our strong commitment to gender equality. As an employee you can be part of internal resource groups that connect our diverse community around common interests.

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