



*Empowered lives.  
Resilient nations.*

## **Migration and Local Development Project (MiDL)**

### **Terms of Reference**

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Job title:	<b>International Consultant on employment data analysis</b>
Duty Station:	Chisinau Moldova
Section/Unit:	Migration and Local Development Project (MiDL)
Type of Contract:	Individual Contract
Starting Date:	27 October 2017
Duration of Assignment:	35 working days [within the period of October 2017– May 2018]

### **I. BACKGROUND**

The Government of Moldova explicitly acknowledges its commitment to generate employment and link migration and development at the local level. Institutions at all government levels are becoming increasingly aware that migration is one of the factors affecting development ; this is especially true for emigrants and their potential to support the home communities through local essential service improvement (water, sanitation, education, health and social services), skill and knowledge transfer and income generating opportunities.

Given the stringent need to further advance with the implementation of the Decentralization Strategy and embedding migration aspects into development processes, the State Chancellery together with United Nations Development Programme have designed a new Programme phase of the Integrated Migration and Local Development Programme. The project is designed to support Central Public Authorities (CPAs) and LPAs to develop and implement strategic policies, methodologies and procedures related to temporary, permanent and circular migration and link them to local development processes, which will enable further design and implementation of joint service improvement and income-generating initiatives, ensuring equal access for women, children, young people the elderly, the disabled, and other population groups in selected localities. Moreover, the project is developed as a replicable approach with potentials for scaling up, with intensive capacity building and strengthening of national and local public authorities to better plan, manage, budget, and implement public service management with participation of community members, including migrants.

Thus, as seen above, integrating migration into local development requires a systematic, tangible and programmatic approach. The current project is proposed on the basis of the results achieved during the implementation of 3 phases of JILD (2007-2015), which has put a series of methodological approaches and strategic frameworks in place. It supports integrated and systematic local development planning and management, by tackling both central and local levels.

The Overall Objective of the Programme is: *Communities affected by migration benefit from improved essential local services, namely water and sanitation, health, social and education services, and have access to income-generating opportunities, including improved employment reintegration support for returnees.*

Considering the specific local development context, the current situation and needs, the project sets up two primary outcomes:

Outcome 1: The Ministry of Labour and Social Protection and Family (hereinafter MLSPF)<sup>1</sup> and the National Employment Agency have mandates, capacities and resources to provide qualitative employment reintegration services to all returnees.

Outcome 2: Local public authorities have the capacities and resources to engage with community members, including migrants, and to promote knowledge transfer from abroad with a view to improving local essential services and offering opportunities for income-generating activities.

Working toward achieving the first outcome mentioned above, MIDL has provided support to the MHLSP (previously MLSPF), in developing and promoting the National Employment Strategy and its Matrix of Actions for 2017-2021, in cooperation with ILO (as part of the first Policy Component of MiDL). This strategic document was officially endorsed by the Government of Moldova and entered into force in January 2017, and contributes directly to the implementation of the National Action Plan for the Implementation of the RM-EU Association Agreement on the creation and implementation of strategic employment policies, the Government's Activity Program as well as advancing the Agenda 2030 in Moldova. The National Employment Strategy aims at developing a "dynamic, flexible and inclusive" labour market, by interpolating economic policies on productive and inclusive jobs creation and education policies on adequate skills development, a modernized NEA and active labour market measures, while integrating gender aspects, accounting for, and capitalizing on the benefits of migration. The National Employment Strategy envisages a comprehensive analysis of data gaps and improving data collection for employment policies design, but also monitoring and evaluation of the National Employment Strategy implementation. At the same time, the research performed by UNDP Moldova on the nationalization of indicators for the Sustainable Development Goals revealed that the data is lacking for a series of SDG indicators as well<sup>2</sup>. This specific assignment is meant to support the Ministry in addressing these issues and improve the capacity of the Ministry and other directly implicated stakeholders in data collection and analysis for employment policy design, monitoring and evaluation.

## II. SCOPE OF WORK

UNDP Moldova is seeking an International Consultant to perform a thorough analysis of statistical data gaps necessary for employment policy formulation, monitoring and evaluation, and provide recommendations and support for improvement.

## III. TASKS AND ESTIMATED WORKLOAD

The assignment will require the completion of the following tasks:

**Task 1. Analysis of the indicators used for employment policy design, monitoring and evaluation.** Map the main employment indicators used by the MHLSP for analysing the Moldovan labour market and analyse if they are in line with international standards, frequency of collection, etc. Identify and recommend additional indicators/sub-indicators that ought to be analysed in order to improve the quality of employment analysis. Provide examples from the international practice of indicators that could be relevant for the Republic of Moldova as well.

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<sup>1</sup> Following the 2017 Governmental Reform as of 26.07.2017, the Ministry of Health, Labour and Social Protection is the legal successor of the Ministry of Labour, Social Protection and Family.

<sup>2</sup> According to the analysis, 17 indicators were identified for monitoring the targets of SDG 8. Out of the total 17 indicators, 7 indicators are available, 3 indicators are partially available and 7 are missing (the calculation methodology needs to be developed and/or the primary source of data collection needs to be identified)

**Task 2. Statistical data gap analysis:** perform a comprehensive analysis of available official statistical data collected by main governmental stakeholders - the National Bureau of Statistics, the National Employment Agency, etc., used for employment policy design, monitoring and evaluation. The analysis should reveal the main statistical data gaps and outline the data needed for employment policy design, monitoring the employment related Sustainable Development Goals indicators, as well as monitoring and evaluation of the National Employment Strategy for 2017-2021. Identify the methodological shortcomings/ lack of methodology for collection of the proposed new categories of data/indicators.

**Task 3. Support in improving data collection:** provide guidance and support in performing the necessary adjustments/updates to the data collection tools/methodologies with the view to enable the collection of the lacking/incomplete data on employment.

**Task 4. Capacity building of the main stakeholders** in using the proposed indicators, new/updated data for employment policy design. The International Consultant shall provide training to the main stakeholders – MHLSP, NEA, and National Bureau of Statistics, etc. in improving data collection on employment, as well as to improve their analytical capacities in designing policies, monitoring Sustainable Development Goals' indicators, monitoring and evaluation of the National Employment Strategy for 2017-2021, etc.

Tasks and Activities	Estimated workload (days)
<b>Task 1. Analysis of the indicators used for employment policy design, monitoring and evaluation:</b> <ul style="list-style-type: none"> <li>Conduct desk research and field research</li> <li>Deliver a half-day workshop, that includes making presentations and organizing group work, etc, with the main stakeholders</li> </ul> <p><i>Expected deliverables for task 1: Progress Report No. 1 and</i>  <i>1.1 Report on mapping employment indicators (5-10 pages)</i>  <i>1.2 Paper on examples of employment indicators based on the international practice (up to 5 pages)</i>  <i>1.3 A half-day workshop delivered to the main stakeholders, including agenda, presentations, handouts, evaluation forms, etc.</i></p>	14
<b>Task 2. Statistical data gap analysis,</b> including the identification of methodological shortcomings or lack of methodology for the identified data gaps  <p><i>Expected deliverables for task 2: Progress report No. 2 and</i>  <i>2.1 Report on statistical data gap analysis (circa 10 pages)</i></p>	5
<b>Task 3. Support in improving data collection</b>  <p><i>Expected deliverables for task 3: Progress Report No.3 and</i>  <i>3.1 Adjusted/updated the data collection methodologies to improve data collection on employment</i></p>	10
<b>Task 4. Capacity building for the main stakeholders:</b> <ul style="list-style-type: none"> <li>Participation in and delivery of presentation to the technical working group on the implementation of the National Employment Strategy for 2017-2021</li> <li>Deliver a two days training on data collection and improving the quality of employment policy analysis, monitoring and evaluation</li> </ul> <p><i>Expected deliverables for task 4: Progress report No.4 and</i>  <i>4.1 Presentation for the technical working group</i>  <i>4.2 A two-days training delivered to the main stakeholders, including agenda, presentations, handouts, evaluation forms, training report, etc.</i></p>	5
<b>5. Final Activity Report</b>	1
<b>Total up to</b>	<b>35</b>

#### IV. DELIVERABLES AND TIMEFRAME:

The assignment should be carried out within a period of 7 months, not exceeding 35 working days.

Deliverables	Timeframe
<i>Expected deliverables for task 1: Progress Report No. 1 and</i> <i>1.1 Report on employment indicators (5-10 pages)</i> <i>1.2 Paper on relevant examples of employment indicators based on the international practice (circa 5pages)</i> <i>1.3 A half-day workshop delivered to the main stakeholders, including agenda, presentations, handouts, evaluation forms, etc.</i>	November 2017
<i>Expected deliverables for task 2: Progress report No. 2 and</i> <i>2.1 Report on statistical data gap analysis (circa 10 pages)</i>	8 December 2017
<i>Expected deliverables for task 3: Progress Report No.3 and</i> <i>3.1 Updated/Adjusted data collection methodologies to improve data collection</i>	March 2018
<i>Expected deliverables for task 4: Progress report No.4 and</i> <i>4.1 Presentation for the technical working group</i> <i>4.2 A two-days training delivered to the main stakeholders, including agenda, presentations, handouts, evaluation forms, training report, etc.</i>	May 2018
<i>5. Final Activity Report</i>	

#### V. MANAGEMENT ARRANGEMENTS:

The International Consultant will work under the supervision of the Policy Component Manager of the Integrated Migration Local Development project, the MLSFP and other officers/consultants of the MiDL team, as appropriate.

The assignment shall include two field visits to Moldova of circa 4 days each. The first field visit is expected to take place at the inception phase of the activities – in November 2017, and the second field visit shall take place in February – May 2018. All field visits shall be coordinated and agreed in advanced with the MiDL team and the Moldovan governmental stakeholders. The International Consultant shall be responsible for making all logistical arrangements related to both this field visits.

#### VI. QUALIFICATIONS AND SKILLS REQUIRED

##### I. Qualifications:

- Master Degree or PhD in Economics, Employment Policies, Statistics, Public Policy or related areas.

##### II. Experience:

- At least 7 years of professional working experience in the field of employment, labour market dynamics, employment statistical data analysis, economic analysis, etc.;
- Proven experience in providing support and consultancy to governmental institutions in data analysis, statistical data collection, developing methodologies for statistical data collection in the field of employment;
- Proven experience in developing analytical reports and conducting research in the field of employment, labour market, macro-economic analysis;
- Proven experience in developing and delivering training programs for central governments, public employment services, statistics offices, workers and employers' organizations, etc, in relevant fields;

- Previous experience in development assistance or related work for a donor organization, consulting company, or NGO.

### III. Competencies:

- Demonstrated capacity of team-orientation work, excellent planning and organizational skills;
- Strong, research, communications and writing skills;
- Fluency in Romanian and English, Russian (will be considered an advantage);
- Sensitivity and respect for sustainable development, human rights and gender equality;
- Ability to deal with people with tact and diplomacy;
- Ability to achieve results and deadlines in a timely manner, maintaining a high standard throughout;
- Proven commitment to the core values of the United Nations, in particular, respecting differences of culture, gender, religion, ethnicity, nationality, language, age, HIV status, disability, and sexual orientation, or other status.

The United Nations Development Programme in Moldova is committed to workforce diversity. Women, persons with disabilities, Roma and other ethnic or religious minorities, persons living with HIV, as well as refugees and other non-citizens legally entitled to work in the Republic of Moldova, are particularly encouraged to apply.