

Terms of Reference

National Consultant on age-friendly workplaces

Job title:	National Consultant on age-friendly workplaces
Duty station:	Chisinau, Republic of Moldova
Expected duration of assignment:	50 full-time working days, between June – December 2018
United Nations Partnership Framework for Sustainable Development 2018-2022:	Outcome 4: The people of Moldova, in particular the most vulnerable, demand and benefit from gender-sensitive and human rights-based, inclusive, effective and equitable education, health and social policies and service
Partner institutions:	<ul style="list-style-type: none"> ▪ MoHLSP, Ministry of Health, Labour and Social Protection ▪ UNDESA, United Nations Department for Economic and Social Affairs ▪ UNFPA, United Nations reproductive health and rights Agency
Funded by:	UNDESA, United Nations Department for Economic and Social Affairs

1. Background

Republic of Moldova along with other countries in Eastern Europe is facing changes in its demographic structure, characterized by low fertility, out-migration of the working-age population, low life expectancy, especially among men and ageing¹. Ageing coefficient has substantially increased from 14.0% in 2010 to 17.2% in 2017, meaning that number of persons aged 60 years and over per 100 inhabitants has substantially increased, being more prevalent among women than men with small differences between rural (17.1%) and urban (17.3%)².

Population projections conducted by Demographic Research Center and UNFPA Moldova shows that by 2030, every third person would be over 60 years old³. With a projected increase of older population, the pressure on the social and health systems, if focused investments would not be made from early adolescents in their health, education and skills.

A UNFPA and Expert-Grup Report on how population dynamics impacts the economy of the Republic of Moldova shows that payment of the social benefits represent the main item of the public budget expenditures with 35 percent of total. Moldovan Government redistributes high shares of the GDP through the age-related public programs: social protection program costs around 13 percent of the GDP, the education program – 7 percent of the GDP and the health – slightly more than 5 percent of the GDP⁴. The life-cycle deficit accounts for 36.4 billion MDL and only the population aged from 34 to 56 years has lifecycle surplus, meaning that only during these 23 years of life people earn more than consume significant differences in the life-cycle deficit by gender⁵. A low life-cycle deficit after 54 years old is caused by low employment rate for the population of pre-retirement age, namely 55-59/60-64

¹ Population Situation Analysis, Demographic Research Center and UNFPA Moldova, 2016, <https://bit.ly/2jIOA5U>

² National Bureau of Statistics, Ageing factor of population, as of January 1 by Districts/Regions, Years, Area and Sex, <https://bit.ly/2K83tYO>

³ Population Situation Analysis, Demographic Research Center and UNFPA Moldova, 2016, <https://bit.ly/2jIOA5U>

⁴ Demography matters: How population dynamics impacts the economy of the Republic of Moldova?, Expert-Grup and UNFPA, 2017, <https://bit.ly/2jKlJen>

⁵ ibidem

years old (49% and 27,6% respectively), whereas the EU average is 62,2% and 31,5% respectively⁶. Increasing life expectancy and the consequent expansion of work activity means that older people should enhance their competitiveness on the labour market and the employment opportunities.

Difficulties in accessing or losing the job increases with the age. Many of those who continue to work often face various situations of discrimination from employers or younger colleagues⁷. The reform of the pension system is it important not only to make it more sustainable from the fiscal perspective, but to make sure that this reform helps the elderly maintain their living standards and independence, especially by encouraging them to remain engaged in the labor market and in social activities.

The ageing-related policies should be based on a proactive approach and should adhere to the principle that ageing is not just the concern of the social protection systems only. In fact, ageing and issues of older people are the responsibility of each ministry, at the national as well as sub-national level of policy making.

To address population ageing, Republic of Moldova has joined in 2002 the Madrid International Plan of Action on Ageing (MIPAA) and the Regional Implementation Strategy, committing⁸ to take measures that will respond to the demographic ageing challenges and mainstream ageing into the national policies. In assessing the way on how labour market is responding to the economic and social consequences of population ageing, the Evaluation Report of the progress in implementing the regional commitments on MIPAA showed that there are not age-friendly policies that would encourage older women and men remain longer on the labour market. Workplaces are also not adapted based on the age and needs of the person may have. This affects the productivity of older women and men as well as their economic security and employment opportunities that they have. To respond to these challenges, the Government of the Republic of Moldova has approved in December 2017 a new Action Plan on Active Aging for 2018-2021, setting as one of the priorities to *“Provide the possibility for labour markets to respond to the social and economic consequences of population aging”*⁹.

The main aim of the Ministry of Health, Labour and Social Protection with regard to this priority is to promote active aging by extending the participation of older women and men to social and economic life and excluding social isolation of older people. United Nations in Moldova in the framework of the UN Partnership Framework for Sustainable Development 2018 – 2022 signed with the Government of the Republic of Moldova committed to support *“the people of Moldova, in particular the most vulnerable, demand and benefit from gender-sensitive and human rights-based, inclusive, effective and equitable education, health and social policies and service”*¹⁰. As part of this, UNFPA and UNDESA will support the Ministry of Health, Labor and Social Protection in development and implementation of the age-friendly workplace’s concept, organize the National Employers’ Forum for the older people, and development of the Skill Guarantee Programme for old people. These interventions will support establishing a vision and concept friendly working environment for older women and men as well as setting mechanisms for implementation of this new approach.

2. Purpose

UNFPA and UNDESA are looking for a National Consultant on age-friendly workplaces that will support the Ministry of Health, Labour and Social Protection in setting-up mechanisms for labour market’s response to social and economic consequences of population aging in the Republic of Moldova.

⁶ Active Ageing Index, Demographic Research Center and UNFPA Moldova, 2016

⁷ Evaluation Report on MIPAA implementation by Moldova, V. Bodrug-Lungu and A. STAFII, 2016, <https://bit.ly/2l6wyTW>

⁸ Government Decision No 406 of 2 June 2014 approving the Program for Mainstreaming Ageing <https://bit.ly/2KP8ruv>

⁹ Ibidem

¹⁰ Outcome 4 of the UNPFSD 2018 – 2022

3. Objectives

In achieving the above-mentioned purpose of this assignment, National Consultant will have to fulfil the following objectives:

1. Development and testing of the Concept of non-discrimination procedures in at least 5 companies.
2. Support the National Employment Agency in engaging older women and men and promoting of age-friendly workplaces.
3. Development and testing the Skill Guarantee Programme for older women and men in at least 5 territorial Employment Agencies.
4. Ensure and document effective monitoring progress of the Action Plan on Active Ageing 2018 – 2021 and document good practices, lessons learned and provide specific recommendations in targeting the most vulnerable older women and men through national and local policy interventions.

4. Process and methodology

The activity will be organised based on the objectives of the Action Plan on implementing the principle of active aging (2018-2021). The consultant will analyse international experience, national policy documents and will apply them in the process of developing new policy concepts and realizing the actions, in collaboration with Ministry of Labour, Social Protection and Family.

5. Expected outputs / deliverables and timeframe

Deliverables per Objective	Timeline	Estimated number of working days
Objective 1: Development and testing of the age-friendly workplace's practices in at least 5 companies.		
Concept on age-friendly workplaces is developed based on the objectives of the Action Plan and is grounded on human rights and result-oriented in order to facilitate its implementation.	By 20 th June 2018	5
Concept on age-friendly workplaces consulted and validated with key stakeholders and presented to the MHLSP and UNFPA	By 30 th June 2018	3
5 companies are selected for testing age-friendly procedures	By 15 th July 2018	5
Ongoing support is provided to companies in testing applying age-friendly policies	By 25 th November 2018	10
Objective 2: Support the National Employment Agency in engaging older women and men and promoting of age-friendly workplaces.		
The Forum concept and agenda is developed and consulted with MHLSP and UNFPA	By 3 th September 2018	2
Employers are selected and their participation in the Forum is ensured	By 25 th September 2018	3
The National Employers' Forum for the older people conducted	By 2 th October 2018	5
Objective 3: Development and testing the Skill Guarantee Programme for older women and men in at least 5 territorial Employment Agencies.		
Concept on Skills Guarantee Programme is developed, consulted and validated	By 13 th July 2018	3
Support is provided to the National Employment Agency in testing Skills Guarantee Programme in at least 5 territorial employment agencies	By 24 th July 2018	12
Objective 4: Ensure and document effective monitoring progress of the Action Plan on Active Ageing 2018 – 2021 and document good practices, lessons learned and provide specific recommendations in targeting the most vulnerable older women and men through national and local policy interventions.		
Final Report on key achieved results as part of this assignment	By 31 st December 2018	2

All deliverables will be drafted in Romanian and English or Russian

6. Expected travel

The consultant is expected to travel across the country, as needed. All costs of travel outside Chisinau may be covered by the Ministry of Health, Labour and Social Protection.

7. Supervisory arrangements:

The national consultant will work under overall guidance of UNDESA, the Ministry and UNFPA.

8. Schedule of payment

The consultant will be paid based on the deliverables at the end of the assignment.

9. Qualifications and competencies

The following qualification criteria will be applied during the selection of the National Consultant:

Academic Qualifications:

- University degree in Social Policies, Public Policies, Economics, public administration, international development and/or other related science.
- Other formal education relevant for the assignment (such as training in Human Rights Based Approach, Results Based Management or Monitoring and Evaluation) is an asset.

Years of Experience:

- At least 5 years of relevant **professional experience** in civil society and cooperation with private sector.
- Previous experience of **collaboration with Government of Moldova in developing sectorial policies**, especially demographic ageing, in particular State Chancellery, National Commission on Population and Development and Ministry of Health, Labour and Social Protection.
- Experience of **work with development partners**, in particular UN/UNFPA (successful experience in working with UN agencies is an asset).
- Experience in engaging private sector in CSR activities desired.

Languages:

- Fluency in Romanian and English is required. Knowledge of Russian is an asset.

10. Application process

Interested candidates must submit by 23rd May 2018 to jobs.moldova@unfpa.org the following documents/information to demonstrate their qualifications:

- **P11** including past experience in similar assignments and at least 3 references, and, optionally, the CV.
- **Cover letter** with proposed approach.
- **Fee per day** (in USD), for indicative purpose only. The fee per day would be established based on the requirements in the ToR (specific years of experience).

Please note that the selected consultant will be asked to submit a series of documents (health statement, certification of health insurance; passport, security certificates etc.) before starting their assignment.

Signature of Head of Requesting Officer in Hiring Office: _____ Mr. Eduard Mihalas , UNFPA Programme Analyst on Population & Development Date:	Signature of Approving Officer: _____ Ms. Natalia Plugaru UNFPA Assistant Representative Date:
------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------