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## Migration and Local Development Project (MiDL)

### Terms of Reference

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Job title:	National Consultant in the field of employment and labour market
Duty Station:	Chisinau Moldova
Section/Unit:	Migration and Local Development Project (MiDL)
Type of Contract:	Individual Contract
Starting Date:	30 May 2016
Duration of Assignment:	25 working days [within the period of June – August 2016]

### 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 development factors; this is especially true for emigrants and their potential support to 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, current situation and needs, the project sets two primary outcomes:

Outcome 1: The Ministry of Labour, Social Protection and Family (hereinafter MLSPF) 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 know-how transfer from abroad with a view to improving local essential services and offering opportunities for income-generating activities.

The intervention supports the implementation of national development priorities, while responding to challenges of European Union driven reform. It is built on the priorities of the Government Programme 2015-2018, the National Development Strategy Moldova 2020, the National Decentralization Strategy 2012-2015, the Strategy on Migration and Asylum, the United Nations Partnership Framework (for 2013-2017), and Swiss Cooperation Strategy Republic of Moldova 2014-2017. In order to ensure an impact maximization and tangible results, the project intervention envisages strong synergies with BRD/IOM and NEXUS, as part of the programmatic intervention funded by Swiss Cooperation Office SDC.

## II. SCOPE OF WORK

The **overall objective of the assignment** is to provide substantive expert consultancy and peer-reviewing of draft National Employment Strategy and the Action Plan for 2016-2020 (hereinafter NES), embedding migration and gender aspects.

This particular activity contributes to the successful achievement of the MiDL Project's Outcome 1; Output 1.1. *MLSPF and Territorial Employment Agencies (TEA) have the necessary policy, institutional, budgetary frameworks for provision of employment reintegration services.* This activity comes to generate new employment opportunities, enhance the successful transition to formal employment, facilitating the migrant jobseekers need for employment 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. This particular consultancy will be co-coordinated by UNDP together with ILO.

## III. TASKS AND ESTIMATED WORKLOAD

The assignment will require the completion of the following tasks:

Tasks and Activities	Estimated workload (days)
<p><b>1.</b> Support the MLSPF in formulating a coherent, well-structured, analytical and fine-tuned policy document for the NES and its Action Plan by proving advanced peer-review of the drafted National Employment Strategy (analysis of current context, formulation of policy challenges, SWOT analysis, priorities and objectives)</p> <p><i>The advanced peer-reviewing refers to providing: recommendations (in track-changes, comments, short editing, reference to relevant data, etc) on improving the text of the draft strategy, to ensure coherence and synergy with other relevant strategic documents, coverage of most important aspects of labour market/policy and key indicators, coherence and cohesion all parts of the document</i></p>	15

2. Provide peer-review and recommendations for improvement of the advanced draft document of NES that shall include the feedback from line ministries (including context analysis, priorities and objectives, SWOT analysis, Action Plan)	5
3. Provide peer-review and recommendations for improvement of the pre-final version of the draft document of NES that shall include the feedback from line ministries and public consultations (including all parts of the policy document: context analysis, priorities and objectives, SWOT analysis, Action Plan, monitoring and evaluation matrix, etc.)	5
<b>Total up to</b>	<b>25</b>

#### IV. DELIVERABLES AND TIMEFRAME:

The assignment should be carried out within a period of 3 months, not exceeding 25 working days.

<b>Deliverables</b>	<b>Timeframe</b>
1. Review of draft NES (context analysis, SWOT analysis, challenges and priorities)	15 June, 2016
2. Review of advanced draft NES, including policy priorities and objectives, and Action Plan	30 June 2016
3. Review of the advanced draft the pre-final version of the NES for all parts of the strategy	10 July 2016
4. Final Progress Report	1 August 2016

#### V. MANAGEMENT ARRANGEMENTS:

To fulfil the bellow-mentioned tasks the National Consultant will work in a team with a local and an International Consultant (hired under different terms of references by UNDP Moldova). The International Consultant will provide guidance to the MLSPF and the team of local consultants, as well as will provide conceptual support in identifying and prioritizing policy interventions for NES, correlation with the 2030 Agenda, mainstreaming best and innovative practices; and ensure overall quality of the policy document.

The National Consultant will work under the supervision of the Policy Component Manager of the Integrated Migration Local Development project and in very close coordination with the MLSPF and the International Labour Organization's National Coordinator in Moldova, the Skills and Employment Specialist for Central and Eastern Europe, UNDP IRH experts.

#### VI. QUALIFICATIONS AND SKILLS REQUIRED

##### I. Qualifications:

- University Degree in economics or social sciences, employment policies, public administration, public policy or related areas.

##### II. Experience:

- At least 3 years of professional working experience in the field of employment, labour market dynamics, adult training policies, employability programmes, labour migration, etc;
- Proven experience in providing support and consultancy to public institutions in developing strategic policy documents, particularly in the field of employment, labour market;
- Proven experience in macro-economic, labour market data analysis;
- Proven experience in developing analytical reports on employment, labour market, labour migration, decentralization, and other relevant fields;

- Proven experience of work in public administration related to employment or employability, employment agencies, other relevant public institutions;
- 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.