

TERMS OF REFERENCE – CALL FOR PROPOSAL/INTEREST**Project "Employment generation in Africa - Learning from good practices"****Government Policies****1. Context**

Sub-Saharan Africa (SSA) has a large and growing, mainly youth, population estimated to reach 2.2 billion people by the year 2050. A key challenge is how to create enough, and at the same time, decent jobs for a young and growing population. Lasting employment generation is the prerequisite for a peaceful, sustainable and future-oriented transformation of economies and societies and a key strategy to fight poverty. There is the wide recognition that as the proportion of young people continues to grow, opportunities are emerging for harnessing this demographic dividend to boost socioeconomic growth in SSA. However, to adequately respond, the governments in the region will need to provide active, democratically controlled, policies that facilitate the creation of decent job opportunities for new entrants to the labour market. Studies indicate that most jobs in SSA are requiring limited skills and technological content. These jobs also result in low earnings and less decent labour practices, especially in the large informal sector. The challenge for the governments is therefore two-fold: provide access to jobs and ensure that jobs meet decent work standards – preferably based in innovative and ecologically sustainable sectors.

A number of government policies have been initiated in the past decades with the aim of creating jobs and improving the quality of jobs. While some policies are quite ambitious but lack in implementation, others have been implemented but their effect on job creation has to be questioned (i.e. attracting foreign investment through tax exemptions; special economic zones). Also prevailing structural conditions persist and seem to make the goal of job creation for all nearly impossible. These structural factors include school-to-work transition failures; supply-driven educational and training programmes (skills mismatch); inadequate enabling macro-policies that promote employment; limited support for self-employment and; limited investments and support in potential employment sectors, particularly agriculture; international trade regimes. To these can be added contextual factors of which some yield potential, others dangers for progress regarding employment such as urbanization, digitalization/automation and climate change.

Over the last two decades, the governments in SSA have rolled out several policy interventions and other initiatives to address unemployment and underemployment. The "Employment Generation in Africa - Learning from Good Practices" project headed by the Economic Policy Competence Center (EPCC) of Friedrich-Ebert-Stiftung (FES) Ghana office, aims at examining these policies, their implementation, and effects on the generation of decent employment in six African countries (Ghana, Ethiopia, Madagascar, Rwanda, South Africa and Benin). The goal is to inspire dialogue among different progressive actors and economic policy formulation.

2. Objectives

The main goal of the project is to comprehensively examine the current employment situation in selected countries in SSA, and assess specific government policies and initiatives (with a particular focus on the last 10 years) as a basis of facilitating dialogue between relevant actors and formulating policy recommendations. In particular, the focus shall be put on the following countries: Ghana, Ethiopia, Madagascar, Rwanda, South Africa and Benin. Key objectives and associated research questions are as follows:

I. Assess the current employment situation in Rwanda – Introduction part, 3 pages max. (Please reference available data/resources on these questions)

- How is the employment situation? What is the state of decent jobs (ILO definition) in the country?
- How has the employment situation changed over the past two decades? What are current trends?
- Is there any observable causal link between employment and inequality trends?
- What is the nature of jobs being created? (skilled or unskilled, precarious or decent). Who takes up these jobs?
- Which sectors of the economy are shedding jobs and why?
- What is the rate of participation of women in the labor market? What are the major gender based inequalities in the labour market? What are the major obstacles to their participation? Which policies are in place to address these obstacles?
- What is the impact of megatrends (digitalization, urbanization, climate change, industry 4.0) for employment creation?
- Are employment policies accompanied by social protection policies?

II. Assess government's policies/initiatives for employment generation in Rwanda – main part 1, approx. 7-8 pages.

- What are the key government policies and initiatives currently in effect to promote employment creation? Which others are planned in the future?
- What have been the effects (successes and failures) of these policies?
- To what extent are these employment policies implemented or not?
- To what extent do government policies and initiatives for employment creation reflect the decent jobs idea or qualitative aspects of employment?
- What (political) assumptions, ideologies and strategies underpin the government initiatives for employment creation?
- What is the role of trade unions in the formulation of employment policy frameworks? Who are the other relevant stakeholders for policy formulation and implementation?

- Which government policies and legislations exist to enhance the role of women and vulnerable groups in economic participation through employment?
- What are the major gaps and problems in policies and initiatives for employment generation?
- What is the relationship between employment generation and social protection policies?

III. Formulate concrete policy recommendations and ideas – main part 2, approx. 7-8 pages.

- What is distinctive about the successful government initiatives that generated employment?
- How can implementation gaps be closed? What is required?
- From a social democratic/social-ecological perspective, what government action/policy is needed to improve the employment situation?
- How is the government's employment policy viewed by different social and economic actors (organised labour, business, other social actors)? What have been their specific critiques?
- How does the political economy affect the implementation of policies focusing on employment generation?
- How can the employment topic be adequately addressed through dialogues in the society? Who could be the progressive forces for such a dialogue?

3. Scope of work

The consultant shall:

- Assess the current employment situation, the context and drivers of employment or unemployment;
- Review national policies, initiatives, legislations and government programmes on employment (of the last 10 years) to identify successful interventions;
- Identify existing gaps in terms of the implementation of impactful employment creation policies and initiatives, and outline the reasons why these gaps exist;
- Discuss ideological tensions there are against the implementation of specific employment creation policies or the abandonment of certain unworking policies which continue to be used;
- Emphasize the political context and orientation of government policies focusing at employment generation.
- Develop policy recommendations for successful government policies that create substantial and decent employment and for policy measures to deal with adverse impacts of megatrends (digitalization, urbanization, climate change) on employment creation.

4. Expected Deliverables

- Inception report (1-2 pages) on the design and implementation of the assignment including outline, methodology and work plan;
- Draft report;
- Revised and final report (approximately 20-30 pages including quotations) and executive summary (1-2 pages); and
- Presentation of main findings to FES (and invited experts) via Zoom.

Supervision and Reporting Arrangement

The selected consultant should work closely with the Economic Policy Competence Center (EPCC) of Friedrich-Ebert-Stiftung (FES) Ghana office and the responsible FES country office in **Rwanda**.

5. Duration of Assignment, Milestones, Qualification of Consultant and Payment Schedule

Contract duration: June 1st 2021 – October 31st 2021 (planned)

Milestones:

(certain milestones as laid out below are to be achieved by certain dates during the contract term)

Deadline for submission of inception report (along with outline and methodology) – 15th of June 2021

Deadline for submission of draft report – August 31st 2021

Deadline for submission of final report and executive summary – September 30th 2021

Qualification of Consultant

The consultant must possess the following:

- An advanced university degree in economics and/or social sciences with expertise and experience in employment, labour and public policy, or related fields and discipline;
- At least 5 years relevant experience in conducting economic and business analysis and impact evaluation;
- Strong analytical skills in addition to having good knowledge of SSA's employment landscape;
- Demonstrated expertise in preparing high-quality reports based on rigorous consulting, policy and data analysis. Evidence of previous experiences in carrying out similar assignments must be provided;
- Excellent communication skills (written and verbal) in the English language; and
- Proficiency in the use of standard software (Word, Excel, PowerPoint).

Payment Schedule

The consultant will be paid 40 percent upon signing the agreement and 60 percent upon submitting the final report.

6. Proposal and Financial Estimate

To express his/her interest in the project, the consultant is expected to submit a detailed (financial) proposal including preliminary structure of report, sources, methodology, potential interview partners – max. 2 pages.

7. Expression of Interest and Selection Criteria

Deadline for submitting of proposal/interest (along with financial estimate) and CV – Sunday, **May 16th 2021, 06.00pm**

Selection criteria:

- Quality of proposal (originality, understanding of assignment, preliminary structure of report, draft outline, sources, methodology, potential interview partners) – 40 percent
- Qualification of potential consultant and history of collaboration with FES and/or allied organisations – 30 percent
- Financial estimate – 30 percent

Your final & detailed (financial) proposal should be sent by email only to

info@fes-rwanda.org

by latest Sunday, May 16th 2021, 06.00pm.