

Terms of Reference (ToR) for an External Collaborator (EXCOL)

ADWA' Project - Advancing the Decent Work Agenda in North Africa: Phase II

1. Introduction & Background to the ADWA' Projects

The ILO is seeking to contract an EXCOL to support specific tasks in relation to the implementation of project activities.

The 'Advancing the Decent Work Agenda in North Africa' (ADWA') project is a partnership between the Government of Sweden - through the Swedish International Development Agency (SIDA) - and the International Labour Organization (ILO) to advance the Decent Work Agenda in North Africa. It has started as a five-year project (2018-2023), adopting an innovative approach to promote evidence-based policies for full employment and effective access to international labour standards (ILS), including at the workplace level.

The project is intervening both at regional and at national levels. The country focus is on Egypt, Morocco and Tunisia. The role of the EXCOL will be exclusively in relation to specific tasks for activities in Egypt.

The focus of the project, and its main value added, is to address together issues related to job rich growth and the implementation of ILS: two fundamental aspects for the development of the region, essential to advance towards the realization of the Sustainable Development Goals.

The project interventions are designed strategically to address two main points: Providing more jobs, and making sure those jobs are better and decent jobs; through working on three main outcomes:

- Outcome 1: Improved data collection, data analysis, and data use for economic policy reforms to steer towards job-rich growth in target North African countries
- Outcome 2: Improved ratification, reflection in national jurisprudence, enforcement, and knowledge of ILSs in target North African countries
- Outcome 3: Enhanced engagement of the private sector to achieve Decent Work in telecom sector in Egypt

Through continuous observation of national priorities, as well as the donor's strategic development objectives, the project recognized the need for evolving the focus of the project objectives to address gender and climate change.

Climate change and environmental degradation are now considered as some of the greatest challenges facing humanity, with major implications for economic growth, income and jobs, health, and livelihoods. Uncontrolled negative climate impacts will cause damage to infrastructure, disrupt business activity, increase migration, undermine income opportunities, and destroy jobs and livelihoods on an unprecedented scale. These impacts will worsen

prevailing inequalities and exacerbate existing gender disparities, further impacting our ability to meet the Sustainable Development Goals (SDGs) by 2030, those negative implications will have a significant impact on the Middle East and North Africa (MENA) region.

Moreover, the economic gender gap in the MENA region remains one of the largest in the world, despite substantial progress being made in the last few years. Female labour force participation is the lowest worldwide, estimated at an average of 20% in 2019.

In alignment with the strategy of phase 1, and introducing the new thematic areas of gender and climate change, the project development objective of ADWA' phase II is: Targeted North African countries benefit from an environmentally sustainable economy characterised by decent and green jobs available to women and men on an equal basis. The corresponding Outcomes are:

- Outcome 1: Increased adoption of economic policies and reforms promoting the growth of green and inclusive jobs in partner countries
- Outcome 2: Improved ratification, reflection in national jurisprudence and increased knowledge of gender-related ILS in partner countries
- Outcome 3: Improved contribution of the private sector to a just transition and green economy, especially from women entrepreneurs

The EXCOL will support the project team in relation to activities under Outcome 3 for phase II.

The shift to a greener economy has the potential to create employment across a range of sectors. Recent assessments of green jobs conducted by a number of international agencies show that there is considerable scope in sectors like agriculture, energy, construction, renewable energies or waste management, among others. Most studies indicate gains in the order of 0.5 – 2 per cent, which would translate into 75 million additional jobs globally.

Small, medium and micro enterprises are the main instruments of job creation. The emergence and growth of women entrepreneurs is a global trend, with many countries working to stimulate women's entrepreneurship development (WED) as a means to bolster economies. Women's full participation in the economy and society contributes directly to economic growth and prosperity.

2. Scope of Work

The EXCOL will closely interact with the Enterprises Development and Job Creation Specialist of DWT/Cairo and the Chief Technical Advisor to support specific tasks related to activity implementation in the contract period. The role of the EXCOL will be as follows:

- a) **Outcome 3:**
 - i. Within ADWA' Phase II, the project will seek to improve the ability of stakeholders to assess and promote a more enabling business environment for the greening of enterprises. To achieve this, the project will firstly carry out an analysis to identify challenges, opportunities

and reforms needed for supporting the creation of an enabling environment to green businesses. Based on the analysis, a training programme with ITC-ILO Turin will be carried out for key stakeholders. The training programme will result in the development of a roadmap for improvements which the project will support in its implementation. The EXCOL will provide specific support to the following items during a total of 33 working days:

- Support the identification and engagement of Egyptian key stakeholders (3 working days);
 - Support ToR development for analysis of business environment and contracting procedures (10 working days);
 - Support finalization of analysis, translation and dissemination (10 working days);
 - Support development of ITC-ILO training curriculum and reach-out to participants (5 working days); and
 - Support identification of follow-up activities and support their implementation (5 working days);
- ii. In addition, the project will work on improving the capacity of SMEs to reduce their carbon footprint and adopt circular (green and decent) economy business models with special support to women entrepreneurship. The EXCOL will provide specific support to the following items during a total of 45 working days:
- Support stakeholders in identifying highly impacted sectors and/or most promising green economy opportunities based on a green and gender sensitive Market System Analysis (15 working days);
 - Support market system interventions to promote the greening of businesses in selected sectors (15 working days); and
 - Support the design and implementation of green entrepreneurship development interventions targeting women (15 working days).

3. Deliverables

The following five deliverables expected from the EXCOL are as follows:

- i. Finalized analysis on enabling environment for greening businesses
- ii. Training report on greening businesses capacity building programme
- iii. Finalized Market System Analysis with clear recommendations for sectors
- iv. Intervention report on greened businesses
- v. Intervention report on green entrepreneurship development

4. Timeframe and Fees

The contract will start on 1 December 2022 and will end on 15 June 2023. The total number of working days in that time will be 78. Working days allocation per task is indicated above in section 2.

The fees of the EXCOL are *EGP TBD* per working day. Consequently, the total amount of fees payable under this contract to the EXCOL contract is *EGP TBD*.

5. Payment Terms

The consultant will be remunerated on three payments, as follows:

- i. TBD
- ii. TBD
- iii. TBD

6. Profile of the EXCOL

The consultant should have the following qualifications:

- A national consultant with a strong expertise in conducting similar assignments experience in employment policies and enterprise development in the North African and Middle Eastern context within international organizations.
- Arabic and English proficiency
- University degree in the fields of economic development, public policy, development management, or other related fields
- Knowledge of quantitative and qualitative methodologies, statistical and economic research
- Proven experience with International Labour Organization/ UN or international development agencies

7. Additional information

Information to be provided by the candidate:

- CV
- Motivation statement on relevant previous experience
- Motivation to apply
- Expectation of daily rate

To share your application please email: **Valentine Offenloch**, Chief Technical Advisor of the ADWA' Project at offenloch@ilo.org and **José Manuel Medina**, Enterprises Development and Job Creation Specialist at medinacheca@ilo.org.