



Terms of Reference

Understanding the relative employment impact of the interventions in construction materials production and catering value chains in Mozambique

1. Background to the assignment

MozTrabalha is the ILO project financed by the Swedish Government that aims to support the implementation of the National Employment Policy and its goal of decent jobs for all Mozambicans. Part of MozTrabalha activities includes work in selected value chains with the aim of creating Sustainable Enterprises in job rich sectors by unlocking constraints within the market system. Construction Materials and Catering value chains were selected after a consultative process for their employment creation potential and strategic importance. The two sub-sectors play a critical role in the development of other sectors, for instance providing building materials (such as bricks, cement blocks, chiselled stones, door and window frames, etc.) for infrastructure and creating market opportunities for agricultural products, respectively in addition to creating substantial employment in Mozambique. In this regard it is of paramount importance to have detailed information on employment along the two value chains and to develop estimates of the employment potential of the value chains, given the interventions planned under the MozTrabalha project, in order to confirm/support decision on the selection of the value chains.

For these reasons ILO and the Government of Mozambique would like to assess the real potential for employment creation in these important value chains. Mozambique has recently established a Labour Market Observatory, to add to other sources of information such as INE databases, public price listings or Maputo city council own database on the catering sector, among others. This assignment would build further on the work to create a baseline in order to develop estimates of the employment potential of these value chains, in particular if demand for these products and services were to increase due to Government interventions. In order to do this, the consultant will work with the ILO Mozambique to incorporate the findings of the Market System Analysis already performed and follow principles established in the MRM manual to develop a model that can anticipate job creation in these value chains.

2. Methods and approach in Mozambique

The approach to be taken in Mozambique will develop a model to estimate the possible changes in employment for increasing national sales (including provision of touristic services) in the two value chains under consideration. The changes in employment could be both in terms of quantity (more jobs) and in terms of quality (better jobs/ higher income). This consultant will contribute to this model to be developed together with the ILO team and in consultation with MOPHRH, MTESS, INE and DWT in Pretoria.



3. Activities to be completed by the consultant

3.1. Employment and Income/wage estimates for employment in the value chains

The consultant will map out the value chains under consideration and will then estimate employment and incomes among each segment of the value chain. This will then provide an overview of how employment and incomes are distributed along each value chain. (See Annexes as an example). The first activity of the consultant will be to map out the value chain and then develop a more detailed proposal, proposing a methodology and sources for completing this activity, and submit this for approval. He will then implement his proposed approach within the timeframe and budget allowed. While it would not be feasible to conduct a survey for both value chains, the analysis could be complemented through a combination of methods including:

- Combining street level surveys, production data and factory gate prices to estimate incomes
- Obtaining employment and wages information from formal establishments (construction material factories, retailers, restaurants, etc), official public sources (INE, MTESS, MOPHRH), unions, cooperatives and employers associations
- Interviews with key managers in the sectors

3.2. Develop a model to estimate employment effects through different scenarios

The consultant will work closely with the ILO team to develop a simple spreadsheet based model to estimate the employment effects of increased production or provision of these products or services. The model would estimate the employment effects based on the data collected as part of this baseline study. The model would estimate the effects on different scenarios:

- Increasing production output by a fixed amount (e.g. USD 1 million)
- Increasing production/ output by a percentage

The consultant will also prepare a report describing the model and presenting its key findings.

3.3. Contribute to the overall review of the results of the results of the model

As part of this activity the consultant will critically review the results of both the construction materials and catering Employment Impact Assessments and participate in meetings, workshops and discussions on these results and update the report based on this review.

3.4. Participate in meetings and workshops related to the project

As part of this activity the consultant will participate in meetings to brief partners and stakeholders about the studies and present key results and findings. These could include MTESS, MOPHRH, INE, CTA, Unions and development partners. The consultant will also be asked to lead a workshop and present his/her model.

4. Domestic Travel outside Maputo

The consultant may be required to undertake domestic travel outside of Maputo to complete some of the activities in the assignment, in particular activity 1. The consultant will include such proposed travel and if needed accommodation costs in his proposal to be developed as part of Activity 1a. After this has



been approved by the ILO project manager, the consultant will be reimbursed the travel costs upon submission of relevant invoices.

5. Time frames, budget and payment schedule

This

Activity	Description	Number of working days
Activity 1a	Develop proposal	4
Activity 1b	Collect data to do employment and wage estimates	12
Activity 2a	Develop a more detailed conceptual approach to the model based on existing data and information	10
Activity 2b	Contribute to develop the model in collaboration with the ILO team and prepare draft report	10
Activity 3	Review the results and support the development of recommendations and capture in revised report.	4
Activity 4	Participate in meeting and briefing sessions with key stakeholders and conduct presentation on results and findings	5
Total		45 days

6. Consultant's Profile

The **Construction Materials & Catering/ Value Chains/ Employment Specialist** will be expected to have a good knowledge of construction materials, catering and their related value chains in Mozambique, as well as a good understanding of employment and labour market issues in Mozambique. The consultant should have a strong research and quantitative background and at least 10 years of relevant experience.

- **Education:** First university degree in economics or equivalent relevant qualification
- **Languages: Fluency in English and Portuguese.** It is required that the individual consultant is fluent in Portuguese or that there is at least one fluent Portuguese speaker within the team of consultants.
- **Competencies and skills:** Team has proven abilities to carry out research and to write technical papers, carry out interviews and workshops; collecting relevant information; engaging with local partners and facilitating solutions for value chain development.
- **Experience and qualifications:**
 - Degree in economics, statistics, econometrics or related field. Postgraduate degree or PhD would be of advantage.



- At least 10 years of proven quantitative research or applied experience in the field of employment impact assessment.
- Previous experience executing similar Employment Impact Assessments, in particular for the construction or service sectors would be of advantage.

7. Payment:

A total lump sum of US\$ 14,000 US dollars will be paid for a total of 45 days of work.

The consultant may be required to field missions inside Mozambique. The travel costs of the missions will be covered by the ILO separately.

The consultant shall be paid as follows:

- 10% of the total cost to cover logistics expenditures shall be made upon signing the contract
- 20% on submission of the model, revised and approved by ILO (Activity 2b)
- 40% upon submission of the draft model results report (Activity 3)
- 30% after final results report including contributions from stakeholders (Activity 4)

8. Application and deadline.

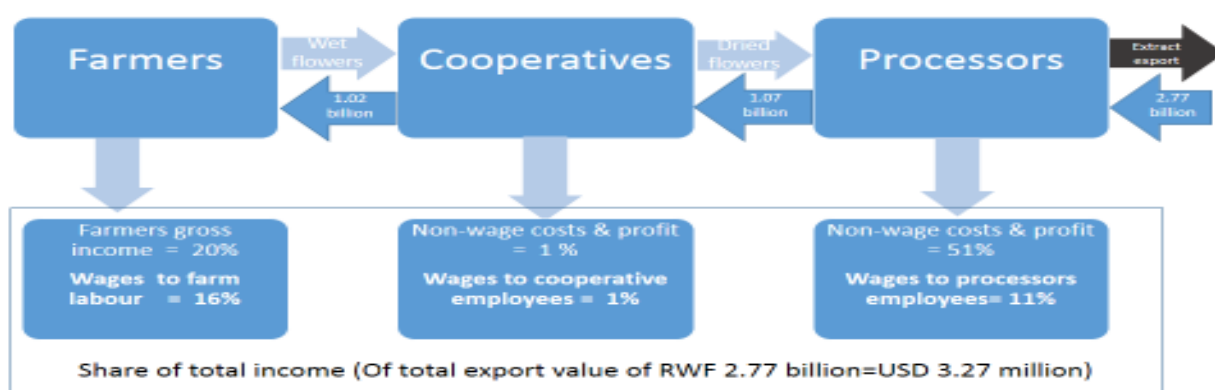
Please submit your proposals through email to marcos@ilo.org before the 8th of June of 2018.



ANNEX 1. Examples

Examples of the factors to be looked during the study is shown overleaf:

Pyrethrum: Income distribution 2016



Pyrethrum: Employment in value chains, 2016





Pyrethrum: Variation in wages

