

CALL FOR EXPRESSION OF INTEREST

DEVELOPING DECENT WORK COUNTRY PROGRAMME FOR MONGOLIA 2023-2027

TERMS OF REFERENCE FOR INTERNATIONAL CONSULTANT JUNE-AUGUST 2022

INTRODUCTION

Mongolia is a member of the International Labour Organization (ILO) since 1968 and has ratified 21 conventions of the ILO including all fundamental conventions. The country has a strong commitment to implement the 1998 Declaration on Fundamental Principles and Rights at Work and 2008 Declaration on Social Justice for a Fair Globalization and has welcomed the decision of the International Labour Conference of 2019 adopting Centennial Declaration on Future of Work. The International Labour Organization has closely worked with Mongolian constituents– the Government, employers and workers, providing support in the areas of employment, industrial relations, social protection, occupational safety and health, formalization of informal economies, strengthening social dialogue and tripartite mechanism, and more.

Meanwhile, the United Nations in Mongolia is preparing its next generation of cooperation framework, the United Nations Sustainable Development Cooperation Framework (UNSDCF) for the five-year period from 2023 to 2027. It is the successor document to the UNDAF 2017-2021 which is in its final implementation phase and final evaluation has recently been done. UNDAF 2012-2021 was extended by one year until the end of 2022, which became necessary in view of the COVID-19 and the need for the UN in Mongolia to focus on urgent response to the situation emerging due to the pandemic.

The ILO tripartite constituents have actively engaged in development of Common Country Assessment and participated in prioritization exercise organized in November 2021. According to the latest draft of the UNSDCF, below is the strategic priorities and outcomes for Mongolia.

UNSDCF 2023-2027 for Mongolia

#	Strategic Priorities	Ps	Outcomes	# of Outputs
1	Human Development and Well-being	People	By 2027, people in urban and rural areas, especially the most vulnerable and marginalized, equally realize their full human potential and benefit from inclusive, rights-based, gender- and shock-responsive health and nutrition, education, social protection, and other services	6
2	Green, Inclusive and Sustainable Growth	Prosperity	By 2027, the Mongolian economy is more diversified, innovative, productive, inclusive, green and geographically balanced enabling decent livelihoods, especially for women and youth, building 21st century skills, and promoting low-carbon development	3
		Planet	By 2027, communities and eco-systems in Mongolia are more resilient to climate change with improved capacity for evidence-informed and gender-responsive sustainable natural resource management and disaster risk reduction	3
3	People-centred governance, rule of law and human rights	Peace	By 2027, policymaking and implementation in Mongolia is more gender-responsive, participatory, coherent, evidence-informed and SDG-aligned; governance institutions at all levels are transparent and accountable; and people, especially the marginalized groups, have access to justice and rule of law for full realization of human rights	3

The ILO Country Office for China and Mongolia is preparing for next generation of Decent Work Country Programme which will be built on results achieved in previous biennia and in line with (upcoming) UNSDCF Mongolia 2023-27 and its priorities and outcomes, while considering [Mongolia's 2050 Vision Long-term Development Policy](#), Five year development priorities, and Government Action Plan 2020-24. Moreover, the ILO programme will be guided by National Tripartite Agreement in Labour and Social Consensus for 2021-2022, and other sectoral policies such as State Policy on Employment, Long-term Reform Strategy for Social Insurance, Five-year Action Plan for Occupational Safety and Health and others.

PURPOSE AND OBJECTIVES

The overall purpose of this assignment is to support the ILO Country Office for China and Mongolia, the Government of Mongolia (GoM) represented by the Ministry of Labour and Social Protection, Mongolian Employers' Federation and Confederation of Mongolian Trade Unions to formulate the Decent Work Country Programme for 2023-27 that will guide ILO's support to the country in the reference period and contribute to implementation of Sustainable Development Agenda 2030 and national policies and programmes in the areas of labour and employment, and social protection issues through social dialogue, and support ILO constituents to prepare future of work and realize decent work for all.

The DWCP will be developed according to [the guidance provided in 2020](#), and the road roadmap that outlines all the components of the process including key milestones, support needs and respective roles in the process of development of the new DWCP.

	Steps	Responsible unit
1	Desk review	Consultant

	To analyze the country context against the SDG8, decent work agenda and future of work using the existing ILO and non-ILO analytical sources (including Vision 2050 Development Policy, Common Country Analysis, UNDAF evaluation report, ILO Normative Stocktaking, CEACR Observations and Direct requests among others);		
2	Consultative discussions To consult with constituents, UNCT, UNRCOs, IFIs, development banks and partners, bilateral donors, private sector, foundations, NGOs, academic institutions, experts, bilaterally, and/or in groups;		Consultant and CO-Beijing
3	Consultative Tripartite Meeting on DWCP (explaining steps and priorities identified for endorsement) Facilitate consultative tripartite meeting to define strategic priority areas of the DWCP including outcomes and outputs, using theory of change approach, aligned with the national priorities and decent work agenda;		CO-Beijing and Consultant
4	Drafting of DWCP - To formulate the narrative of Decent Work Country Programme 2023-2027 document as per suggested template in Annex 1. - To formulate the Results Framework complete with outcomes with indicators, baselines, targets, source/means of verification, and assumption statement as per prescribed Annex 1, included. - To formulate the following documents as per templates provided: ✓ DWCP Mongolia Implementation and monitoring plan ✓ DWCP Mongolia Results Monitoring plan ✓ DWCP Mongolia Tripartite Steering Committee TOR ✓ DWCP Mongolia MOU draft		Consultant
5	Share the draft with constituents for comments/meetings and finalize the draft		CO-Beijing
6	Self-assessment checklist		CO-Beijing
7	QAM - Two streams for review	Share with UNRC for review to confirm its alignment with the Cooperation Framework	CO-Beijing
		Submit to ILO regional Office for QAM (2 weeks)	CO-Beijing
8	Tripartite consultation on final draft of DWCP (endorsement)		Consultant and CO-Beijing
9	Finalization of the DWCP and translation of the document		Consultant
10	Submission to Regional Director (3 weeks)		CO-Beijing
11	Signing of the MOU with constituents		CO-Beijing

The following documents shall be used as main guide for DWCP Mongolia.:

1. [2019 Centennial Declaration on Future of Work](#)
2. [2008 Declaration on Social Justice for a Fair Globalization](#)
3. [1998 Declaration on Fundamental Principles and Rights at Work \(Annex revised 2010\)](#)
4. CEACR comments
5. Normative Stocktaking
6. Draft UNSDCF
7. Common Country Assessment of Mongolia

The ILO Country office for China and Mongolia shall lead the process of developing DWCP Mongolia, and an international consultant who has experience in working with both the ILO and UN will work closely with the office.

DELIVERABLES

The consultant shall provide the following products as deliverables:

1. **Inception report** (10 pages) about how the assignment will be undertaken by the consultant and a summary of review of documents and interviews. The report shall include a list of documents reviewed and List of individuals and organizations interviewed.
2. **Presentation** of the priorities identified based on the desk review and interviews.
3. **Draft narrative text of DWCP Mongolia**, using an ILO provided template, incorporating comments from constituents, UNRC and ILO quality Assurance Mechanism. The draft text shall include all relevant Annexes such as Implementation Monitoring Plan, Results Monitoring Plan and MOU.

TIMING

From June or earlier until August 2022

PROFILE OF AN INTERNATIONAL CONSULTANT

- advanced degree in social policy, industrial relations, labour economics, labour law, or relevant social sciences
- a minimum 5 years of experience in analytical research in labour and/or social issues
- Good knowledge about and preferably proven rich experience of working with the ILO and its tripartite constituents in the areas of programme and project development and evaluation, as well as profound knowledge about ILO's mandates and principles.
- Experience of developing or evaluating ILO Decent Work Country Programme will be regarded a key asset.
- Good knowledge about and preferably proven rich experience of working with the UN and UN Reform, as well as Sustainable Development Agenda and UN Sustainable Development Cooperation Framework

- Good knowledge and experience in remote/online data collection and conducting interviews
- Good analytical and logical skills
- Knowledge about Mongolia, including labour and social protection system, will be an advantage
- Excellent command of English and good communication skill

TO APPLY

Please send your Letter of Expression of Interest to beijing@ilo.org, together with your CV and information about your work experience.

Please kindly send your past work as an example. Thank you.

Annex 1. Templates

DWCP Template	 1. dwcp-template-july2
DWCP Implementation Monitoring Plan Template	 5. dwcp-template-impl
DWCP Results Monitoring Plan Template	 6. dwcp-template-resu
DWCP MOU Template	 7. dwcp-template-mou
DWCP Tripartite Steering Committee TOR Template	 8. dwcp-template-tripa