

Annex I: Terms of References

Assignment title:	Conducting Employment Impact Assessment for Construction Interventions in Basra Governorate
Project Title and Code:	Increasing Access to Employment Opportunities for Vulnerable Urban Population in Basra City in Response to the COVID 19 Crisis. IRQ/22/01/HAB
Assignment duration:	10 February and 24 June 2024

Introduction and Background

Despite being the major centre for oil exports, Basra governorate has a high rate of unemployment, poverty, and a lack of basic services. In Basra, a city of more than 4 million, unemployment reached 21.8% in 2021, higher than the national average of 16.5% and the 5th highest rate in the country. Basra also has the 3rd highest NEET rate amongst young women in the country, and the 5th highest amongst young men (at 62.5% and 27.5% respectively)¹.

Furthermore, COVID-19 has negatively affected the most vulnerable people, particularly those living in informal settlements deprived of services. Many households depend on unstable incomes and minimal savings. Informal settlements are densely populated with inadequate potable water and sanitation, little or no waste collection, and limited access to formal health care facilities.

As a response, in October 2022 the ILO and UN-Habitat signed partnership agreement: “Increasing Access to Employment Opportunities for Vulnerable Urban Population in Basra City in Response to the COVID 19 Crisis”, a project funded by the European Union. The ultimate objective of this project is to increase access to employment opportunities for young men and women in Basra city in three neighbourhoods (Al Kubyah, Al Ahrar and Jurf Al Melah neighbourhoods) where unemployment rate is high, vulnerable people resides, and living conditions are poor. Hence, the project envisages to achieve the stated objective through three main pillars: Employment Intensive Investment Programme (EIIP), employment services, and SIYB programme.

The project will develop the capacity of staffs at the governorate level to better internalize EIIP and Local Resource-Based technologies as well as the digital employment platforms for better utilization of these system to create more and better job opportunities in the city. Moreover, the project aspires to see unemployed young men and women equipped with the necessary knowledge and skills in the construction sector and business for them to create their own job and/or get employment opportunity in the labour market.

Under the first outcome “Improved Employment Intensive Investment Programmes (EIIP) and Decent Work” the ILO shall conduct Employment Impact Assessment (EmplIA) for the construction interventions implemented by the projects’ stakeholders. EmplIA will enable ILO and UN-Habitat to measure the potential or ex-post impact of project interventions on jobs and job-related outcomes. The EmplIA report and findings will guide the agencies’ organizational learning at the programmatic level, allow for necessary adjustments in strategy (scaling up or integrating the EIIP approach), and inform key partners of the direct and indirect impacts of using the EIIP approach. The ILO as the

¹ LFS, Forthcoming

main partner responsible of integrating the EIIP concepts into the project, will provide the overall technical guidance to this consultancy.

Under these TORs, ILO seeks to contract local consultant to conduct an EmPIA within the project construction interventions by accurately collecting, analysing, and reporting data necessary to understand the process and impact on direct and indirect beneficiaries.

Assignment Objectives

The main objective of the assessment is to analyse the impact of project's interventions using the EIIP approach on direct jobs and indirect jobs. This will be achieved through analysing process data, conducting Focus Group Discussions with beneficiaries and sampled community members, conducting Key Informants Interviews with material supplier/s, and undertaking a post-implementation survey for beneficiaries.

Scope of work

The ILO's Employment Intensive Investment Programme (EIIP) is implemented through global, regional, national and local programmes, funded by governments and development partners, and include sectoral, national or local infrastructure programmes, public work programmes and public employment programmes. Measuring and monitoring employment effects of any intervention is generally challenging, because employment has a multi-dimensional nature as well as various qualitative and quantitative features. Furthermore different groups in society such as youth or women may be affected differently by such an intervention, and so there is often an interest to have data broken down by characteristics of workers, such as gender, age, educational achievement or qualification.

This impact assessment shall cover three areas including direct jobs, indirect jobs, and Task rate analysis. Given the small population of the project beneficiaries.

Table 1: Results framework to be captured by this assessment

Expected Result	Indicator (as per ILO approach)	Potential unit of measurement	Potential data collection approach and tools
Output 1.4: Employment impact assessment report	Direct Employment - Number of workers - Number of worker-days - Total wages - Project budgets - Labour intensity - Decent work conditions- (protection, safety, complaint mechanism, training) - Vulnerability inclusion; age, sex, PWD etc - Type of work and skills - Labour productivity- Task rate Indirect Employment - Material supply - Transporters	Individual Project level Household level Community level	Quantitative and Qualitative Survey FGDs, Key Informant Interviews (KIIs) Field observations Documents review

	• Comparison between sites/ projects		Statistical analysis
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Requirements and experience of the Consultant

The consultant should have the following background:

- Post- graduate qualifications in Economics, Statistics, Social science, labour study, Sociology, International Development/Humanitarian studies, International Relations, Public Policy/Administration or any other related field
- Strong knowledge and/or demonstrated experience in designing and conducting similar Monitoring and Evaluation activities in insecure contexts
- Excellent knowledge of the Iraqi context, especially in terms of security and culture, and especially of southern Iraq
- Previous experience in evaluation assignments. Consultant should provide 2 previous examples of relevant tasks
- Strong analytical skills and ability to clearly synthesize and present findings
- Excellent written and oral English, and Arabic skills are essential

The Consultant is expected to conduct field missions to project sites and locations in coordination with the field teams. In addition the consultant shall:

- Work under the supervision and closely coordinate with the ILO and UN-Habitat Teams in Basra
- Be responsible for covering all costs related to data collection, travel, and accommodation (if needed) at project sites.
- Attend regular meetings (in person or via online) between the ILO/UN-Habitat teams.

All communication with ILO and reporting will be done in English.

Key Deliverables and Reporting Requirements

1. **Inception report including a methodological note for the study shared.** The inception report shall include the following elements:
 - Detailed description of the methodology for the evaluation
 - Data collection methods
 - Data collection tools
 - Sampling
 - Approach to quality control
 - Data analysis methods
 - Detailed workplan
1. **Draft Employment Impact Assessment Report**
2. **Final Employment Impact Assessment Report**

All assignment's deliverables are expected to be delivered to the satisfaction of the ILO by 24-June 2024

Timeframe of assignment

The assignment will take place between 10 February and 24 June 2024.

Cost of assignment and payment schedule

Item	Unit	Unit Rate (IQD)	Quantity	Cost (IQD)
Inception report	days			
Draft Employment Impact Assessment Report	days			
Final Employment Impact Assessment Report	days			
Missions cost to Basra Including travel and transportation costs, accommodation, personal expenses, and any other costs.	L.S.		1	
Total (IQD)				

Payment	Deliverable
First Payment	20% Upon the submission of the Inception report to the satisfaction of the ILO
Second Payment	60% Upon the submission of the draft Employment Impact Assessment report to the satisfaction of the ILO
Final Payment	20% Upon Submission and validation of the Final Employment Impact Assessment report to the satisfaction of the ILO
TOTAL	100%

Proposal Submission:

Please submit the following, by maximum 3rd February 2024 at COB 16:00 Baghdad time to bgw-procurement@ilo.org; abdulameer@ilo.org; shareef@ilo.org , please indicate the title of the consultancy in the subject of the email

- Proposal (one page including previous experience in the similar works, and implementation methodology)
- updated CV
- Financial proposal (daily rate * Actual working days).