



European Union



Terms of References for engaging experts

1. INTRODUCTION

The Center for Economic Analyses (CEA) is a research center comprised of economists sharing a common vision of Republic of Macedonia as a new European emerging economy integrated with regional and global markets. CEA's mission is to continuously research economic development and public policy in the Republic of Macedonia and to offer recommendations, suggestions and measures to the governmental and non-governmental institutions. We believe that the capacity of CEA members for quantitative analyses and professional practice results in a professional institution that will strengthen public policy discussions and that can create an environment for growth and development of the Macedonian economy.

In order to fulfill its basic mission, the Center for Economic Analysis in partnership with the Federation of Farmers of Republic of Macedonia are implementing a project entitled "**Creating employment pathways for rural youth**", financed by the EU IPA program – Human Resources Development, through the Ministry Finance in the Macedonia. The project aims at **facilitating the inclusion of rural youth in the labor market in the Northeast region in Macedonia** (NE region). This overall objective is intended to be achieved through: 1) increasing the skills and understanding of employability among rural youth, 2) building a regional workforce development system, and 3) developing regional strategy for social and labor market inclusion of the target groups.

The project supports the social inclusion of rural youth by increasing the employability skills, training and support for better use of the employment programs and resources, by which would contribute to economic and social development of the municipalities in the Northeast region in Macedonia. The benefits of the project are of particular importance for rural youth and for the businesses in the targeted region as well.

To achieve the project objectives, CEA and FFRM need to build the capacities of the rural youth in the Northeast region, by identifying the main needs for education and skills of the unemployed rural youth, profiling the target group, analyzing the business sector and the labor market in NE region in general.



Создавање можности за вработување на младите од руралната средина
Овој проект е финансиран од Европската унија



European Union



2. DESCRIPTION OF THE ASSIGNMENT

2.1 General and specific objectives of the assignment

General objective of the assignment

As part of the requirements for project implementation, researchers/experts should conduct a research on the labor market in the targeted region and to assess the needs of the market and identify the gap between the supply and the demand on the labor market in the North east planning region in Macedonia, in order to reduce the mismatch in terms of performances on the supply and demand.

Specific objectives of the assignment

Considering the nature of the tasks and the responsibilities, the experts that would be selected should conduct their work in 3 consecutive phases:

Phase 1: Research on labor market in the North-East Region

Phase 2: Profiling the target group: unemployed rural youth

Phase 3: Organizing and conducting career fairs.

3. METHODOLOGY

The experts are expected to undertake this assignment using methodology that includes but is not limited to:

Phase 1:

- Review on the available literature of the researches on the labor market (desk research),
- Developing a questionnaire aimed for the business operating in the NE region
- Conducting max 20 interviews with representatives of the businesses (field research)
- Prepare analysis on the labor market

Phase 2:

- Review on the available literature of the researches on the unemployment in NE region (desk research)
- Developing a questionnaire aimed for unemployed rural youth
- Conducting max 90 interviews with unemployed rural youth from the NE region (field research).
- Prepare analysis on the characteristics on the labor market

Phase 3:

- Organizing career fairs that will stimulate networking of unemployed youth with businesses in the targeted region,
- Reporting about the findings of the fairs.

The expert can identify and purpose other tools if deemed necessary.



Создавање можности за вработување на младите од руралната средина
Овој проект е финансиран од Европската унија



European Union



4. KEY DELIVERABLES

The following deliverables should be submitted to the Project Director

- Presentation of the working plan

Phase 1:

- Conducted secondary data, desk research of existing analyzes and researches;
- Developed a tailor made questionnaire aimed for identification of the labor needs of the businesses in the NE region ;
- Conducted max. 20 interviews with businesses in the NE region;
- Prepared a Research study about the condition of the labor market demand in the NE region.

Phase 2:

- Conducted secondary data desk research of existing analyzes and researches;
- Developed a questionnaire aimed at profiling of the unemployed youth from the NE region;
- Conducted max. 90 interviews with unemployed youth;
- Prepared and analysis of the characteristics of the target group, skills, needs, and skills match with the needs of the business sector.

Phase 3:

- Organizing, presenting findings of the Phase 1 and Phase 2 on three local career fairs
- Reporting about the conducted career fairs

5. NEEDED QUALIFICATIONS AND COMPETENCY

5.1 General Requirements

- Excellent command of English, both written and oral;.
- Fully computer literate;
- Strong motivation to work, aptitude for team work; and ability to establish good interpersonal relations;
- Independence and analytical skills;
- Sensitivity and respect of ethnicity, religion, gender and culture.

5.2 Specific requirements

- Proven professional research and analytical experience,
- Experience in conducting analyses and writing policy documents,
- Proven knowledge and experience in assessing the needs for policy change, capacity development, strategies and plans development, with special focus on rural development, gender and social inclusion,
- Experience in the nongovernmental sector,
- Ability to work in team.



Создавање можности за вработување на младите од руралната средина
Овој проект е финансиран од Европската унија



European Union



6. LOCATION

Skopje and North-East region

7. DURATION

For the purpose of consistency of the data, findings and recommendations, it is recommended at least two experts to be engaged for the overall task listed above. The engagement will be conducted in 3 phases which would be on the following timetable:

Phase 1: Research on labor market in the North-East Region

01.03.2016 -15.04.2016

Phase 2: Profiling the target group: unemployed rural youth

15.03.2016 - 15.05.2016

Phase 3: Organizing and conducting three career fairs 01.06.2016 - 15.07.2016

8. REPORTING

The expert will report to the Project staff

9. LOGISTIC SUPPORT

The Project Director and Project Assistants will coordinate field visits of the expert.

10. PAYMENT

The engaged experts will be paid after conducting the each task/phase separately. Since the engagement will take place in several stages/phases, the anticipated funds will be paid within 10 days after the completion of each phase, on the transaction account of the expert. The transportation cost for conducting the field research should be included in the bid.

11. BUDGET FRAMEWORK

The experts can bid for the assignment with anticipated duration in days and daily fee.

12. APPLICATION

Interested candidates should submit a CV along with the bid in the format given in addition to this letter, proposed methodology and number of consulting days that are willing to devote for the assignment, as well can be attached additional documents that prove experience in related required field for commitment to following contact: gabriela_dimovska@hotmail.com or to CEA's office address Bul. Jane Sandanski No. 63/3, Skopje via post or in person.

13. CLOSING DATE FOR APPLICATIONS

March 7, 2016, until 16:00h

14. SELECTION

Only short listed applicants will be contacted for negotiation and the Contractor keeps the right to select more than one expert for the assignments.



Создавање можности за вработување на младите од руралната средина
Овој проект е финансиран од Европската унија