



Инструмент на Европската унија за претпристапна помош - ИПА



Reference Number: F.1/2017 & F.2/2017

Subject: Request for applications for short term expertise

Conducting Research & analysis of the labor market needs in four municipalities in Macedonia – Labor demand, Research and Profile of the unemployed Roma youth in four municipalities in Macedonia – Labor supply

For the needs of the project “Employment for Roma Youth”, financed by the European Union (Ref 12-8413/1)

Center for economic analyses – CEA Skopje and its partners, invites qualified experts to submit an offer for delivery of services of the above mentioned action.

Terms of References for engaging expert – short term

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 local organizations Sonce, Sumnal and Svetla Idnina are implementing a project entitled "**Employment for Roma 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 Roma youth in the labor market**. This overall objective is intended to be achieved through: 1) increasing the skills and understanding of employability among Roma youth, 2) developing strategic guide for social and labor market inclusion of the target groups.

The project supports the social inclusion of Roma 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 targeted municipalities Skopje, Tetovo, Kochani and Bitola, as municipalities greatest unemployed Roma. The benefits of the project are of particular importance for Roma youth and for the businesses in the targeted municipalities.



Овој проект е финансиран од Европската Унија

Проектот “Вработување на млади Роми” е имплементиран од ЦЕА, Сумнал, Сонце и Светла Иднина.

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SONCE
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To achieve the project objectives, CEA and partner organizations need to build the capacities of the Roma youth in Skopje, Kochani, Bitola and Tetovo, by identifying the main needs for education and skills of the unemployed Roma youth, profiling the target group, analyzing the business sector and the labor market in targeted municipalities in general.

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 municipalities and to assess the needs of the market and identify the gap between the supply and the demand on the labor market in Skopje, Kochani, Tetovo and Bitola, 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 2 consecutive phases:

Phase 1: Research on labor market in Skopje, Kochani, Tetovo and Bitola

Phase 2: Profiling the target group: unemployed Roma youth

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 targeted municipalities,
- Conducting max 40 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 targeted municipalities (desk research)
- Developing a questionnaire aimed for unemployed Roma youth
- Conducting max 80 interviews with unemployed Roma youth from Skopje, Kochani, Tetovo and Bitola (field research).
- Prepare analysis on the characteristics on the labor market

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



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4. KEY DELIVERABLES

The following deliverables should be submitted to the Project Coordinator

- Presentation of the working plan & approach
- Analysis of labor market demand needs
- Profile of the unemployed Roma – labor supply

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 from the targeted municipalities ;
- Conducted max. 40 interviews with businesses from Skopje, Kochani, Tetovo, and Bitola, evenly represented;
- Prepared a Research study about the condition of the labor market demand in the targeted municipalities.

Phase 2:

- Conducted secondary data desk research of existing analyzes and researches;
- Developed a questionnaire aimed at profiling of the unemployed Roma youth from Skopje, Kochani, Tetovo and Bitola, evenly represented by location, gender, education level, etc..
- Conducted max. 80 interviews with unemployed Roma youth;
- Prepared and analysis of the characteristics of the target group, skills, needs, and skills match with the needs of the business sector.

5. NEEDED QUALIFICATIONS AND COMPETENCY

5.1 General Requirements

- At least 3 year general working experience;
- 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

- Graduate degree in the area of economics, business, management etc.
- Proven professional research and analytical experience,
- Experience in conducting analyses and writing policy documents,
- Experience in the private sector,
- Experience in the nongovernmental sector,
- Ability to work in team



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6. LOCATION

Skopje, Kochani, Tetovo, Bitola.

7. DURATION

For the purpose of consistency of the data, findings and recommendations, it is recommended one or two experts to be engaged for the overall task listed above. The engagement will be conducted in 2 phases which would be on the following timetable:

Phase 1: Research on labor market in targeted municipalities

01.03.2017 -15.04.2017

Phase 2: Profiling the target group: unemployed Roma youth

01.03.2017 -15.04.2017

8. REPORTING

The expert/s will report to the Project staff

9. LOGISTIC SUPPORT

The Project Coordinator and Project Assistants will coordinate and assist in organization of field visits of the expert/s – researchers.

10. PAYMENT

The engaged expert/s 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 successful completion of the tasks and approved by the Project staff to the bank account of the expert. The transportation cost and all other incidentals for conducting the field research should be included in the bid, the financial bid should cover gross costs for conducting the research and analyses.

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 or for a phase of the assignment (1, 2 or both), as well can be attached additional documents that prove experience in related required field for commitment to following contact: gabriela_dimovska@hotmail.com and/or romayouth2016@gmail.com or to CEA's office address Bul. Jane Sandanski No. 63/3, Skopje via post or in person.



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13. CLOSING DATE FOR APPLICATIONS

February 28, 2017, 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 based on the criteria fulfillment and the financial offer.



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