

# **Consulting Services – Individual Consultant’s Selection (International and National Consultants)**

## **Republic of Moldova Ministry of Labor, Social Protection and Family Strengthening the Effectiveness of the Social Safety Net Project**

Credit No. 5001-MD  
Project ID No. P120913

**Assignment Title: Labor Market Analysis and Evaluation Adviser**

**Reference No. CS-S/33/IDA, CS-S/34/IDA**

The Government of the Republic of Moldova has received financing from the World Bank toward the cost of the Strengthening the Effectiveness of the Social Safety Net Project (SESSNP), and intends to apply part of the proceeds for consulting services.

The Government of Moldova launched in 2008 a new targeted cash transfer Program called the Ajutor Social. This program is a center piece of the whole Moldovan social assistance reform and is also critical to the achievement of the project objectives. Currently, the Ajutor Social Program coverage is increasing due to the continuous policy adjustments and efforts focused to include the poor households into the program.

The Government intended to reduce the dependency from social benefits and wanted to channel the Ajutor Social's beneficiaries to the labor market. In this context, in September 2010, the Law on Ajutor Social has been amended, aimed at directing the Ajutor Social's beneficiaries that are able to work to the services delivered by the territorial structures of the National Employment Agency (NEA). Also, the amendments made on salary disregard have been focused on encouraging the formal employment among Ajutor Social beneficiaries.

Under the SESSNP, the Ministry of Labor, Social Protection and Family (MLSPF) intends to establish the base of the new reforms aimed to promote the graduating agenda of the social benefits recipients and directing them to the employment opportunities and granting them the support in overcoming the employment barriers for the long-term economic and social inclusion.

The activation includes reforms that redefine the rights and responsibilities of the beneficiaries, and transforms the role of institutions and agencies that provide them services. Although, the main goal of activation is to place the beneficiaries into the labor market, and the activation is not to be equalized with the labor market active programs (LMAP), but the general approach has to be focused on design, sequencing and efficiency of the interventions that offers work possibilities and remuneration. Although, LMAP intends to include trainings, wage subsidies, creating jobs in public sector, and subsidies granted for launching the activities, thus, the activation adds these design specifications to the profile qualities of the client (ex. job seekers), creates “customers oriented program» for the clients with individual needs, reorganize the services provided through integrated services (“single source”), increases the share of the private services, and performance contracting. Generally, the activation policies turns into the packages aimed to remove the barriers to employment through establishing the links with available services of the NEA (trainings and repeated trainings; child care; psychosocial support, the lobbying for the police clearance certificate) and introduction of incentives and sanctions.

*Objective of this assignment* is to examine the labor market active policies implemented by NEA, for better understanding the barriers to employment of the job-seekers and of the Ajutor Social beneficiaries. The final responsibility is aimed at developing a statistic profiling model – reasonable, appropriate and robust, based on micro data from the NEA's records.

This technical assignment is to provide a review and performance analysis of the existing ALMPs,

desk review of administrative data on job-seekers. Further is necessarily to identify a set of variables (profile) that are highly correlated with "employment status" and construct a statistical model. Pilot the use of this model or set of identified variables and evaluate the use of the profiling model.

Considering the specific of the task and the importance of the activation measures, 2 separated but interconnected tasks (Components I and II) were developed. As such, international consultant (component I) is to be assisted by a local consultant (component II).

The assignment will be implemented by two individual consultants, responsible for a specific component.

The consultancy shall encompass the areas, as follows:

- a. Review of administrative data on ALMPs and registered jobseekers/unemployed;
- b. Construct a profiling model (possibly statistical);
- c. Pilot the model and evaluate the use of the model.

The assignment is expected to commence on February 2016. Details of the assignment are provided in ToR.

Ministry of Labor, Social Protection and Family now invites eligible international and national individual consultants to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services. **Two individual consultants (one for each component) will be selected.**

### **The Short-listing Criteria**

#### **For component I**

- expertise and experience in providing technical assistance and consulting services in the area of employment and labor markets;
- relevant expertise and experiences of providing policy advice in labor market domain with a track records of advice/engagement in ALMPs and reform of Public Employment Services
- Advanced degree in Social and Economic Sciences (preferably in Economics), Public Policy or other relevant degree;
- First-hand experience in data analysis and modelling, such an experience in the context of labor market-related area will be an advantage;
- First-hand experience in research methodology
- Good knowledge of the statistical package Stata or of the other statistical programs;
- At least 5 years of international professional experience in the labor market related areas. Relevant experience in Europe and Central Asia countries would be an advantage;
- Excellent writing and good analysis aptitude. Proven experience in conducting high quality analysis and producing high quality reports in the areas of this Terms of Reference.

#### **For component II**

- expertise and experience in providing technical assistance and consulting services in the area of employment and labor market;
- relevant expertise and experiences of providing policy advice in labor market domain;
- In depth understanding of Moldovan labor market system;
- Advanced degree in Social and Economic Sciences (preferably in Labor Economics), Public Policy or other relevant degree;
- First-hand experience in data/econometric/statistical analysis, such an experience in the context of labor market related area will be an advantage;
- First-hand experience in research methodology and research implementation (experience in designing, setup, administration and delivery of a survey);
- Good knowledge of the statistical package Stata or of the other statistical programs;

- At least 3 years of professional experience in the labor market related areas;
- Excellent writing and good analysis aptitude.

The attention of interested Consultants is drawn to paragraph 1.9 of the World Bank's *Guidelines: Selection and Employment of Consultants [under IBRD Loans and IDA Credits & Grants] by World Bank Borrowers* edition January 2011 ("Consultant Guidelines"), setting forth the World Bank's policy on conflict of interest.

The two Consultants will be selected in accordance with the Selection Of Individual Consultants method set out in the Consultant Guidelines.

Further information can be obtained at the address below during office hours from 9.00 to 17.00 hours Chisinau time.

All applicants are requested to submit a letter of intention and a professional CV in English to the address below, with reference to a part of the assignment that they intend to apply for: component I or component II.

Ministry of Labor, Social Protection and Family, 5<sup>th</sup> floor, room no.501

Attn: Serghei Merjan, Procurement Consultant

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**Deadline for applications is February 15, 2016, 10:00 A.M.**

Only those selected will be contacted.

[Terms of reference for the assignment.](#)