Call for Applications / Expression of Interest

Appointment Title	:	**Labour Market Assessment (LMA) Consultant**
Duty Station	:	Harare, Zimbabwe
Type of Appointment	:	Consultancy Contract
Contract Duration	:	3 Months
Estimated Start Date	:	26 May 2022
CFA Reference Number		CFA2022/08
Closing Date		20 May 2022

Established in 1951, IOM is a Related Organization of the United Nations, and as the leading UN agency in the field of migration, works closely with governmental, intergovernmental, and non-governmental partners. IOM is dedicated to promoting humane and orderly migration for the benefit of all. It does so by providing services and advice to governments and migrants

1. **Nature of the consultancy:** To Conduct An Assessment On The Opportunities And Challenges For Strengthening Labour Mobility Schemes In Zimbabwe.

2. **Project Context and Scope:**

The Government of Zimbabwe (GoZ) in collaboration with IOM – UN Migration Agency, is implementing a project entitled "Strengthening Capacities for Labour Mobility Governance in Zimbabwe" whose objective is to contribute to strengthened labour mobility governance by the GoZ through supporting the implementation of prioritized actions as defined in the National Labour Migration Policy (NLMP) and its Implementation Plan. The project aims to strengthen institutional coordination structures and mechanisms, particularly through the establishment of the Policy Implementation Cell (PIC) which will promote effective mobilization and engagement of key stakeholders and foster whole of government and whole of society approaches to labour migration governance in Zimbabwe. Further, the project will assist the GoZ in accessing new evidence on labour migration regulatory frameworks and labour market situation in the region through conducting various assessments while supporting Migrant Resource Centres (MRCs) in improving their

services for migrants and potential migrants. To achieve this, the project seeks to achieve the following main outcome:

Outcome 1: The Government of Zimbabwe utilizes enhanced institutional capacity and new evidence on labour mobility for the implementation of the National Labour Migration Policy (NLMP).

As part of the evidence generation activities of the project, specifically Output 1.5, a Labour market situational assessment report focusing on selected countries of destination will be generated including the United Kingdom, Australia, and the United Arab Emirates. Employment creation has become an important objective across a broad range of interventions. As a result, there is growing interest in understanding employment dynamics to promote the creation of more and better jobs across a variety of policy-making areas and development assistance programmes. At the same time, there is an increasing recognition that, to be successful, employment promotion interventions must be demand driven, i.e., in line with the needs of the (labour) market. Hence, there is growing demand for understanding market dynamics and employer needs, to align interventions accordingly

The study forms part of the prioritized actions aimed at strengthening labour migration recruitment practices in and from Zimbabwe. The Government of Zimbabwe has increasingly expressed interest in engaging with countries where there is potential for human capital exchange schemes through the establishment of bilateral and multilateral agreements. The study will support the development of concrete and workable operational recommendations to leverage on the increasing number of foreign recruitment requests. This will be achieved through a diagnostic assessment on the strengths, weaknesses, opportunities, and threats (SWOT analysis) considering the labour market needs in the identified target countries. Furthermore, the assessment results will provide a strategic tool for advocacy and engagement in the development of Bilateral Labour Agreements in line with the thrust of the National Development Strategy 1.

The project will seek the services of qualified experts to support the MoPSLSW to develop a skills-specific assessment on labour market needs for potential targeted countries of destination, verification, and skills recognition requirements in the select countries and other relevant information related to the labour market. A labour assessment will be necessary as a baseline research activity to examine the constraints and potential capabilities for creating and expanding labour market opportunities through sustainable labour migration interventions. Consequently, a workshop will be conducted to validate the assessment findings and an operational roadmap with recommendations will be developed based on the outcomes of this assessment.

To design and implement an intervention that best meet the labour market needs of both countries of origin and destination. For Zimbabwe, the assessment will provide tool to negotiate access to the labour market for in demand skilled migrants which Zimbabwe can supply to the chosen countries of destination within sectors that currently have deficit. IOM is commissioning this assessment which will involve a desk review of available data, assessments and analysis, interviews of the targeted sample of key informants, training institutions in Zimbabwe and in selected countries of destination. This assessment will also be extended to relevant government institutions that shall serve to provide a picture of the regulatory environment, labour market analysis of existing mismatches between employer needs and jobseeker skills.

For countries of destination, the study will begin a critical conversation on the present and emerging relationships between national economies, employment characteristics and labour demand and how various migrant labour policies translate into different forms of preference or restriction. Moreover, the study will surface how these policies filter and distort mechanisms for recruitment. As such the study seek to align data and statistics available within countries of destination's labour market institutions. In the final analysis, this assessment will be useful in identifying and prioritizing sectors that should be targeted and supported to achieve the most impact in labour migration developmental outcomes.

The assessment is also intended help to identify activities that should be strategically supported by the Government of Zimbabwe to improve targeted outcomes for the conduct of bilateral engagements with countries of destination in order to improve regular migration outcomes including increased income, remittances, and employment opportunities for potential migrants. This assessment also shall factor in the opportunities and constraints brought about by caused directly and indirectly by the COVID-19 pandemic and how its effects have affected the labour market in terms of supply, demand and the ability and capacity to migrate. The pandemic has sustained for almost three years to date and the impact of COVID-19 on jobs and skills sets will form part of the critical components of this assessment.

Evidence suggests that the effect of COVID-19 on livelihoods and jobs has been devastating but at the same time, evidence also points to an increase in remote working arrangements in response to travel restrictions and lockdowns imposed by governments, suggesting major labor market transformations. In this context, it is vital that an assessment on the differentiated effects of this pandemic on individuals with different skills and levels of education, communities and labour markets be conducted to fully understand how the labour market has interacted with the labour markets in Zimbabwe and with what effects on labour migration governance. By gathering evidence, analysis and insights, this assessment will be used to design and

implement approaches to addressing labour migration including the formulation of new sector specific schemes that address the emergent economy within the post-COVID-19 scenario.

3. **Organizational Department / Unit to which the Consultant is contributing** Migration Governance and Development Unit

4. **Expected Outputs**

The situational labour market assessment will include the following:

- **Economic context and analysis**: Analyse the patterns of labour migration from Zimbabwe. Which sectors currently absorb labour within targeted countries of destination, and which are likely to see increases in employment in the future, and the income levels per sector and job type/level?

- **Demand for specific skills**: Within targeted countries of destination what are the skill sets required by function in the value chain, currently and in the future, by type of firm, by region and/or county? Determine which trades have significant local labour market demand? Which sectors have shortages?

- **Supply of specific skills**: From Zimbabwe what occupations, education levels, and skills levels are possessed by the workforce (disaggregated by gender), and what types of training are offered by which institutions?

- **Systems, stakeholders**: What are the institutional relationships, barriers, and opportunities for supporting employment including identifying opportunities for developing partnerships and linkages with NGOs, community-based organizations (CBOs) and state and private employers and local enterprises in both countries of origin and destination.

- **Policy and regulatory environment**: What policies impact the labour market in both Zimbabwe and the targeted countries of destination and what are the implications for reform?

- **Identify occupations that accept female employees and those with disabilities or special needs**; what types of duties women and vulnerable groups, including people with disabilities, can perform in various sectors, taking into consideration potential cultural or physical constraints.

- **Alignment**: How does the information gathered fit together? What recommendations can we make to

improve labour market functioning that would support labour agreements for human capital exchanges?

5. **The detailed Assessment objectives are:**

   a. **Institutional framework for the management of foreign labour**: Identify institutional gaps at all levels of the county government and private sector in coordination, in both country-of-origin Zimbabwe and the countries of destination (UK, Australia and the UAE)

   b. **Foreign employment trends**: Provide a summary of the employment situation, an analysis of the structural and/or other factors influencing unemployment and employment. Socio- economic and unemployment/employment information of women.

   c. **Shortages and surplus trends in main economic sectors**: Employers' catalogue and needs (specifying both skilled and unskilled needs) in countries of destination, the competencies, and skills of the available labour for the job respectively, Income levels for the new and existing employment/job opportunities

   d. **Labour market deficits and surplus analysis**: i) Identify and examine key policy and regulatory opportunities and constraints which would be critical in addressing the systemic deficiencies of the labour market. ii) Showcase the technical and transferable skills that potential migrants need to successfully pursue existing or anticipated labour opportunities in the local market. iii) New and potential growth sectors that can be supported and developed.

6. **Deliverables and Payment Schedule**

The consultant is expected to deliver a report on a three-instalment payment basis:

Deliverable	Disbursement and % of Fee
• **Desk review and analysis. Outline of the LMA report**	• **First instalment payment (25% of overall contract value) - Deliverable by email by 24 June 2022**
• **Desk Review and Literature Review, Data Collection, First Draft Report approved by GoZ and IOM Zimbabwe**	• **Second instalment payment - Deliverable by email by 18 July 2022 (25% of overall contract value)**

• **Presentation of Findings to Government of Zimbabwe and Stakeholder Final Report ready for publication (see below for details on final deliverables)** • **Final Report Incorporating comments from GoZ and IOM Zimbabwe**	• **Third and Final instalment payment (50% of overall contract value) - Deliverable by email by 22 August 2022**

Final Deliverables

- Consultant's report outlining findings of the assessment based on the abovementioned objectives of the assignment.
- Presentation delivered to Government stakeholders in validation meeting.

7. **Performance indicators for the evaluation of results**

The consultancy will be evaluated against the following indicators, for which targets will be discussed with IOM:

- Quality of the desk analysis provided by the consultant
- Quality of questionnaire developed for the key informant's interview
- Number and relevance of the key informant's interview

8. **Education, Experience and/or skills required**

Education:

Master's degree in Economics, Political Science, International Relations, Migration, Development, Social Sciences, or a related field from an accredited academic institution with at least seven years of relevant professional experience.

Experience and skills:

- Proven experience in analysis, consulting and/or market research
- Strong knowledge of the local economic and political context, ability to independently identify and connect with relevant stakeholders
- Strong writing and analytical skills, ability to produce clear and well-written reports

9. **Travel required**

Local / in-country field travel may be required for meetings with Government Stakeholders and other relevant partners.

10. **Competencies**

Values

- **Inclusion and respect for diversity** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- **Integrity and transparency**: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- **Professionalism**: demonstrates ability to work in a composed, competent, and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – behavioural indicators

- **Teamwork**: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- **Delivering results**: produces and delivers quality results in a service-oriented and timely manner; is action-oriented and committed to achieving agreed outcomes.
- **Managing and sharing knowledge** continuously seeks to learn, share knowledge, and innovate.
- **Accountability**: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- **Communication**: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring, and motivational way.

11. **How to apply:**

Interested candidates are invited to submit their cover letters (detailed expression of interest including technical and financial proposals) and CVs with names and contacts of three referees, listing references to previous similar studies conducted or relevant publication(s) with subject line "**Labour Market Assessment (LMA) Consultant**"
All applications clearly indicating the position title in the subject line must be submitted on or before 20 May 2022 via e-mail to procurementbids@iom.int. Please note that only shortlisted candidates will be contacted. Only shortlisted candidates will be contacted.

12. **Posting period:** From 13.05.2022 to 20.05.2022