

Terms of Reference for baseline study Job Booster in Chad

Name of study	Baseline study for Job Booster in Chad
Project area	Seven regions in Chad, i.e.: <ul style="list-style-type: none">- Ndjamena- Chari-Baguirimi- Logone Occidental- Logone Oriental- Moyen-Chari- Mandoul- Tandjilé
Partner organization(s) involved	<ul style="list-style-type: none">- Woord en Daad (W&D)- GenABCD- SAJED
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Period of implementation	January 2019 – December 2022

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Annexes

1. Description Job Booster concept

Background

Situated in the heart of Africa, Chad is one of the biggest Sahel countries with a surface of 1 284 000 square kilometre. With an annual growth rate of 3.5 percent the very young population of 11 880 614 inhabitants - 2/3 of the population is under the age of 25 - is expected to grow rapidly over the next decades.¹ The labour force consists of approximately six million people of which only nearly three million people are formally employed. Poverty rates are high and Chad ranks 186 out of 189 countries on the HDI-index.² With a lot of youngsters entering the labour market in search for work, one of the biggest challenges of the Chadian government is to help these youngsters to work.

Several issues complicate this challenge. First, large parts (80%) of the population live in rural areas and large parts of the population are working in and/or dependent on the primary sector, which mainly consists of agriculture.³ The secondary and tertiary sectors of industry and services are hardly developed and only 20% of the population has found of job in these sectors.⁴ Besides this, the level of education in the country is low. According to UNICEF statistics (December 2013), only 53,6% of the male population between 15-24 years old is able to read and write. For girls, this percentage is even lower: 42,2%.⁵ The group older than 25 often lacks any form of education; only 14,9% has followed primary education and 5,3% has finished secondary education or higher. In general literacy rates (i.e. age 15 and over who can read and write French and Arabic) for men are 31,3% and 14% for women (CAI Factbook Oct2018).

The mission of Woord and Daad (W&D) is to connect people around the world in their fight against poverty, which triggered its wish to work in Chad. The situation and problems sketched in the previous paragraphs link with W&D Job Booster (JB) concept, which aims to help people to work by connecting job seekers to employment opportunities. JB is focused on employment, income and education. All of these are strongly linked to the underlying goals of W&D of dignity and self-sufficiency. Good experiences in Ethiopia, Burkina Faso and several other countries with a JB project inspired W&D to look for opportunities to start JB in Chad.

A more detailed of the Job Booster concept is provided in Annex 1.

Objective of the assignment

The context in Chad in which the Job Booster will operate is different from other country contexts. Because of this, W&D wants to acquire better understanding of the labour market, professional training and the sectors with the biggest potential for (self-)employment. The baseline study should map the current situation in Chad, and more specifically of the seven regions in South-Chad that will be the main focus of the Job Booster- Chad. These regions are Ndjama, Chari-Baguirmi, Logone Occidental, Logone Oriental, Moyen-Chari, Mandoul and Tandjilé. The objective of the study is to collect the necessary information to design a Job Booster tailored to the context of Chad. The baseline study consists of the following components:

- An analysis of policies, practices and role of the **government** in relation to youth (self-) employment, entrepreneurial training and (TVET) education, including a SWOT analysis.
- An analysis of the **private sector** and the possibilities and threats with regard to youth (un)employment, including a labour market scan to identify possibilities for employment and a study of the business environment for start-ups with challenges and possibilities, and a SWOT analysis.
- An analysis of **education (TVET) and entrepreneurial training sector** in Chad, including a SWOT analysis;
- An analysis of the employment situation and employability of **graduates/job seekers**;

¹ INSEED, RGPH, 2009

² <http://hdr.undp.org/en/composite/HDI>

³ ECOSIT3

⁴ <https://www.cia.gov/library/publications/the-world-factbook/geos/cd.html>

⁵ https://www.unicef.org/infobycountry/chad_statistics.html

- Conclusions and **specific recommendations** for JB design; how can JB be set up best, what should be the focus of JB in Chad and what should be the roles and responsibilities of a JB organization related to a consortium of (implementing) partners.

The topics that should be included in the analysis of the described components are presented under “Main tasks/expected outputs”

Main tasks/expected outputs

The output of the baseline consists of the results of collected data, an analysis of these data and results and conclusions and specific recommendations for further project implementation. The output must be described in a comprehensive report and needs to be presented in **French and/or English**. The report must incorporate the following:

- Well-analysed and presented data;
- Present status, gaps and recommendations for future interventions;
- The data collection tools used, raw data and analysed data;
- Names and positions and contacts of persons/companies/TVET centres/government officials interviewed;
- Well referenced literature.

The different steps/tasks to be taken:

1. Development of data collection sheets for private sector, government, graduates/job seekers, TVET/education centres and students, including a proposed methodology on how to collect the data. The data collection sheets are to be approved by W&D.
2. Collection of the data/information on at least the following topics:

Government

- Description of current government policies and practices (national and regional) with regards to labour market developments, entrepreneurship development, youth (un)employment, self-employment, (TVET) education/entrepreneurial training and labour conditions;
- Analysis of the involvement of the government on the just named issues;
- Conclusions and specific recommendations / agenda on possible project interventions on government level (f.i. capacity building, advocacy, dialogue between stakeholders);
- SWOT analysis of the government with regards to youth (un)employment;

Private sector

- Relevant actors in the seven selected regions, including a description of their current role. These should include actors working on youth (un)employment, but also the other major players that (may) influence youth (self-)employment;
- Labour market scan and survey among stakeholders to map the employment situation in the private sector and the trends. This covers data and information on labour market opportunities, demand by companies for skilled workers, youth (un)employment, opportunities and constraints for self-employment, skill and knowledge requirements, etc.
- The scan looks at different sectors and maps possible differences per region. Possible differences between (agri-)wage-employment and (agri-)self-employment and differences between formal and informal labour and rural/urban areas are to be taken into account.
- Analysis of self-employment/businesses. This includes some case studies on (micro) SME's with a description about their past development, growth, expectations and organisation. It includes a mixture of sketches of start-ups (until two years after start-up) and longer existing companies (until five years after start-up);

- SWOT analysis of the private sector with regards to youth (un)employment.

TVET/entrepreneurial training sector and ideas of job seekers about employability

- Relevant actors in the seven selected regions in the TVET and entrepreneurial training sector, including a description of their current role;
- Analysis of the approach and focus of TVET and entrepreneurial training;
- SWOT analysis of the TVET and entrepreneurial training sector with regards to youth (un)employment.

Job seekers

- A study among graduates/job seekers to assess their employment situation and employability. This is focussed on the challenges they face to enter the (wage) labour market and the question why (if so) they do not consider self-employment as an option to get employed. There is focus on both TVET graduates and job seekers in general and the differences between their answers are presented.
- A SWOT analysis of the employability of youngsters.

3. Presentation of the collected data in a comprehensive report. Additional to these findings, conclusions and specific recommendations should be included on the following issues:
 - Major challenges and risks for youth employment and entrepreneurship;
 - Possible function, role, responsibilities, conditions and activities of a JB office
 - From the perspective of the government (national and regional);
 - From the perspective of the private sector;
 - From the perspective of training institutes;
 - From the perspective of graduates and job seekers.
 - Identification of mechanisms to support gender balance in (self-)employment;
 - Possibilities for future JB implementation on regional level targeting private sector, (local) government offices and training institutes.

General remarks:

- The baseline study is also meant to identify gaps in data collection and data management in relation to education and labour market;
- Data collection using questionnaires preferably be done through *KoBoToolbox*. Data storage needs to be in a digital database;
- The analyses must have a specific focus on the connection between the different actors (government, private sector, job seekers/graduates and education/training institutes). It includes research on available (statistical) data and information, organized survey's, focus group discussions and in depth conversations.

Qualifications

1. The lead consultant should possess minimum Master degree in Economics and/or Education or any other related field.
2. Have an attitude focused on learning and improvement rather than external control.
3. Diverse understanding and clear knowledge of the private sector, labour market sector in Chad.
4. Extensive experience in carrying out complex field based surveys.
5. Experience in qualitative and quantitative data collection and analysis.
6. Experience in data collection through focus group discussions.
7. High degree of independence, flexibility and ability to meet strict deadlines.
8. Excellent communication and writing skills.
9. Speak and write fluent French (English is an asset) and be conversant in local languages spoken in targeted regions.

10. Must be a fully independent professional from both W&D and the partner organizations in Chad.
11. Has respect for the context and Christian character of W&D and the partner organizations.

Application criteria

Interested consultants or firms should submit a technical and financial proposal covering:

1. Capacity statement;
2. Demonstrated understanding of the terms of reference;
3. Proposed methodology for data collection and analysis;
4. A detailed workplan;
5. A detailed financial proposal;
6. CVs of principle consultants;
7. Contact details of two referees from recent clients.

Suggested timeline

The time period to complete this assessment begins no later than 23 November 2018 and ends on 31 January 2019 (10 weeks). W&D will inform the consultants around November 12, 2018 about the outcome of the selection procedure. The selected consultants are to submit a specific plan of action based on their proposal and input from W&D before October 31, 2018.

Deliverable	Due Date
Consultants are informed about the outcome of the selection procedure	12 November 2018
Plan of Action	19 November 2018
Sign contract and start assignment	23 November 2018
Draft baseline report produced and submitted to W&D	15 January 2019
Presentation draft findings to stakeholders	19 January 2019
Final baseline report produced	31 January 2019

Application details

The proposal, including the resumes (CV) of principle consultants, should be submitted to W&D at: c.oosterhuis@woordendaad.nl on **31 October 2018** the latest. Proposals should clearly indicate how the consultancy team fits the qualifications and experience, and how the terms of reference will be achieved, and budget estimates. The proposal can be written in French or English.

Questions regarding technical information of this assignment should be addressed to Cees Oosterhuis at c.oosterhuis@woordendaad.nl.

Proposal application deadline

Thursday, October 31, 2018 at 17:00 hrs (GMT)