

International Consultant – Training of consultants on the Ann Alé Program Methodology

Locality:	Port au Prince, HAITI and remotely
Deadline for application:	
Additional category:	
Type of contract:	Individual Contract
Position level:	International Consultant
Required language:	English, and Spanish
Duration of the initial contract:	14 days

Context

Small businesses in Haiti are often excluded from business development processes associated with a specific demand, although this sector generates the most jobs and plays an important role in the country's economy. Qualified human resources are needed to detonate these processes and install them on the production lines more permanently.

The Haitian economy is mainly supported by the informal business sector. It is estimated that 90% of trade and industry workers belong to the informal sector. Furthermore, this sector is characterized by limited income and a very low level of competition and productivity. In this informal economy, where little value-added is produced, most of goods and services used as inputs for the production by the leading companies are imported: there is a clear gap in the relationships between the micro and small enterprises and the leading companies. This gap in supplier / leader relationships results in limited productivity, fragmentation, low and insufficient contact with the market, and a low degree of associativity.

Haitian women are the backbone of the country's economy. They play an important economic role, particularly as producers, as traders, and as liaisons between local producers and consumers. Nevertheless, eight years after the earthquake (2010), despite their significant contributions, many women still do not enjoy reliable and decent employment opportunities or sustainable livelihoods.

Recent studies have shown that Haitian women work more than men, but this work is mainly devoted to unpaid domestic activities. When women have access to paid work, they often live in more unstable conditions than men (51% of women are self-employed compared to 24% of men formally employed (36%) and occupy low-skill jobs.

In addition, Haitian women are often victims of social, political and economic discrimination and stigmatization, which can contribute to their lack of confidence in assuming leadership and decision-making roles. A microenterprise census conducted by the Ministry of Commerce and Industry (MCI) in 2012 confirmed this finding, showing that most of very low-income businesses are owned by women, while the majority of middle-income enterprises are owned by men.

One of UNDP's priorities is to reduce and eliminate the economic exclusion of women. Gender equality is a Sustainable Development Goal in itself (SDG 5) and is also essential for achieving other development goals. As a matter of fact, women can become agents of change for the promotion of a more just, equitable and sustainable economic growth only when inequalities are addressed. In addition, recent research has provided rationale for focusing on women's economic empowerment in development programs.

In this perspective, in order to support the Haitian Government in its policy of developing Small and Medium Enterprises and to facilitate the inclusion of women as well as their empowerment in the economic system, UNDP proposed in 2011 to develop and to implement the Ann Ale Program in Haiti.

This methodology is an adaptation of the one implemented by UNDP in Mexico and Ecuador, tailored to the needs of Haiti.

The three pillars of the Program are:

- Strengthening of business practices, production capacity and market access
- Innovation of the companies
- Renewal of the graphic image and equipment of each targeted microenterprise.

The implementation of the Ann Ale Program is part of the project "Empowerment of Vulnerable Women: Capacity Building and Income Generation in Haiti" funded by KOICA (Korea International Cooperation Agency). The project aims to help around 1.500 disadvantaged women to have access to the resources and development benefits needed for their social and economic empowerment. This project proposal represents the second phase of a successful pilot project that began in 2012 and was completed in 2014.

Duties and responsibilities

Under the direct supervision of the Chief of Poverty Reduction Unit and the project manager, the consultant will have to provide the following deliverables over 10 days:

- **Methodology note:** the consultant will be on charge of the adaptation of the training course of the Ann Ale Program. This adaptation will be based on the participant profile: the selected candidates CV will be shared to the consultant in order to facilitate the process of adaptation.
- **Train 25 consultants** on the methodology of the Ann Ale Program: the training will have a total duration of 24 hours divided into 3 sessions. The consultant will be in charge of the elaboration of the Agenda and will indicate in his proposal all the material requested for the training. UNDP project team will support with the logistics organization of the event.
- Prepare a **final evaluation** of the trained consultants including recommendations about the accreditation: strengths and weaknesses of every trained consultants, as well as the results of every evaluation steps (mid-term and final tests). The consultant will deliver a report with the lessons learned about the training process.

Deliverables

Expected deliverables	Deadline	Percentage
Methodology note	3 days	30%
Final evaluation	14 days	70%

Skills

- To be certified as a consultant of the Ann Ale Program
- Very good knowledge of the Ann Ale Program methodology
- Very good knowledge of the mechanisms and dynamics of the Ann Ale Program to facilitate the learning of the entrepreneurs
- Ability to deliver workshops using the trainer-to-trainer mechanism
- Good knowledge in the field of micro enterprises support
- Ability to work independently
- Excellent knowledge of common computer software (Word, Excel, PowerPoint);
- Very good knowledge of the United Nations system and particularly UNDP

Qualifications and experiences

Education:

University degree in: Economics, Social Sciences, Marketing, Business Administration, etc.
Master's in economics, business administration, local and economic development, etc. will be an added value.

Experience:

- Minimum 7 years of relevant experience in local economic development, support to value chains, market analysis, support to national and local governments in economic issues.
- Experience as a consultant in support processes for micro and small businesses, productive associations or/and cooperatives;
- Experience in implementing the Ann Ale Program methodology;
- Experience as a trainer of trainers of the Ann Ale Program methodology.

Selection criteria:

- Technical proposal – 70/100
- Financial proposal – 30/100

Application form:

- Candidates' files should include their CV, a proposal of the methodology to be used for this consultation and a financial offer including logistics costs (travel and lodging fees).

N.B.:

Please save all the documents in a single PDF file ready for download as the system only accepts one document.

UNDP is committed to recruiting a diverse workforce in terms of gender, nationality and culture. We therefore encourage people from ethnic minorities, aboriginal or disabled communities to apply. All applications will be treated in the strictest confidence