

TERMS OF REFERENCE
FOR INDIVIDUAL CONTRACT

POSITION TITLE:	International Consultant - Employment Growth
Project detail:	BRH Inclusive Growth Working Paper Series
AGENCY/PROJECT NAME:	UNDP BRH
COUNTRY OF ASSIGNMENT:	Home based
Duration:	1 December 2021 – 30 June 2022

1) GENERAL BACKGROUND

COVID-19 continues to ravage and pose serious risk of resurgence in the Asia Pacific region. Regional economy is likely to revive with subdued growth projected at an average rate of 5.4% in 2022 while countries are recovering at divergent speeds.

It is projected that Asia Pacific region could constitute 14% of the global new poor due to COVID-10 pandemic. The low-skilled workers shouldered the largest share of job and income losses in the Asia Pacific region that is home to 1.3 billion of the world's 2 billion informal workers and constitutes approximately 68 per cent of all the workers in the region. The pandemic has so far caused a loss of an estimated 81 million jobs in 2020 and about 6.5 million exited the labor force, significantly more than those who became unemployed. Women and youth were disproportionately affected by loss of employment and decrease in working hours. The pandemic has slowed economic activities of SMEs, and hit service sectors of the economy such as tourism, manufacturing, agriculture and fisheries. Prior to the pandemic, the Asia Pacific region is home to 1.3 billion of the world's 2 billion informal workers with low productivity and constitute approximately 68 per cent of all the workers in the region.

Employment is one of the main channels through which the link between economic growth and poverty reduction is established. As the level of income is the key determinant of poverty and as productive employment is the principal source of income, expanding gainful employment opportunities has to be a major element in the strategy of poverty reduction. This might be called the 'employment nexus' between growth and poverty. Unfortunately, the growth—employment—poverty linkage has not been adequately recognized in the pro-poor debate. Clearly, employment growth depends upon the growth of the economy. However, empirically a wide variation is observed in this relationship. The rate of employment growth is also influenced by the sectoral composition of economic growth, the choice of technology and the degree of effective functioning of the labour market.

As such, employment growth and productivity are key to inclusive and sustainable recovery and growth in the Asia Pacific region. In 2003, Hafiz A. Pasha and T. Palanivel, argued that— is one of the key determinants of pro-poor growth in the Asia Pacific region. This seminal study illuminated the 'employment nexus' that bridge growth and poverty which was not sufficiently researched.

Almost two decades on, these hypothesis and findings are still relevant – employment growth is of utmost priority in the inclusive recovery from COVID-19 and sustainable growth in the Asia Pacific region and must be revisited within a rapidly evolving development paradigm. In particular, employment growth is a crucial matter not only due to the direct and immediate impact of COVID-19 but is a vital policy priority in conjunction with the macroeconomic structural transformation and diversification. Thus, while traditional sectors such as agriculture constitute an important element that forms the process of employment growth and to that end poverty reduction, going forward, the analysis will need to consider the significance of gig, green and blue economy that is likely to mirror the global trends and shape the regional employment sector. Alongside the poverty reduction policy instruments such as social protection, skills development and access to essential services such as universal health care, the renewed analysis on employment growth will be a vital input to shaping the overarching debate around the recovery pathways and macroeconomic policies that guide the operationalization of the concept of the world of work.

As the development arm of the UN development system, in the context of COVID-19 pandemic, UNDP was designated as the technical lead on socio-economic impact recovery within the context of the UN framework for the immediate socio-economic response to COVID-19. At the country and global levels, it has been actively engaged on the issues of structural transformation, macroeconomic policies and employment. The imperative to take stock of the existing evidence and articulate forward-looking concept, within the framework outlined above, has emerged as critical issue to address if progress on the SDGs is not to be undermined and if the recovery is to be inclusive and sustainable. Moreover, while COVID-19 crisis has been extraordinarily challenging for countries in this regard, in the

policy responses of different governments, a number of important approaches have emerged which it would be useful for UNDP to both take stock of and share with others in the context of its programme and advocacy work.

2) OBJECTIVES OF THE ASSIGNMENT

The BRH Inclusive Growth Working Paper Series seek to build knowledge base to address the most pressing and emerging structural issues that affect the Government's policy options towards inclusive and sustainable recovery from COVID-19 pandemic and attainment of SDGs across several countries in the Asia Pacific region. The topics are closely aligned to the key theme and directions of 2022 Regional Human Development Report.

These papers seek to take stock of the existing data and evidence in the Asia Pacific region, build on the country-level research and inform UNDP's intellectual leadership, positioning and strategic dialogues with partners at regional & country levels with a view to bring transformational change to the policy narrative and direction.

The papers will benefit from internal peer reviewing by Regional Bureau for Asia Pacific (RBAP) Headquarters in New York, Bangkok Regional Hub (BRH) GPN staff, CO Economists, Bureau for Policy and Programme Support (BPPS) Inclusive Growth Team, as relevant to their portfolio and country contexts as well as the SDG Finance Team.

The output paper will be a concise and strategic document of about 25 pages with an executive summary that could be detached and used as a policy brief. Among the audience envisaged are policy makers, academics, NGOs / CSOs, media, development partners and UN agencies. This paper also seeks to inform the strategic engagement of UNDP officials (RRs, DRRs, Economist Network, RBAP Headquarters in New York, BPPS and others) with these stakeholders on employment as well as COVID-19 recovery, SDG financing and social protection.

Against the above backdrop, this working paper on employment growth will be developed based on a regional desk review of existing evidence and policies in the Asia Pacific region. Intellectual contributions include:

- Analytical and evidence-based assessment on the state of employment growth within the overall structural transformation in the Asia Pacific region
- Implications of employment growth on poverty, inequity and productivity within the inclusive, sustainable and low-carbon COVID-19 recovery pathways, and specific implications on LDCs, SIDs (in line with the UNDP's corporate offer) and MICs.
- Concepts and definitions of employment growth within the emerging literature on of the future of work.

3) SCOPE OF WORK

The consultant will undertake the following tasks:

- 1) Desk review drawing on the latest evidence and cutting-edge research addressing the below aspects:
 - Latest and evolving concepts and definitions of employment growth within the global concept of the future/world of work.
 - Analysis of trends and projections of employment growth and estimations of employment elasticity of economic growth in the countries in the Asia Pacific region.
 - Review of emerging policies applied by countries, particularly in relation to structural transformation and economic diversification linked to COVID-19 recovery and low carbon transitions therein.
 - Potential implications for reduction in poverty and inequity with policies touching on three key aspects of the 'jobs agenda' – (a) governance of labor markets; (b) augmentation of labor productivity; and (c) identification of new sources of job-creating growth. Specific challenges and implications on in the context of LDCs / SIDs as well as MICs.
- 2) Draft a paper of approximately 25 pages with annexes, graphs and tables, abstract and presentation with key messages as well as practical recommendations for policy makers and to inform the work of the UNDP economists as well as CO policy advocacy work, incorporating inputs and feedback from the concerned parties.
- 3) Presentation of the paper in the RBAP Economist Network webinar and as other strategic opportunities arise.

4) DURATION OF ASSIGNMENT, DUTY STATION AND EXPECTED PLACES OF TRAVEL

Duration

1 December 2021 – 30 June 2022 (maximum 30 days)

Duty Station

Home-based with telecommunication engagement with country office and relevant counterparts in Asia and Pacific,

no travel required.

Expected places of travel: None

Deliverables 5) EXPECTED DELIVERABLES

Outputs	Estimated Duration to Complete	Target Due Dates	Review and Approvals Required
a) Outline, concept and methodology as well as list of references and datasets	7 days	Late December 2021	UNDP (Team Leader – Inclusive Growth, Prosperity Advisor, Inclusive Growth Programme Specialist-Economist Policy in coordination with RBAP Chief Economic Advisor) with input from CO Economists and relevant BRH GPN Teams.
b) Draft the working paper	15 days	Early February 2022	
c) Presentation of the preliminary findings and policy recommendations to the peer review group	1 day	February 2022	
d) Final paper, two-page abstract and PPT presentation incorporating feedback from and endorsed by the relevant parties in UNDP	7 days	Late March 2022	
Total	30 days		

6) PROVISION OF MONITORING AND PROGRESS CONTROLS

The consultant will report to the Team Leader – Inclusive Growth and Prosperity Advisor and Inclusive Growth Programme Specialist-Economist Policy who will work closely with the RBAP Chief Economic Advisor. The consultant will also work closely with the GPN Teams, Economists via the RBAP Economist Network and other partners.

7) DEGREE OF EXPERTISE AND QUALIFICATIONS

Education:

- At least Master's degree economics, macroeconomics, labor economics, development studies, statistics or related fields.

Work experience:

- A minimum of 15 years of experience in macroeconomic policy analysis with specialization in labour economy in developing country contexts, including provision of policy advisory support;
- At least 5 Track record (within 5 years) of authoring academic papers and current / recent affiliation with academic institutions;
- Track record that demonstrates Theoretical and technical knowledge of macroeconomic policy and concepts with specialization in labor economics;
- Track record that demonstrates Analytical research skills using large datasets;
- Experience in compiling theories, technical concepts and data on macroeconomic and labour policies into concise and strategic documents for use in high-level regional policy dialogue;
- Familiarity with UN especially UNDP corporate priorities as well as policies of UN agencies and development partners;
- Work experience in or related to the Asia-Pacific region is highly desired.

Competencies

- Ability to effectively plan, organize, monitor tasks and deliver outputs;
- Good inter-personal and skills;
- Proactiveness, patience and attention to details;
- Openness to change and ability to integrate feedback;
- Cultural and gender sensitivity; ability to work with people from different backgrounds;
- Ability to work independently and in a team; and to deliver high-quality work on time;
- Ability to network and leverage collaboration from stakeholders and partners.
- English proficiency is required.

8) REVIEW TIME REQUIRED

The review and approval of payments will be made by the assigned supervisor(s) within 7 days.

9) CONSULTANT PRESENCE REQUIRED ON DUTY STATION/UNDP PREMISES

☒ NONE

☐ PARTIAL

☐ INTERMITTENT

☐ FULL-TIME

10) PAYMENT TERMS

☒ **Lumpsum**

Payments shall be done on a lumpsum basis, upon verification of satisfactory delivery and of completion of deliverables and approval by the supervisor.

Deliverables/ Outputs	Payment term	Due
Deliverable 1 <ul style="list-style-type: none">Outline, concept and methodology as well as list of references and datasetsDraft working paper	40%	15 February 2022
Deliverable 2 <ul style="list-style-type: none">Presentation of the preliminary findings and policy recommendations to the peer review groupFinal paper, two-page abstract and PPT presentation incorporating feedback from and endorsed by the relevant parties in UNDP	60 %	31 March 2022

Candidates must send a financial proposal based on **Lumpsum Amount**. They shall quote an all-inclusive Daily Fee for the contract period. The term "all-inclusive" implies that all costs (professional fees, communications, consumables, etc.) that could be incurred by the successful candidate in completing the assignment are already factored into the daily fee submitted in the proposal. *Travel is not required.*

In the event of unforeseeable travel not anticipated in this TOR, payment of travel costs including tickets, lodging and terminal expenses should be agreed upon between the respective business unit and the consultant, prior to travel, and will be reimbursed. In general, UNDP shall not accept travel costs exceeding those of an economy class ticket. Should the consultant wish to travel on a higher class, they should do so using their own resources.

11) CRITERIA FOR SELECTION OF THE BEST OFFER

Evaluation Method and Criteria

Candidates will be evaluated based on cumulative analysis. The award of the contract shall be made to the candidate whose offer has been evaluated and determined as a) responsive/compliant/acceptable; and b) having received the highest score out of a set of weighted technical criteria (70%) and financial criteria (30%). The financial score shall be computed as a ratio of the proposal being evaluated and the lowest priced proposal received by UNDP for the assignment.

Evaluation criteria	Max points
Criteria 1 At least Master's degree economics, macroeconomics, labor economics, development studies, statistics or related fields.	10
Criteria 2 A minimum of 15 years of experience in macroeconomic policy analysis with specialization in labour economy in developing country contexts, including provision of policy advisory support.	20
Criteria 3 At least 5 Track record (within 5 years) of authoring academic papers and current / recent affiliation with academic institutions.	15
Criteria 4 Track record that demonstrates Theoretical and technical knowledge of macroeconomic policy and concepts with specialization in labor economics.	20
Criteria 5 Track record that demonstrates analytical research skills using large datasets.	15
Criteria6 Experience in compiling theories, technical concepts and data on macroeconomic and labour policies into concise and strategic documents for use in high-level regional policy dialogue.	10
Criteria 7 Familiarity with UN especially UNDP corporate priorities as well as policies of UN agencies and development partners.	5
Criteria 8 Work experience in or related to the Asia-Pacific region is highly desired	5
Total points:	100

****Only candidates obtaining a minimum of 70% or above in the Technical evaluation would be considered for the Financial Evaluation.**

Personal interview may be required.

Financial Evaluation (30%)

Financial proposals from all technically qualified candidates will be scored out of 30 marks based on the formula provided below. The maximum marks (30) will be assigned to the lowest financial proposal.

All other proposals will receive points according to the following formula:

- $p = y (\mu/z)$.
Where:
- p = points for the financial proposal being evaluated;
- y = maximum number of points for the financial proposal;
- μ = price of the lowest priced proposal;
- z = price of the proposal being evaluated.

11) Application Procedure / Recommended presentation of offer

Instructions to Applicants: Click on the **"Apply now"** button. Input your information in the appropriate Sections: personal information, language proficiency, education, resume and motivation. Upon completion of the first page, please hit "submit application" tab at the end of the page then the uploading option for the required document will be available.

Please group all your document into one (1) single PDF document as the application system only allows to upload maximum one document.

Interested candidates must submit the following documents/information to demonstrate their qualifications. Please group them into one (1) single PDF document:

1. **Letter of Confirmation of Interest and Availability with Financial Proposal (in USD)** using the template provided as **Annex III**

[Financial proposal: Consultant shall quote an all-inclusive fixed total contract price, supported by a breakdown of costs, as per template provided for the entire assignment. The term "all-inclusive" implies that all costs (professional fees, communications, consumables, etc.) that could be incurred by the IC in completing the assignment are already factored into the proposed fee submitted in the proposal]

If an Offeror is employed by an organization/ company/ institution, and he/she expects his/her employer to charge a management fee in the process of releasing him/her to UNDP under Reimbursable Loan Agreement (RLA), the Offeror must indicate at this point, and ensure that all such costs are duly incorporated in the financial proposal submitted to UNDP.

2. **P11 / Personal CV**, indicating all past experience from similar projects, as well as the contact details (email and telephone number) of the Candidate and at least three (3) professional references.

3. **Samples of unedited policy paper (5-8 pages) written by the candidate.**

****Failure to submit the above-mentioned documents or Incomplete proposals shall result in disqualification**

****Please group all your document into one (1) single PDF document as the application system only allows to upload maximum one document.**

The short-listed candidates may be contacted, and the successful candidate will be notified