

1 TERMS OF REFERENCE

Labor market information for women and diverse groups in Suriname

SURINAME

SU-T1166

Promoting Employability for women and diverse groups in Suriname

1. Background and Justification

- 1.1.** In the context of the loan program "Labor Market Alignment with New Industries" (5626/OC-SU), which seeks to promote employability for jobseekers in Suriname, this consultancy will support the execution of the program through the collection and analysis of qualitative and quantitative labor market information (LMI) from employers, women and diverse groups to identify and monitor the main imbalances and gaps that these groups face to successfully insert and maintain in the labor market and the potential determinants of such gaps.
- 1.2.** The limited availability of reliable LMI, especially for women and diverse groups is a challenge for policy formulation, implementation, monitoring, and evaluation. Specifically, the following drawbacks have been identified: (i) LMI is scattered and does not compile and harmonize household surveys, vacancy surveys, and other administrative records; (ii) there is no data portal to ease access to all relevant stakeholders, allowing to download databases and visualize key trends; and (iii) there are significant information gaps on women and people in diverse groups (i.e. people with disability, indigenous, maroons, and LGBTQ+) which prevents the understanding of the barriers they face to access jobs and hence design suitable policies.
- 1.3.** The limited existing data shows that the labor market in Suriname is particularly precarious for women and diverse groups. Although women average one more year of formal education than men, in 2018 women's labor force participation was 48.1% (73.3% for men), and the female unemployment rate was 15% (6% for men). Similarly, tribal populations and individuals in the remote areas of the interior are mainly employed in agriculture and mining, sectors with informality rates of 84 percent and 56 percent, respectively (ILO, 2021).
- 1.4.** Building from the diagnosis of the limitations that the Surinamese face to obtain better employment opportunities, the Bank has identified the most critical areas to improve the Training for Employment System (TFE), the current employment intermediation services, and the LMI with a gender and diversity perspective. First, for the TFE system, it is important to identify gender and diversity imbalances and the barriers that women and communities in the interior face to access relevant training courses. For example, anecdotal evidence reports gender segregation in the courses taken, whereby women tend to be enrolled in traditional low-remunerated fields, such as kitchen or nursing assistant, and are underrepresented in highly

remunerated fields with high market demand such as computer science, Information and Communications Technology (ICT), and engineering. Furthermore, it seems that women experience more difficulty covering the costs of attending the courses, even when these are subsidized.

- 1.5. Second, although 63% of registered jobseekers for employment services provided by the MOL from 2015 to 2021 were women, the SDLM does not provide services tailored to women or other vulnerable groups (IDB-WAPES-OECD, 2016), nor does it provide information about other government programs that may increase their job prospects, such as access to subsidized childcare facilities.

2. Objectives

- 2.1. The overall objective of this consultancy is to identify and analyze the barriers and constraints women and diverse groups in Suriname face to access high-quality jobs and to shrink the labor market gaps.

3. Scope of Services

- 3.1. The consulting firm will provide a scope of services for each phase including multiple elements listed below.
 - The consulting firm, under the supervision of the IDB, is responsible for the implementation of a specialized survey, with high statistical and technical standards and including telephone-base and in-the-field surveys.
 - The consulting firm will participate in the planning of the project and ensure the follow-up of its implementation and all related activities to achieve the expected results.
 - The consulting firm will ensure that the planned activities are carried out promptly and in constant compliance with IDB policies and procedures.

4. Key Activities

To design and implement the surveys in Suriname, including the coastal and interior region, the following activities will be performed:

- 4.1. Review previous surveys for collecting labor market information from women and diverse groups and employers' perceptions.
- 4.2. Review data collection methods (e.g., phone or on-the-field surveys) and methods to collect data on firms.
- 4.3. Design and pilot a questionnaire collecting quantitative and qualitative data on (i) Socio-demographic characteristics; (ii) labor market status, labor trajectory, income, and the determinants of workforce participation; (iii) firm's possible bias and prejudiced behaviors during

the recruitment and career planning of employees against women and diverse groups; among others.

- 4.4. Design and implement a collection methodology aiming at having a statistically representative sample of women, diverse groups, and firms in Suriname.
- 4.5. Collect data through a telephone and on-the-field questionnaire from a sample of women, diverse groups, and firms in Suriname.
- 4.6. Analyze the data and produce a report with the results, describing the methodology and lessons learned as well as an analysis of labor market gaps in Suriname.
- 4.7. Hold regular meetings with the IDB team to present advances in the consultancy.

5. Expected Outcome and Deliverables

5.1. This consultancy must submit the following products. All these products must be approved to be considered final products.

- **Product 1:** Work plan with questionnaire proposal, including questionnaire draft, software to be used, strategy for validation of labor market information as well as a strategy for data collection (sectors, timeframe).
- **Product 2:** Final version of the questionnaire after validation with relevant counterparts in Suriname.
- **Product 3:** Intermediate report with data/information gathered for the analysis, including data dictionary.
- **Product 4:** Final report with analysis of the data collected and presentation in a workshop (or another modality, to be determined). The final report should also include all original files of the graphics and data processed and analyzed for the report (e.g., databases, Power-Points, Excel sheets), according to the format agreed with the IDB team in advance.

6. Project Schedule and Milestones

<i>Deliverables</i>	<i>Timeframe</i>
1. Submission and approval of the work plan	Two weeks after the signature of the contract
2. Submission and approval of the second product	Two months after the signature of the contract
3. Submission and approval of the third product	Six months after the signature of the contract
4. Submission and approval of the fourth product	Twelve months after the signature of the contract

7. Reporting Requirements

- 7.1.** Every report must be submitted to the Bank in an electronic file. The report should include a cover, the main document, and all annexes. This file must also be in an electronic format used by the Bank, such as one of the MS Office, JPG, and/or TIFF formats. ZIP files (compressed) will not be accepted as final reports due to the regulations of the Bank File Management Section.

8. Acceptance Criteria

- 8.1.** Yyannú Cruz Aguayo, Economics Senior Specialist in Labor Markets Division, is authorized to accept the work.

9. Other Requirements

- 9.1.** All Offerors shall assume all costs associated with the preparation and presentation of their proposals. The Bank does not assume any responsibility whatsoever to reimburse Offerors for costs incurred in the preparation of proposals in response to this RFP.

10. Supervision and Reporting

- 10.1.** The consulting firm will be reporting to Yyannú Cruz Aguayo, who will give comments to any reports, approve reports, documents, work, and give comments or any instructions for changes. It shall be the firm's responsibility to ensure that such reports are submitted to the Bank.

11. Schedule of Payments

- 11.1.** Payment terms will be based on project milestones or deliverables. The Bank does not expect to make advance payments under consulting contracts unless a significant amount of travel is required. The Bank wishes to receive the most competitive cost proposal for the services described herein.
- 11.2.** The IDB Official Exchange Rate indicated in the RFP will be applied for necessary conversions of local currency payments.

Payment Schedule	
<i>Deliverable</i>	%
1. Submission and approval of Product 1	10%
2. Submission and approval of Product 2	25%
3. Submission and approval of Product 3	35%
4. Submission and approval of Product 4	30%
TOTAL	100%

Job Title: Labor Markets Consultant

Background of this search: The Labor Markets Division is looking for an Economist, Business Administration, Public Administration, or related fields professional with experience in economic and policy analysis and formulation in topics related to labor with a gender and diversity approach.

The Inter-American Development Bank (IDB) approved the program "Labor Market Alignment with New Industries" (5626/OC-SU) on October 21st 2022 and was signed by the Government of Suriname on November 11th. The general objective of the Loan is to promote employability for jobseekers in Suriname and the loan will be executed by the Ministry of Labour, Employment Opportunity and, Youth Affairs (MOL).

The limited availability of reliable LMI, especially for women and diverse groups is a challenge for policy formulation, implementation, monitoring, and evaluation. Specifically, the following drawbacks have been identified: (i) LMI is scattered and does not compile and harmonize household surveys, vacancy surveys, and other administrative records; (ii) there is no data portal to ease access to all relevant stakeholders, allowing to download databases and visualize key trends; and (iii) there are significant information gaps on women and people in diverse groups (i.e. people with disability, indigenous, maroons, and LGBTQ+) which prevents the understanding of the barriers they face to access jobs and hence design suitable policies.

The limited existing data shows that the labor market in Suriname is particularly precarious for women and diverse groups. Although women average one more year of formal education than men, in 2018 women's labor force participation was 48.1% (73.3% for men), and the female unemployment rate was 15% (6% for men). Similarly, tribal populations and individuals in the remote areas of the interior are mainly employed in agriculture and mining, sectors with informality rates of 84 percent and 56 percent, respectively (ILO, 2021).

As part of the execution of the Loan, the team seeks support from an individual consultant to undertake an action plan to improve the employability of diverse groups in Suriname. The action plan should identify strategies to overcome barriers and prejudices faced by these populations in the labor market. The plan should include specific actions (interventions) to be taken with corresponding timelines, sources of financing and parties responsible for implementing the intervention.

The team's mission: The aim of the Labor Markets Division (SCL/LMK) of the IDB is to promote quality jobs to improve lives in Latin America and the Caribbean. Through its development projects and state-of-the-art research, the Division works with countries of the Region to achieve an accessible labor market for all, a better prepared and more productive workforce, and pension systems that guarantee a decent life for the elderly.

What you'll do: Organize key responsibilities with bullet points (between 4-6), use clear and simple sentences to describe exactly what the person will do (quantify as much as possible).

- Analyze information available on the labor market outcomes of diverse groups, employers' perceptions as well as imbalances and gaps that prevent diverse groups to be successfully inserted and maintained in the labor market.
- Identify and map relevant stakeholders to implement interventions
- Design the specific interventions and write the action plan.
- Consider and incorporate feedback on the action plan from relevant stakeholders, including, but not limited to IDB, MOL, Bureau of Gender Affairs, and Civil Society.

Deliverables and Payments timeline:

- **Product # 1:** Workplan of the Consultancy. 20% of the value of the contract upon delivery.
- **Product # 2:** Detailed outline of the action plan. 25% of the value of the contract upon delivery.
- **Product # 3:** Draft Action Plan. 25% of the value of the contract upon delivery.
- **Product # 4:** Final Action Plan and presentation to relevant stakeholders. 30% of the value of the contract upon delivery.

What you'll need:

- **Citizenship:** You are a citizen of one of our 48-member countries.
- **Consanguinity:** You have no family members (up to fourth degree of consanguinity and second degree of affinity, including spouse) working at the IDB Group.
- **Education:** Post-graduate degree in Economics, Business Administration, Public Administration, or related fields.
- **Experience:** A minimum of 5 years of experience in economic analysis of public policies, and investment projects, particularly in the social sector.
- **Languages:** Excellent oral and written English skills are essential.

Core and Technical Competencies: Experience with gender, diversity, and labor projects. Project management skills are a plus.

Opportunity Summary:

- Type of contract and modality: Products and External Services Consultant (PEC), lump-sum.
- Length of contract: 90 working days over a four-month calendar period.
- Starting date: 06/01/2024.
- Location: External Consultancy.
- Responsible person: Economic Senior Specialist SCL/LMK, Yyannu Cruz Aguayo (yyannuc@iadb.org)
- Requirements: You must be a citizen of one of the [IDB's 48 member countries](#) and have no family members currently working at the IDB Group.

Our culture: Our people are committed and passionate about improving lives in Latin-America and the Caribbean, and they get to do what they love in a diverse, collaborative and stimulating work environment. We are the first Latin American and Caribbean development institution to be awarded the EDGE certification, recognizing our strong commitment to gender equality. As an employee you can be part of internal resource groups that connect our diverse community around common interests.

Because we are committed to providing equal opportunities in employment, we embrace all diversity and encourage women, the LGBTQ+ community, persons with disabilities, afro-descendants, and indigenous people to apply.

About us: At the IDB, we're committed to improving lives. Since 1959, we've been a leading source of long-term financing for economic, social, and institutional development in Latin America and the Caribbean.

We do more than lending though. We partner with our 48-member countries to provide Latin America and the Caribbean with cutting-edge research about relevant development issues, policy advice to inform their decisions, and technical assistance to improve on the planning and execution of projects. For this, we need people who not only have the right skills, but also are passionate about improving lives.

Our team in Human Resources carefully reviews all applications.

TERMS OF REFERENCE

Impact evaluation of a pilot Intervention to promote the employability of women and diverse groups

SURINAME

SU-T1166

Promoting Employability for women and diverse groups in Suriname

1. Background and Justification

- 1.1.** In the context of the loan program "Labor Market Alignment with New Industries" (5626/OC-SU), which seeks to promote employability for jobseekers in Suriname, this consultancy will support the execution of the program through the design and implementation of a gender and diversity pilot intervention to promote the employability of women and diverse groups and the performance of an impact evaluation to assess the effect of the pilot intervention on labor market outcomes of treated groups
- 1.2.** The limited availability of reliable labor market information (LMI), especially for women and diverse groups is a challenge for policy formulation, implementation, monitoring, and evaluation. Specifically, the following drawbacks have been identified: (i) LMI is scattered and does not compile and harmonize household surveys, vacancy surveys, and other administrative records; (ii) there is no data portal to ease access to all relevant stakeholders, allowing to download databases and visualize key trends; and (iii) there are significant information gaps on women and people in diverse groups (i.e. people with disability, indigenous, maroons, LGBTQ+) which prevents the understanding of the barriers they face to access jobs and hence design suitable policies.
- 1.3.** The limited existing data shows that the labor market in Suriname is particularly precarious for women and diverse groups. Although women average one more year of formal education than men, in 2018 women's labor force participation was 48.1% (73.3% for men), and the female unemployment rate was 15% (6% for men). Similarly, tribal populations and individuals in the remote areas of the interior are mainly employed in agriculture and mining, sectors with informality rates of 84 percent and 56 percent, respectively (ILO, 2021).
- 1.4.** Building from the diagnosis of the limitations that the Surinamese face to obtain better employment opportunities, the Bank has identified the most critical areas to improve the Training for Employment System (TFE), the current employment intermediation services, and the LMI with a gender and diversity perspective. First, for the TFE system, it is important to identify gender and diversity imbalances and the barriers that women and communities in the interior face to access relevant training courses. For example, anecdotal evidence reports gender segregation in the courses taken, whereby women tend to be enrolled in traditional low-

remunerated fields, such as kitchen or nursing assistant, and are underrepresented in highly remunerated fields with high market demand such as computer science, Information and Communications Technology (ICT), and engineering. Furthermore, it seems that women experience more difficulty covering the costs of attending the courses, even when these are subsidized.

- 1.5. Second, although 63% of registered jobseekers for employment services provided by the MOL from 2015 to 2021 were women, the SDLM does not provide services tailored to women or other vulnerable groups (IDB-WAPES-OECD, 2016), nor does it provide information about other government programs that may increase their job prospects, such as access to subsidized childcare facilities.

2. Objectives

- 2.1. The overall objective of this consultancy is to design, implement, and carry out an evaluation of a gender and diversity pilot intervention to promote the employability of women and diverse groups.

3. Scope of Services

- 3.1. The consulting firm will provide a scope of services for each phase including multiple elements listed below.
 - The consulting firm, under the supervision of IDB, is responsible for the implementation and smooth running of the activities of the project "Impact evaluation of a pilot Intervention to promote the employability of women and diverse groups".
 - The consulting firm will participate in the planning of the project and ensure the follow-up of its implementation and all related activities to achieve the expected results.
 - The consulting firm will ensure that the planned activities are carried out promptly and in constant compliance with IDB policies and procedures.

4. Key Activities

- 4.1. To design and implement the pilot intervention in Suriname, including the impact evaluation to assess its effect, the following activities will be performed:
- 4.2. Review of literature related to good practices and impact evaluations of training programs and intermediation services, at a global level.
- 4.3. Design and implementation of the pilot of the training and labor insertion intervention focused on women and diverse groups and including the experimental framework by randomly assigning people to treatment and control groups.

- 4.4. Carry out an impact evaluation including the methodology for identifying the effects of the intervention, data collection strategy, design of instruments for data collection (i.e., follow-up telephone survey), implementation schedule, costs, and responsibilities.
- 4.5. Supervise data collection, Analyze baseline, follow-up survey, and performance data during the intervention.
- 4.6. Prepare reports on the impact assessment.
- 4.7. Hold regular meetings with the IDB team to present advances in the consultancy.
- 4.8. Conduct (virtual) presentations of the results of the impact evaluation to the IDB and the Government of Suriname.

5. Expected Outcome and Deliverables

- 5.1. This consultancy must submit the following products. All these products must be approved to be considered final products.
 - **Product 1:** Work plan and the draft of the pilot intervention design.
 - **Product 2:** Final version of the pilot intervention design after validation with relevant counterparts in Suriname.
 - **Product 3:** Final version of the implementation strategy, including all required elements to conduct the intervention after validation with relevant counterparts in Suriname.
 - **Product 4:** Intermediate report with advances in the implementation stage, including lessons learned and potential adjustments.
 - **Product 5:** Impact evaluation final report

6. Project Schedule and Milestones

<i>Deliverables</i>	<i>Timeframe</i>
1. Submission and approval of the work plan	Two weeks after the signature of the contract
2. Submission and approval of the second product	Two months after the signature of the contract
3. Submission and approval of the third product	Four months after the signature of the contract
4. Submission and approval of the fourth product	Seven months after the signature of the contract
5. Submission and approval of the fifth product	Eighteen months after the signature of the contract

7. Reporting Requirements

- 7.1. Every report must be submitted to the Bank in an electronic file. The report should include a

cover, the main document, and all annexes. This file must also be in an electronic format used by the Bank, such as one of the MS Office, JPG, and/or TIFF formats. ZIP files (compressed) will not be accepted as final reports due to the regulations of the Bank File Management Section.

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4. Submission and approval of Product 4	20%
5. Submission and approval of Product 5	15%
TOTAL	100%