

# Regional Report for Africa: Survey on the impacts of COVID-19 on work and aspirations

## Terms of Reference

### **DEADLINE EXTENDED**

*Country: home-based assignment*

*Duration of assignment (TBC): 26 September to 2 December*

*Level of effort: 30 working days*

**The ILO is seeking to recruit an individual consultant to draft a regional report for Africa analysing the micro-level database of the recently conducted ILO Survey on the impacts of COVID-19 on work and aspirations. Interested individual consultants are invited to apply by sending a short technical proposal, a CV, and daily rate to E-mail: [koike@ilo.org](mailto:koike@ilo.org) , Subject: "Regional Report for Africa"**

**The extended application deadline is 12 September 2022 23:59 CEST.**

## 1. Context

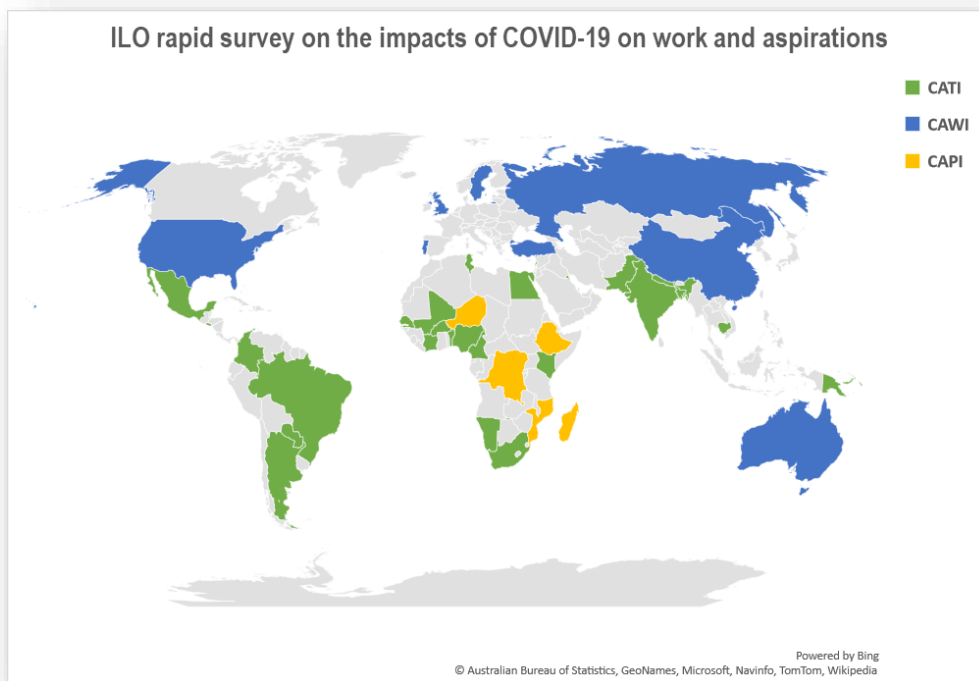
### Technical context

The COVID-19 pandemic has disrupted every facet of our lives and we are still seeing increases in COVID-19 cases in many countries that are facing new waves of infections. In addition to threats to public health, economic and social disruption threatens the livelihoods and long-term well-being of millions of people. Young people have been disproportionately affected and the online ILO Global Youth and COVID-19 Survey (August 2020) estimated that one in six young people had stopped working and one in eight young people had dropped out of school.

Despite the ILO's efforts to continue to monitor major labour market disruptions, there is still a lack of reliable and up-to-date data in many countries, particularly in Africa. Where available, data cover selected areas of the world of work and exclude other relevant aspects for labour market analysis such as changes in education and working conditions, concerns over job stability, future work aspirations, migration intentions, unpaid care work for others, and barriers to employment, among others. Data-related issues are one of the main obstacles to dialogue and data-driven policy developments.

### Operational context of the assignment

To expand the knowledge base, the ILO has conducted a rapid survey to understand the effects of the COVID-19 pandemic on education, employment and future aspirations in countries across all major world regions. The survey targeted persons aged 15 to 64 years in 40 countries (see Figure below), to support comparisons among different groups, in particular, youth and older age workers, men and women, people



living in urban areas with those in rural areas etc. The purpose of the survey is to complement findings from regular labour force surveys and other sources of labour statistics.

In each of the countries around 1,000 individuals were surveyed through CATI, CAWI or CAPI data collection methods between November 2021 and February 2022. Out of the 40 countries, 18 are from the Africa region:

Out of the 40 countries included in the surveys, there are 18 countries from the Africa region:

Country	Data collection mode
Benin	CATI
Burkina Faso	
Cameroun	
Congo B.	
Côte d'Ivoire	
Egypt	
Kenya	
Mali	
Namibia	
Nigeria	
Senegal	
South Africa	
Tunisia	
DRC	

Ethiopia Madagascar Mozambique Niger	
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The survey questionnaire contained modules on:

- **Work outcomes:** including detailed information on current employment, COVID-19 impacts on current employment (such as reduction of hours, increased home-based work, pay cuts, etc.), information on whether respondents ever lost a job due to COVID-19 and if so detailed information on the lost job
- **Education:** information regarding the enrolment in educational programmes since March 2020, information on school interruption and perception about COVID impacts on learning
- **Work aspirations:** Covid impact on work aspirations, ideal job characteristics (status, occupation, industry, benefits, working conditions); Self-perceived pandemic impact on work prospects in next 12 months, barriers to employment, desire & plans to migrate;
- **Demographic information:** including age, sex, urban/rural place of residence, level of education, marital status.

The ILO has compiled a fully cleaned micro-data set and has conducted analysis on a Global Report which will be shared with the consultant when starting the assignment

## 2. Objective and scope of work

The objective of the assignment is for the consultant to develop the Regional Report for Africa of the Survey on COVID-19 impacts on work and aspirations (Regional Report).

This includes the following tasks:

### Getting familiar with the dataset and analysis (2 working days):

- Review the questionnaire and background documents, such as the research plan
- Consult with ILO staff and other consultants to get familiar with already conducted analysis at the global level;
- Review any analytical tools produced so far and develop a thorough understanding of the micro-level database (STATA)

### Develop an annotated outline of the regional report (2 working days):

- In close coordination with the ILO research team, the consultant will develop a detailed annotated outline that will contain chapters on (1) Employment, (2) Education and (3) Work aspirations as well a chapter on policy recommendations, an introduction as well as an executive summary. The total length of the report (without tables or graphs) is to be expected to be around 20 pages.
- The annotated outline should contain for each chapter, section and sub-section a paragraph describing the type of data and data analysis that will be used to produce the report and should not exceed 5 pages.
- Consult with ILO technical specialists in the Africa region with a view to ensure tailoring the report to the context and needs of the region

- The annotated outline will further explore themes of the Global Survey that are particularly relevant to the African region, including on formality, work quality, youth employment and child labour

Expected outputs: Annotated outline with comments from ILO incorporated

#### **Data analysis (10 working days)**

- Conduct complementary analysis of the micro-database. Data analysis is to be performed in STATA. All steps are to be documented in annotated .do-files and a close collaboration with the ILO is expected.
- Produce graphs that visualise results in an appealing manner and that are ready to be included in the report (Graphs to be provided in Excel or similar statistical software in an editable format – professional graphic design is not expected to be conducted by the consultant).
- Attending regular coordination meetings with the ILO research team;

Expected outputs: (i) annotated do-files that allow a replication of the data analysis; (ii) Editable graphs (Excel or similar software)

#### **Draft and revise the Regional Report (16 working days)**

- Draft the Regional Report based on the annotated outline and data analysis
- Include comments received from the ILO

Expected outputs: (i) draft the Regional report, (ii) revised Regional report

#### **Maintaining close contact with the ILO:**

- Throughout the assignment, the consultant is expected to work closely with the ILO in coordinating delivery on the aforementioned tasks.

### **3. Timeline, deliverables and fees**

	<b>Timeline</b>	<b>Deliverables</b>	<b>Days</b>	<b>Costs/day in USD</b>	<b>Total in USD</b>
1	31 July 2022	<b>Deliverable 1:</b> Revised annotated outline	4		
2	31 August 2022	<b>Deliverable 2:</b> Data analysis (do-files and final graphs in Excel format	10		
3	31 August 2022	<b>Deliverable 3:</b> Draft Regional Report	10		
4	30 September 2022	<b>Deliverable 4:</b> Final Regional Report	6		
		<b>TOTAL</b>	<b>30</b>		

Deviations from these deliverables can occur according to the evolution of the assignment; however, any changes observed or anticipated should be consulted with the focal person at the ILO.

## 4. Payment Terms

The ILO will only pay for services that have been performed and for deliverables that are successfully completed to the satisfaction of the ILO. The payments will be made according to the following schedule:

- The first payment of 60 per cent of the contract volume will be made upon receipt of deliverables 1, 2 and 3 to the satisfaction of the ILO and presentation of the invoice.
- The second and final payment of 40 per cent of the contract volume will be made upon receipt of deliverable 4 to the satisfaction of the ILO and presentation of the invoice.

## 5. Staffing, Roles, and Reporting

The contractor will report to the Youth Employment Officer at the ILO Regional Office for Africa (Abidjan). The consultant will also receive guidance from the Senior Research Specialist at the ILO Regional Office for Africa as well as other specialists from across the Africa region as well as ILO HQ.

## 6. Specific Clauses

Throughout the course of this assignment, the contractor will report on a weekly basis to the ILO for coordination and follow-up. If it appears necessary to modify the tasks of work or exceed the time allocated, the contractor must discuss the circumstances with the ILO and obtain prior written approval. ILO may disclose the draft or final report and/or any related information to any person and for any purpose, ILO may deem appropriate.

## 7. Required experience and qualifications

- Master's Degree in Social Science, Economics, International Relations or related field, PhD is an asset;
- At least seven (7) years of experience in conducting socio-economic research, data analysis and report writing, incl. in the fields of labour economics, development and education ;
- Previous experience with labour market interventions in developing countries highly desirable, with a thorough understanding of labour markets in Africa.
- Proven experience in working with large micro-level datasets and performing statistical analysis, including with specialised statistical software (SPSS, STATA, R);
- Exceptional organizational skills in order to meet tight deadlines.
- Ability to work independently.
- Ability to draft high quality analysis in English, good communication skills. Working knowledge of French is considered an asset.

## **8. Confidentiality**

All data and information received from the ILO for the purpose of this assignment are to be treated confidentially and are only to be used in connection with the execution of these Terms of Reference. All intellectual property rights arising from the execution of these Terms of Reference are assigned to the ILO. The contents of written materials obtained and used in this assignment may not be disclosed to any third parties without the expressed advance written authorization of the ILO.