**Evidence-based Inclusive policy development for improved labour market performance and integration of marginalized groups in Northern Iraq**

Promoting Employment and Employability among Refugees, Internally Displaced Persons and Host Communities focusing on Women, Persons living with disabilities, and Youths in Northern Iraq Project

IRQ/24/02/DEU

**Terms of Reference**

* Background

Despite Iraq's youthful demographic profile, wherein nearly 50 percent of the population is under 19 years old and 20 percent falls between 15 and 24 years, there exists a noteworthy scarcity of opportunities for channelling this population into productive learning, employment, and enterprise avenues. This poses a significant challenge to their reintegration into a fragile, post-conflict economy. According to the 2021 ILO Iraq Labour Force Survey, the overall unemployment rate was recorded at 16.5 per cent, with youth unemployment alarmingly high at 35.8 per cent. Around 36.7 per cent of the youth population is not in education, nor in employment or training (NEET). Young females are notably more affected, with a NEET rate of 52.3 per cent, compared to their male counterparts at 22.1 per cent.[[1]](#footnote-1)

The governorates of Duhok, Ninawa, Erbil and Sulaymaniyah in Iraq are grappling with a critical issue: escalating youth unemployment that necessitates immediate attention. Characterized by a demographic comprising vulnerable young individuals aged between 18 and 35 years, these regions are struggling to provide sufficient employment opportunities for their burgeoning youth population. The repercussions of heightened youth unemployment extend beyond economic concerns, adversely impacting social dynamics and community well-being. Recognizing the urgency of this matter, initiatives have been launched to address root causes and implement effective solutions, emphasizing career counselling, skill development, and job placement programs. This comprehensive approach aims to empower the youth, enabling them to make meaningful contributions to their communities, break free from the cycle of unemployment, and pave the way for sustainable economic growth.

Iraq is in a “demographic window of opportunity” with a very large young population and a working age population growing at a higher rate than the overall population but is currently unable to catalyse on this opportunity as job creation is not keeping up with the growing size of the workforce[[2]](#footnote-2). The situation is considered as a “jobs crisis of unprecedented proportions”[[3]](#footnote-3) Young people suffer disproportionately from recent conflicts and poor economic conditions, presented by: Low chances of access to jobs; where only some 26.5 per cent of youth aged 15 to 24 are in the labour force compared to 45.8 per cent for adults (25+ years old) due to the fact that a higher proportion of young people are studying. Alarming high rates of youth unemployment at 35.8 per cent which is more than three times than that of the adult (25+ years old) unemployment rate which stands at (11.2 per cent). This confirms that a large percentage of the unemployed are new entrants to the labour market.

Again, youth are more affected by labour underutilization than adults (53.3 per cent versus 24.0 per cent respectively). Youth are also more vulnerable to informality (94.4 per cent of young men and 73 per cent of young women work informally), as job opportunities available for youth are also more likely to be in the informal sector than the formal sector.

On the other hand, Female Labour Force Participation (FLFP) rate in Iraq is one of the lowest in the world at 10.6 per cent of the women aged 15 years and above, compared to 68 per cent of men in the same age group, and the labour force participation rate does not exceed 17 per cent among any age group of women, making Iraq rank at 155 out of 156 countries in the labour force participation gender gap. There are also differences between women living in urban or rural areas. FLFP in rural areas account for 8.1 per cent, while for urban areas it makes up 11.6 per cent. The gender parity ratio indicates that a doubled share of women in the labour force is unemployed compared to their male counterparts, where on average 28.2 per cent of women in the labour force are unemployed compared to 14.7 per cent of men. Young women in particular face particularly high levels of unemployment, reaching as high as 65 per cent among young women aged 20-24 years, compared to 30 per cent among men in the same age group. While for men unemployment rates fall with educational level until university level, for women, unemployment is lowest among those who are unable to read and write, and among those with secondary educational attainment. A larger share of women with higher levels of educational attainment are in the labour market compared to those with lower levels of educational attainment, though their areas of participation are limited. Moreover, a larger share of women is in long-term unemployment compared to men, defined as being unemployed for six months or more with a median duration of search for employment about twice than that for men (13.4 months versus 6 months respectively). In general, Labour underutilization affected women stands to be 49.5 per cent much more than men, 27.3 per cent.

Although IDPs and returnees have equal access to the labour market as other non-displaced citizens, they often face additional barriers such as:

* High unemployment rates, though reliable data on IDPs employment is difficult to obtain, but World Bank data suggests that 27 per cent of IDPs were unemployed in 2018. And according to a recent IOM study in 2020, Yazidi IDPs were unemployed the most at (49.6 per cent) compared with only 24 per cent among Christian, Shabak Shi’a and Turkmen Shi’a IDPs.
* Difficulty in finding jobs that would enable them to cover their basic costs of living, and those living outside camps may find it difficult to compete with those in camps where living costs are lower, allowing them to accept lower wages.
* Being typically unskilled labour and affected by sectoral and seasonal demand cycles based on receiving their primary income from daily wage labour, often in the construction and agriculture sectors for men, and in retail for women. For example, nearly 50 per cent of IDPs living outside camps and around 40 per cent of those settled in camps rely on daily labour (this compares to 20 per cent among the non-displaced population in the KRI).
* lack of civil documentation that leads to exploitation by employers who assume that their vulnerability will make them willing to work for less money and in poor conditions. As a result, IDPs are commonly employed in the informal economy with few protections.

Refugees in Iraq face heightened challenges in accessing employment. A study in 2021 found that among Syrian refugees, only 2 per cent of Syrian refugee women in Erbil and 3 per cent in Dohuk were working outside the home, compared with 83 per cent and 78 per cent of Syrian refugee men, respectively.

As of January 2023, UNHCR surveyed 162,899 registered refugees and asylum seekers in Iraq and found out that 33 per cent had no employment record. It emerged that refugees are discriminated against in the areas of employment, and the legal ambiguity on their right to work generally restricts employment to low paying jobs in the informal sector. Internally displaced persons (IDPs) and refugees are typically unskilled labour and affected by sectoral and seasonal demand cycles based on receiving their primary income from daily wage labour, often in the construction and agriculture sectors for men, and in retail for women.

Additionally, Iraq is not party to the Refugee Convention, that it has a Political Refugee Law (Law No. 51 of 1971) with a narrow definition of refugees. Moreover, Law No. 21 enacted in 2009, established the Ministry of Migration and Displacement and mandated the provision of necessary services to refugees, internally displaced persons (IDPs), and returnees. Finally, the Labour Law No. 38 of 2015 has a few provisions on anti-discrimination and inclusivity that do exist de jure. The absence of a comprehensive legal framework is the fundamental barrier for refugees in accessing the labour market. Most refugees are engaged in the informal sector where they are capable of operating within unregistered businesses while there is no legal restriction in the banking sector, refugee s operating businesses still face internal bank obstacles in opening bank accounts and accessing loans and credit.

Iraq has a national strategy on Technical Vocational Education Training (TVET) but does not explicitly recognize refugees as a target group. Opportunities are available to refugees, but lack of funding negatively impact their access. Furthermore, there is no direct legal prohibition for refugees to enroll in social security, neither in Federal Iraq, nor in the Kurdistan Region of Iraq. Nevertheless, the issues related to work permits and limited knowledge and awareness of the in principle legal coverage restricts refugees’ participation in social security schemes.

As Iraq is transitioning from emergency to stabilization and development, a move to evidence-based policy solutions would ensure that young people in Iraq, including in the most marginalized in situations of refugeehood and internal displacements and experiencing intersectional vulnerabilities related to gender or physical or mental impairment, have the potential to realize their productive capacities and enjoy their right to work. This will ensure their effective contribution to local, regional, and national economic development. There is need to adopt a more comprehensive, consultative and integrated approach that brings together demand- and supply-side solutions gathered from all relevant stakeholders, including government, workers’ and employers’ organization, development partners, academia, civil society, and young people.

In partnership with the EPSI the International Labour Organisation is implementing the **Promoting Employment and Employability among Refugees, Internally Displaced Persons (IDPs) and Host Communities focusing on Women, PWDs, and Youths in Northern Iraq.**

**Project Objective:** To support better labour market integration and transition of marginalized populations including refugees, internally displaced persons, host communities as well as youth and women, into decent jobs through strengthened employment services, work-based learning, and skills development, with a focus on green jobs and green enterprise development.

Overall assignment objective

**The objectives of this assignment are:**

* To generate evidence on the benefits of the integration of youth, women, internally displaced persons and refugees in the labour market in Iraq is strengthened.
* Evidence based policy development on the integration of youth, women, IDPs and refugees in the labour market.
* Capacity building of policy makers, trade unions and employer organizations on consultative and evidence-based policy formulation.
* Scope of Work

In this assignment, the project would like to conduct assessments to better understand the policy environment and labour market situation in the Ninawa, Duhok, Erbil, and Sulaymaniyah with a focus on youths, women, refugees, IDPs and host communities. ILO will also conduct sectoral assessment to identify sectors with a potential to create decent jobs to young people, including in marginalized situations of refugeehood and internal displacement as well as young women and youth with disabilities.

This Inclusive Employment platform will be responsible to guide all the assessments and policy papers that need to be generated by all actors which are involved to enhance the integration of young refugees/IDPs in the labour market. The IEP is a collaborative initiative whose purpose is to i) present evidence-based research findings and discuss policy options for the labour market inclusion of youths, refugee, IDPs, women and other vulnerable populations; ii) facilitate discussions on labour market and employment policies and iii) offer complementary measures and advocating for employment for everybody in Iraq, including refugees, internally displaced persons (IDPs) and host communities is led. The policy dialogue platform, the ILO will be actively engaged in presenting findings and recommendations from series of these planned assessments, policies and policy papers with the objective of sensitizing members of state actors and key stakeholders on issues related to inclusion of refugees, IDPs, women, Persons living with disabilities (PWDs) in the labour market. As a result, this will enhance their knowledge base and capacity to develop inclusive policy options and legal frameworks. As an entry point, during the first sessions of the IEP, the ILO being facilitator and supporting agency of the development of “Iraq national strategy to prevent and reduce inequalities in the world of work 2024-2028”, the project will present on the following agenda specific to refugees and IDPs to sensitize members of state actors and policy makers of relevant state structures and key stakeholders. The agenda includes but is not limited to forms of inequalities in the labour market and its consequences in Iraq; the importance of Iraq’s national strategy to prevent and reduce inequalities in the world of work; policy context and key opportunities to address root causes of inequalities in the world of work in Iraq; and Iraq’s national roadmap to prevent and reduce inequalities in the world of work. In subsequent sessions of the policy dialogue platform, the ILO will be actively engaged in presenting findings and recommendations from series of planned assessments and policy paper with the objective of sensitizing members of state actors and key stakeholders on issues related to inclusion of refugees, IDPs, women, Persons living with disabilities (PWDs) in the labour market. As a result, this will enhance their knowledge base and capacity to develop inclusive policy options and legal frameworks. All the assessments and evidence-based policy dialogue will culminate into the development of three distinct policies focusing on inclusion of refugees and IDPs in the labour market, women participation in the labour force, and inclusion of PWDs in the labour market.

The research entity will be responsible for conducting a detailed, multi-phase assessment of the policy environment of the labour market in selected sectors in public and private sector in Iraq. The research entity will be tasked to conduct the following activities and to additionally, develop actionable recommendations.

The scope of work is broken down into the following key tasks:

1. **Conduct a meta-analysis of existing research, studies and policy brief**

The consulting firm will map and conduct meta-analysis of existing studies on refugees, IDPs and host communities across the country before embarking any of the abovementioned assessment as part of wider literature review. The findings from the meta-analysis will be presented at the Inclusive Employment Policy as part of a policy platform that is planned to be established among several stakeholders relevant to the labour market inclusion of refugees, IDPs and host communities in Iraq. The consulting firm would conduct a meta-analysis of Iraq’s labour policy environment or broader socio-economic policies using a systematic approach to synthesize existing research, identify trends, and evaluate policy effectiveness. The firm will prioritize empirical studies that include surveys, econometric analyses including from academic databases, institutional reports such as from, ILO, World Bank, UNDP, Iraqi Ministry of Labour, KRG Ministry of Labour; legal documents and case studies. The organization should provide clear explanation in the inception report on how the meta-analysis would be conducted and analyzed. The assessments will inform the deliberations of an Inclusive Employment Platform (IEP) that will be led by ILO.

1. **Identify sectors with a potential to create green jobs for youth, especially young refugee and IDP women and persons with disabilities, in the targeted governorates**

The organization will need conduct sectoral assessment to identify sectors with a potential to create decent jobs for young people, including those in marginalized situations of refugeehood and internal displacement as well as young women and youth with disabilities. The firm will select green sectors including such sectors as renewable, sustainable agriculture and agroforestry, waste management and recycling, eco-tourism, water conservation and management among others that are most likely to create jobs for refugees, IDPs, and youths. The ultimate selection of sectors would be determined by availability of such businesses in Iraq and skills anticipation.

1. **Conduct labour market situation analysis and green employment diagnostics**

The project will conduct comprehensive labour market and employment diagnostics and evaluate demand- and supply-side constraints and opportunities. It will also look at local and nation-wide economic multipliers of productive inclusion of refugees and IDPs in the local labour market and assess the cost of inaction. The consulting firm will conduct comprehensive labour market and employment diagnostics in selected green sectors from 2 above and evaluating demand- and supply-side and labour market intermediation constraints and opportunities. In addition, they will look at local and nation-wide economic multipliers for productive inclusion of refugees and IDPs in the local labour market and assess the cost of inaction. Evidence-based demand- and supply- side and labour market intermediation policy options will be offered to steer policy dialogue on youth employment, including young refugees and IDP, with a particular focus on young women and persons with disabilities. The diagnostics will also be guided by the ILO. Guidelines on Green Employment Diagnostics for Just Transitions The knowledge documents produced as part of these assessments will also be presented in the IEP.

1. **Conduct series of national and subnational consultative workshops on key challenges and opportunities for employment for refugees and IDPs.**

As part of their field work, the organization is expected to conduct consultative workshops and meetings at national and subnational level as follows:

* Conduct at least five (5) Tripartite plus consultative meetings at the national level and in Erbil, Ninawa, Duhok and Sulaymaniyah governorates to identify the challenges and opportunities for employment for refugees and IDPs including youths and women. It is important draw meeting/ workshop participants from relevant stakeholders that include- relevant government ministries and departments which include Ministries of Youth (MoY), Planning (MoP), Labour and Social Affairs (MoLSA); organizations that work with refugees and forcibly displaced persons, employer organization chapters e.g. Erbil Chamber of Commerce and Industries, Trade union chapters, TVET, and other organizations that represent the target group. The consultative meetings will form part of the field work in conducting the labour market analysis and diagnostics.

1. **Develop modelling estimates on the potential of creating decent jobs for refugees, IDPs and youth through targeted investments in the identified green sectors.**

The assessments may will provide modelling estimates on the potential of creating decent jobs for youth through targeted investments in the identified sectors. Evidence-based demand- and supply- side and labour market intermediation policy options will be offered to steer policy dialogue on youth employment, including young refugees and IDP, with a particular focus on young women and persons with disabilities. The assessments from number 3 above will inform the development of modelling estimates on the potential of creating decent jobs for youth through targeted investments in the identified sectors. consulting firm will build on the data and evidence gathered in number 3 above to develop modeling estimates on the potential for job creation in selected green sectors. The consultants would be expected to estimate job multipliers for selected green sectors to estimate the number of jobs created per unit of investment in a specific sector which will be instrumental in developing models. It will be important to note that not all jobs created will go to refugees, IDPs, and youth. To model this, assume a percentage of the total jobs created are allocated to these groups. Based on their proportion in the local population, you can estimate how many of the created jobs will go to each group.

1. **Consultative Policy formulation**

Based on the findings of the meta-analysis, labour market diagnostics and consultative meetings, the consulting firm will develop at least three policies. These policies will be evidence based, and demand driven to address the identified policy gaps and challenges within the policy environment. In addition, the consulting firm will be responsible for developing policy briefs that would be used for government engagement. These knowledge documents will also be shared at the IEP.

1. **Validation workshops**

The implementing partner will conduct validation workshops to present the findings from the various research and assessments, the draft policy documents and policy briefs to all the relevant stakeholders. The validation workshops will provide an opportunity to gather feedback that will enrich the developed knowledge documents.

1. **Training on employment responsive policy formulation**

Provide training on refugees, IDPs and youth responsive employment policy formulation for key national stakeholders, including national and sub-national government stakeholders, trade unions and employers’ organizations.

* Timeframe and Deliverables

Timeframe

The assignment is expected to not take more than **6 months.**

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| --- | --- | --- |
|  | Activity | Estimated time frame |
| 1. | **Conduct Meta- Analysis** |  |
|  | *Literature review* | 2weeks |
|  | *Data Extraction* | 2 weeks |
|  | *Data Analysis* | 1 weeks |
|  | *Interpretation and Report Writing* | 2 weeks |
| 2. | **Identify sectors with a potential to create green jobs** | 2 weeks |
|  |  |  |
| 3. | **Conduct labour market situation analysis and green employment diagnostics** |  |
|  | *Literature review* | 2 weeks |
|  | *Field work* | 2 weeks |
|  | *Report writing* |  |
| 4. | **Conduct 5 Consultative meetings** | 2 weeks |
|  |  |  |
| 5 | Develop modelling estimates | 2 weeks |
|  |  |  |
| 6 | Develop draft policies | 3 weeks |
| 7 | Conduct Validation workshop | 1 week |
| 8 | Training on evidence-based policy formulation | 2 weeks |
| 9 | Conduct validation workshop | 1 week |
|  | Total | 24 weeks |

**Note: Some of the activities will be done concurrently.**

Deliverables

1. Inception report describing how the consulting firm will conduct the assignment including methodology, stakeholder engagement, data collection, tools used and reporting of findings. The inception report should be clear on how the meta-analysis would be conducted that includes defining the research scope, objectives, literature search. Additionally, this should include the how the labour analysis and diagnostics will be conducted. The inception report should also be clear on how the other body of evidence would be gathered, and how the findings would be documented, packaged into knowledge products and disseminated.
2. Meta-Analysis report on the findings would be one of the documents that will be produced and should be structured to include the following subheadings:

* Introduction that includes the research objectives
* Methodology: Search strategy, inclusion/exclusion criteria.
* Results: Thematic/quantitative synthesis.
* Discussion: Policy implications, limitations.
* Recommendations

1. A least three (3) policies drafted and submitted to the government for their input as part of the consultative process. In addition, these will be presented at the validation workshops and IEP for wider collaboration.
2. Produce at least 4 policy papers on labour market situation in the selected governorates, with a focus on women, young refugees and IDPs.
3. Produce a report of the labour market situation analysis and green employment diagnostics following the ILO Guidelines on Green Employment Diagnostics for Just Transition.
4. Labour market diagnostic and skills gaps of the green economy report and recommendations that include developed apprenticeship programmes.
5. Training report for 30 staffs from national and sub-national governorates trained on refugees, IDPs and youth responsive employment policy.

Coordination

According to the time frame detailed below, the selected implementing partner will work under the supervision of the Project Manager and technical guidance of Sr. Employment specialist, from Decent Work Team for Arab states, based in Amman in coordination with the Country Coordinator. The implementing partner shall coordinate with the Chambers of Commerce and Industries and trade unions.

Furthermore, the IP must mobilize their own resources or outsource necessary resources (including human resources) for all activities under this consultancy. ILO will not provide any additional resources, other than the technical and financial assistance to be provided by the ILO, under the contract to be signed between the ILO and the selected Consultancy firm. Thus, the prospective candidates for this consultancy shall submit their proposals along with detailed cost estimates for each activity.

* Required Expertise

The envisaged implementing partner will have the following required qualifications:

* At least 10 years of experience in developing studies focusing on the public sector, for instance performance, governance, labour market, and service delivery assessments in complex political and economic environments. Proven success in similar projects in the Middle East or other developing regions is essential.
* Expertise in advanced statistical knowledge, research methods and analysis, consultative policy and regulatory development, demand driven skills development, actuarial science
* Proven experience in conducting extensive research and assess including meta-analyses with specific experience in labor market data collection and management.
* Experience in combining results from different studies to identify patterns, relationships, or trends across multiple datasets.
* Multidisciplinary Team- the research entity must assemble a highly skilled, multidisciplinary team with expertise in public sector management, economics, data analysis, and governance reforms, as well as qualified and trained data collectors’ team on ground to complete the data collection part and they have to have full knowledge about the concept of the study.
* The Implementing partner should have among staff some with demonstrated quantitative and econometric skills and strong documentation and presentation skills
* Proven competencies which include i) understanding of the policy development process; ii) facilitatory skills and strong stakeholder engagement and communication; and iii) critical thinking and problem-solving.

**References:** A portfolio of at least 3 similar projects, with references validating the organization’s experience.

* Selection Criteria of the Implementing Partner
* Be a legal Organization duly registered.
  + Organizations carrying out non-profit oriented work, including non-governmental organizations (NGOs), foundations, research institutions, statistical institutions, educational institutions (including universities), intergovernmental organizations created by an act of international law, and any other entities of a similar nature to those listed in this subparagraph.
  + constituents of the ILO and/or an affiliated member of such a constituent, including governmental, employers’ and workers’ organizations
* Have a demonstrated active presence and strong work foundations and previous experiences.
* Willingness to be truly inclusive of all and to practice non-discrimination in selecting trainees, hiring staff and providing support to specific groups as needed so the participants can successfully participate and complete the programme and be employed or self-employed.
* Have the requisite qualified competent personnel/staff for both management and technical related works with the infrastructure and administrative and logistical support for undertaking the specific activities in the project.
* Strong relations, linkages, and collaborations with the government and non-government institutions focusing labour policy development, skills development and employment generation.
* Demonstrated financial reliability and accountability, and an established and effective system of accounts/audits.
* Working with ILO and/or knowledge of the ILO approaches, tools and methodologies for skills will be an asset.
* Willingness to comply with the ILO reporting and evaluation systems.
* Required expertise given above

Technical Proposal (70%)

The Technical proposal will contain 70% weight, whereas Technical Evaluation passing score is 50%.

* Any applying entity that scores less than 50% in Technical Evaluation shall not be considered for financial evaluation. The technical proposal is expected to be submitted by the bidders in the following structure:
* Organization’s profile demonstrated ability to conduct meta-analysis, for instance, labour market, and conducting labour market diagnostics and assessments in complex political and economic environments and demonstrated ability to develop policies that are evidence based and to develop modelling estimates.
* Proven success in similar projects in the Middle East or other developing regions is essential.
* Detailed description of relevant past works and assignments related policy formation and labour market diagnostics, operations in transitional or post-conflict situation.
* Summary of the proposed methodology, implementation plan and M&E.
* Detailed work plan with a timetable related to the different activities
* CVs of Team leader and staff involved in the project implementation demonstrating their capacity to conduct the assignment.
* Foreseen challenges during the implementation of the project and mitigation methods,

The Technical proposals will be evaluated in accordance with the criteria stated below:

|  |  |  |
| --- | --- | --- |
|  | **Description of Technical Evaluation** |  |
| 1 | Relevant Experience of the research entity | 20 |
| 2 | Previous experience in Research Methods | 20 |
| 3 | Process of implementation (methodology and work plan) | 20 |
| 4 | Human Resources proposed for the assignment (qualification and  experience) + detailed CV | 10 |
|  |  |  |

Clarity of the proposal, provision of all required documentation, and innovative delivery are

considered as a cross cutting measurement criteria.

Financial Proposal (30%)

The financial proposal will contain 30% weight. The bidders shall complete the financial proposal

using an excel sheet and submit both the Excel version and the Pdf version. The financial

proposal shall demonstrate:

* Activity costs (all training related costs)
* Staffing costs (team leader, coordinator, admin/fin support…)
* Overhead costs and other costs associated with the project (including travel,
* communication, etc..)

The financial proposal will be evaluated based on price reasonableness and overall cost.

* Proposal Submission Procedure

The ILO invites technical and financial proposals from qualified organizations meeting the above criterion as stipulated in this Terms of Reference (TOR). Technically responsive and financially viable organization/entity will be chosen following ILO’s procurement rules/procedures on evaluation by ILO team of professionals.

In the technical proposals, bidders should also share a signed version of Budget Template-Annexes 2 and 3 -Terms and

**Conditions of an IA and the Declaration form.**

The bidding organization must submit the proposed offer “Technical and Financial Proposals” in separate digital folders mentioning “Technical Proposal” and “Financial Proposal” on each digital folder so that the financial information could not be revealed before financial proposal opening. The two digital folders saved in one digital folder (zipped) with the title saved as the full name of the bidder, followed by the project title “Evidence-based Inclusive policy development for improved labour market performance and integration of marginalized groups in Northern Iraq”, and date of submission”.

Questions from potential bidders on any section of this TOR are welcome. Please send relevant questions to the following email address: [iraq-procurement@ilo.org](mailto:iraq-procurement@ilo.org)

Applications should be submitted by email to [iraq-procurement@ilo.org](mailto:iraq-procurement@ilo.org).

Both financial and technical proposals should be valid for 90 days.

The **deadline** for submitting the technical and financial proposals is **May 14, 2025,** **by 12:00 midnight**

**(Baghdad time).**

Confidentiality Statement

All data and information received from 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 (TORs). All intellectual property rights arising from the execution of these TORs 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.

Payment Schedule

|  |  |
| --- | --- |
| Deliverable | Instalment |
| First Payment | 30% or 30,000 USD whichever is less upon Signing the implementing agreement and submitting the inception report |
| Second Payment | Second advance payment of 30% of the total IA value  1. upon completion of the meta-analysis and submission of draft report  2. Submission of 1st technical and financial reports using ILO template  3. Spending 80% of previous advance |
| Third Payment | Third advance payment of 20% of the total IA value  1. Upon completion of labour market analysis and diagnostics and development of draft policies  2. Submission of 2nd technical and financial reports using ILO template  3. Spending 80% of previous advance |
| Forth Payment | Fourth advance payment of 15% of the total IA value  1. Upon completion of development of policy briefs and conducting training on evidence-based policy development and conduct validation workshops  2. Submission of 3rd technical and financial reports using ILO template  3. Spending 80% of previous advance |
| Final Payment | Up to 5% of contract value upon submission of the final reports and knowledge products |

Terms and Conditions

When preparing your quotation, please bear in mind that any and all services provided to the ILO are subject to the Terms and Conditions Applicable to ILO Contracts, available at: <https://www.ilo.org/wcmsp5/groups/public/---ed_mas/---inter/documents/legaldocument/wcms_768752.pdf>

1. ILO, [*Iraq Labour Force Survey 2021*](https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_850359.pdf), July 2022. [↑](#footnote-ref-1)
2. Rabi, Amjad (2022), *Generation 2050: Turning Iraq’s Demographic ‘Gift’ into an Economic Window of Opportunity*, available [here](https://www.ilo.org/wcmsp5/groups/public/---arabstates/---ro-beirut/documents/publication/wcms_848620.pdf) [↑](#footnote-ref-2)
3. World Bank (2018), *Jobs in Iraq: A Primer on Job Creation in the Short Term*, available [here](https://documents1.worldbank.org/curated/en/255111529495871846/pdf/Jobs-in-Iraq-a-primer-on-job-creation-in-the-short-term.pdf), p. 1 [↑](#footnote-ref-3)