

**TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT  
Youth Profile - Qualitative Research Expert – Employment  
Consultancy**

<b>TERMS OF REFERENCE (to be completed by Hiring Office)</b>	
Hiring Office:	The United Nations Population Fund (UNFPA) Jordan Country Office.
Purpose of consultancy:	<p>The United Nations Sustainable Development Framework (UNSDF) 2018-2022 articulates the United Nations System’s leadership role in coordinating the international community’s support for Jordan’s national priorities in close partnership with the Government of the Hashemite Kingdom of Jordan for the coming five years. It translates the comparative advantage of the United Nations System into a strategic and meaningful programme to ensure maximum impact across Jordan’s broad and integrated development, humanitarian, human rights, political and security agenda.</p> <p>UNCT work will be focused particularly on benefiting young people, women and the most vulnerable groups. In this context, the United Nations in Jordan thus commits to become a new-generation Country Team that will pursue three focused, closely interconnected common Outcomes that will (1) strengthen institutions, <b>(2) empower people</b>, and (3) enhance opportunities, particularly for young people, women and vulnerable groups.</p> <p><b>Empowered people - outcome 2:</b> People, especially the vulnerable, proactively claim their rights and fulfil their responsibilities for improved human security and resilience. The United Nations will support the thrust of Government priorities as set out in Vision 2025, all in line with the Vision’s overarching aim of “<b>active citizens with a sense of belonging.</b>” <b>In addition, to diversify the job market</b>, Vision 2025 promotes the necessary “that attitudes and mindsets ... change.” It also acknowledges that “<b>our greatest asset is our people.</b>” The United Nations will support these efforts by <b>(1) enhancing individuals’ knowledge of rights, as well as their access to information, education, skills, capacities and services, which will (2) empower them to change patterns of behavior and (3) lead directly to improvements in their circumstances and development.</b></p> <p>Under this Outcome the UN will on youth development and youth engagement as cross-cutting issues in the 2030 Agenda for Sustainable Development, other internationally agreed frameworks as well as a central aspect of Security Council Resolutions 2250 (2015) and 2419 (2018), acknowledging that young people play an important and positive role in the realization of sustainable development, in the prevention of crises and in the advancement of peace. Most recently the UN agencies recently endorsed common Global UN Youth Strategy working toward “A world in which the human rights of every young person are realized; that ensures every young person is empowered to achieve their full potential; and that recognizes young people’s agency, resilience and their positive contributions as agents of change.”</p> <p>A deliberate focus will be given to youth with the overarching aim of leaving no one behind. Important linkages will be made between empowered people under this Outcome and the other two Outcomes. Based on that and as part of the UNSDF People Results Group (RG) commitment to empower people including youth, <b>the group will work on a national youth profile that presents the situation of the youth in Jordan, including status, challenges, and opportunities in the five main areas of the Youth Development Index, namely: education, employment, health, political participation and civic engagement.</b> The Youth Profile will guide the UNCT in programming and implementation of the UNSDF to ensure that vulnerabilities of the youth in Jordan are addressed.</p> <p>For 2018 the Youth profile will focus on two main areas based on the current national priorities; 1. Employment and 2. Political participation and civic engagement. The remaining areas will be covered in the following years. It's worth noting that the youth profile is a <b>green document</b> that will be updated annually under the leadership of People RG members chaired by United Nations Population Fund -UNFPA.</p>

<p>Scope of work:</p> <p><i>(Description of services, activities, or outputs)</i></p>	<p>A comprehensive and analytical review of existing literature and evidence on youth in Jordan and related background information including: studies/papers/policies/plans/project and other documents; as well as, conducting qualitative research with key stakeholders for the identified gaps and needed verifications.</p> <p>This should include an analysis of characteristics, behavioral trends, national policies, plans, and programmes to feed into the creation of an inventory of all youth initiatives, projects and programs in the country as well as the identification of relevant national stakeholders working with youth.</p> <p>The youth profile for Jordan will focus on employment and political and civic participation indicators by utilizing existing literature and identifying the gaps, followed by having a professional consultant to work on qualitative analysis to fill the knowledge and information gap identified. The youth profile will build on Youth Development Index<sup>1</sup> identified indicator based on UNCT commitment to enhance its current baseline of 0.586 as one of UNSDF indicators.</p> <p><b>The expected outcome of the youth profile is to have a common understanding of the challenges of the youth in Jordan that will inform the UN programming or implementation of the UNSDF that present the UNCT’s commitment to enhance the skills, experiences, insights and capacities of youth and youth ecosystem.</b> The Youth Profile will assist the UNCT in constructing a chain of results in a simplified picture of a program and interventions that is a response to the given youth situation (YDI and youth wellbeing indicators) that includes the logical relationships among the resources that are invested, the activities that take place (UN Programs and activities), and the sequence of changes that result (impact). Additionally, the outcome will help creating linkages with the UNSDF Results Groups on Strengthened Institutions and Enhanced Opportunities.</p> <p>The youth profile will support UN agencies to construct common messages around youth issues and amplify the availability of youth platforms and engage with new groups in messages dissemination. People RG will work on identifying different opportunities, events and platforms to share the youth profile findings and constructed common messages.</p> <p>Based on OECD (2017) Evidence-based Policy Making for Youth Well-being toolkit, to establish a youth profile there are three steps including:</p> <ul style="list-style-type: none"> <li>● Step 1. Define the youth well-being conceptual framework</li> <li>● Step 2. Select the indicators</li> <li>● Step 3. Identification and sub-analysis</li> </ul> <p>The hired consultant will be working on the second and third steps in the construction of the youth profile which are the selection of indicators and the identification and sub-analysis.</p>
<p>Duration and working schedule:</p>	<p>The duration of the contract will be for two months starting mid-January 2019</p>
<p>Place where services are to be delivered:</p>	<p>The consultancy is home based with needed stay in Amman for field work and presentations.</p>

<sup>1</sup> Youth Development Index. Prepared by the Commonwealth Secretariat Youth Division the Global Youth Development Index (YDI) is an aggregate of indicators that measure progress on youth development in 183 countries, guided by the Commonwealth definition of youth as people between the ages of 15 and 29. The index is intended to help governments to identify specific areas for evidence-based policies and programmes in order to improve youth development and participation.\*\*

\*\*Source: <https://www.thecommonwealth-healthhub.net/global-youth-development-index-ydi/>

Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	Task	Deliverables	Days of Work	Number of revisions expected	Deadline
	<p>Based on the initial desk review conducted by UNFPA and reviewed by the empowered people RG the consultant shall develop a comprehensive inception report outlining the proposed methodology for the assignment and providing further analysis for the provided desk review including in-depth situational analysis and socio economic profiling, as well as identification of key policy priorities, gaps and deficiencies of the youth employment thematic area. The inception report should include the detailed research tools that will be utilized including survey questions, FGD's questions...etc. Online surveys are encouraged. The inception report should clarify youth engagement process in the development of the report and the validation of the findings.</p>	Inception Report	5 working Days	1	30 Jan 2019
	<p>Data collection and analysis including conducting qualitative research responding to the identified gaps and opportunities under the youth employment thematic area, draft report with findings, flow chart/table presenting trend analysis. The drafted report major findings will be presented in a ppt to the empowered people</p>	Draft Report	11 Days	2	30 Feb 2019

	RG members for feedback.				
	Validation of the findings with youth. Based on the proposed methodology, the consultant will be supported in a two days interactive space to engage with youth in the validation of the draft report findings.	Documentation of the youth engagement process	2 Days	1	30 Feb 2019
	Finalizing the report based on the RG member's recommendations and providing 3 – 4 major recommendations under the youth employment thematic area that focus on structural adjustment, strengthen networks, and knowledge and information. The report should clearly identify the linkages of the youth employment and other thematic area identified in the Youth Profile based on the RG guidance. The consultant will be required to conduct two presentations of the major findings for the institutions and the opportunities RGs.	Final Report	7 Days	2	12 March 2019
	Develop 2 pager discussion paper that reflects on the findings of the final approved report	Discussion Papers	2 Days	2	15 March 2019
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	As indicated in the previous section the consultant will have to deliver <ul style="list-style-type: none"> <li>• Inception Report by 30th of January 2019</li> <li>• Draft Report and documentation of the youth engagement process by 30th of February 2019</li> <li>• And a final report by 12th of March</li> </ul>				
Supervisory arrangements:	This assignment will be under the direct supervision of the UNSDF People RG chair and with the support of RG members				
Expected travel:	The assignment is based in Amman – Jordan. In case of international applicants interest in this assignment the proposed financial offer should be inclusive for any national consultant's fees, and any other expenses.				

<p>Required expertise, qualifications and competencies, including language requirements:</p>	<ul style="list-style-type: none"> <li>● At least 10 year experience of relevant working experience in youth development and employment. Experience on policy and strategy development, implementation and evaluation is a plus ;</li> <li>● Proven experience in qualitative and quantities data analysis.</li> <li>● Excellent knowledge and understanding of socio-economic and political context of Jordan ;</li> <li>● Excellent research, analytical and communication skills, both oral and written;</li> <li>● Experience in youth programs development in Arab countries and elsewhere is a plus;</li> <li>● Excellent written and verbal communication and drafting skills in Arabic and English;</li> <li>● Ability to demonstrate sensitivity and adaptability to cultural diversity;</li> <li>● Excellent computer skills;</li> </ul>
<p>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</p>	<p>NA</p>
<p>Other relevant information or special conditions, if any:</p>	<ul style="list-style-type: none"> <li>● 30% upon delivery of the final inception report and sets of questions after signing the contract.</li> <li>● 30% upon delivery of the first draft of the report.</li> <li>● 40% upon delivery of the final report and two presentations.</li> </ul>
<p><b>How to apply:</b></p> <p>Interested Applicants are advised to send their resumes, assignment proposal (technical and financial), and a cover letter to the email address <a href="mailto:vacancy@unfpa-jordan.org">vacancy@unfpa-jordan.org</a> indicating the Consultancy Title in the e-mail's subject, before the deadline of <b>20 December 2018</b>. Candidates who are seriously being considered will be contacted for an interview.</p> <p>In case of international applicants interest in this assignment the proposed financial offer should be inclusive for any national consultant's fees, and any other expenses.</p>	