



Terms of Reference

Position: Lead Consultant

Assignment title: Short term consultancy to conduct a study on “Public Policies and Programmes on Youth Employment (Impact, Challenges, and Opportunities)”.

Duration: 25 days

Duty Station: National Youth Council (NYC), Headquarters

Background

The Gambia National Youth Council (NYC) is the parent body of all youth organisations in the Gambia. The agency was established by an Act of Parliament in 2000 to coordinate and supervise all youth programmes and functions in the Gambia. The council is further mandated to advise government on youth matters through the Ministry of Youth and Sports; plan and implement national youth programmes and remobilised resources for youth development; ensure youth empowerment and participation in policy and programme formulations; and represent the interest of youth at all levels.

In the Gambia, young people account for about 68% of country’s population. Because of their size, the Government and its development partners including the private sector are challenged to provide employment opportunities for all the youth in the country. In the efforts to address national youth employment challenges, several public policies and programmes are designed and launched by the Government and other actors to support employment creation nationwide. Despite these many initiatives, the country continues to witness an increase in its youth unemployment rate. According to The Gambia Labour Force Survey (GLFS 2018), youth unemployment rate stands at 41.5% against national unemployment rate of 35.2%. This clearly shows, despite the fact that youth are targeted beneficiaries of most of the national programmes and policies, they are not impacting positively on youth employment.

Against this backdrop, the UNDP The Gambia through the Entrepreneurship and Private Sector Development Project (EPSDP), is supporting the NYC to conduct a study on “**Public Policies and Programmes on Youth Employment (Impact, Challenges, and Opportunities)**”.

The main purpose of this study is to assess the impact, efficiency, effectiveness, sustainability, challenges and opportunities of various public policies and programmes related to youth employment in the Gambia. It is expected that, the study will avail the NYC the opportunity to analyse sector specific policies and programmes and how these policies and programmes have contributed to supporting the Government and its development partners’ efforts to creating a decent employment for all young people in the country. The findings will help the council to fulfil its mandate to advocate/advise Government on youth matters and support multi-sectoral coordination and evidence-based programming on national youth employment at different levels.

To conduct this important study, the Council is seeking the service of a qualified Gambian to serve as ‘lead consultant’ to provide the following specific assignments:

- In consultation with NYC, develop the study questionnaire, the methodology and tools to be used for physical interviews with stakeholders, desk review and online consultations;
- Conduct interviews with policy makers, development partners, young people, members of the youth groups and other relevant stakeholders;
- Assess/analyze the impact of the public policies and programmes studied, identified challenges of their design, implementation, monitoring and opportunities available for improvement;
- Conduct a Strengths, Weaknesses, Opportunities and Threats (SWOT) analyse of all the major youth related policies and programmes geared towards creating conducive environment and jobs for the young people.
- Produce reports and prepare presentations based on findings;
- Provide the Programme Manager / Executive Director with management information in a timely manner when it is required;
- Report to the Programme Manager and the Executive Director.

The study must include policies and programmes in the following sectors:

Sectors	Policies	Programmes
1. Agriculture	<ul style="list-style-type: none"> • National Youth Policy • National Development Plan • Agriculture and natural resources policy • National Employment Policy 	<ol style="list-style-type: none"> 1. The Gambia Songhai Initiative by MOYS and UNDP 2. FASDEP, NEMA and GCAV projects by MOA

	<ul style="list-style-type: none"> • YEP Youth and Trade Road Map on Nuts and Agroprocessing Sector (2018-2022) 	
2. Trade and Entrepreneurship	<ul style="list-style-type: none"> • National Entrepreneurship Policy • National Employment Policy • National Youth Policy • National Development Plan • Education Policy • YEP Strategic Youth and Trade Development Road Map of The Gambia (2018-2022) 	<ol style="list-style-type: none"> 3. Youth Friendly Centres by NYC and UNFPA 4. Youth Connekt Gambia by NYC and UNDP 5. Migration Information Centres by NYC and IOM 6. NEDI by MOYS 7. Entrepreneurship and Private Sector Development Project by MOTIE and UNDP 8. Empretec Gambia by GIEPA and UNDP 9. Youth Empowerment Project by ITC, MOTIE and MOYS 10. Jobs, Skills and Finance (JSF) for Women and Youth in The Gambia Programme by ITC, UNCDF and MOFEA
3. Education and Skills Development	<ul style="list-style-type: none"> • Education Policy (Basic, Secondary and Higher, TVET) • YEP Youth and Trade Road Map on TVET Sector (2020-2024) 	<ol style="list-style-type: none"> 11. Jobs, Skills and Finance (JSF) for Women and Youth in The Gambia Programme by ITC, UNCDF and MOFEA 12. NYSS by MOYS 13. PIA by MOYS
4. ICT	<ul style="list-style-type: none"> • The Gambia ICT for Development (ICT4D) • YEP Youth and Trade Road Map on ICT Sector (2018-2022) 	<ol style="list-style-type: none"> 14. Youth Connekt Gambia by NYC and UNDP 15. Gambia Decent Work Country Programme by ILO and MOTIE 16. NYSS by MOYS

<p>5. Tourism and Creative industry</p>	<ul style="list-style-type: none"> • National Employment Policy • National Youth Policy • National Development Plan • Tourism Policy • Arts and Culture strategy • YEP Youth and Trade Road Map on Tourism Sector and Creative Industries Sectors (2020-2024) 	<p>17. Community-Based Tourism initiatives by YEP and local partners</p>
---	---	--

Timeframe

The duration of this study is expected to last for 25 days including weekends and public holidays. The exercise involve movement from one office to another, travels to regions for key persons interviews and consultations with policy makers, development actors and various stakeholders, analysis of the data collected, preparation of a draft report, discussions with NYC and UNDP for feedback on draft and preparation of the final report.

Immediately after completing study, a debriefing with NYC and other stakeholders should be held to review and validate the results. The final activity report should be submitted for approval by the NYC not later than one week after completion of the exercise.

Reporting and expected outcomes (key deliverables)

- Inception planning to develop the questionnaire, methodology tools, implementation schedules and strategies to mitigate potential risks and data gaps for NYC approval within 2 days;
- Present the draft questionnaire, methodology tools and implementation schedules within 5 days after approval of the tools;
- Conduct the study on sectors, public policies and programmes identified within 10 days;
- Assess/Analyse and aggregate the data collected within 5 days;
- Submit the draft report for internal or external validation within 1 days
- Adjust and input the validated version of the report within 2 days
- **Submit the full final report within 25 days timeframe from inception.**

The study report should include but not limited to the methodology used to conduct the study, main results (# of public policies and programmes studied; # of policy makers and key stakeholders interviewed/consulted; the impact (# number of direct and indirect employment created as a result of the policies and programmes; number of youth male and female benefited; and their economic status before and after employment); as well as challenges and opportunities identified and conclusions/recommendations for possible considerations. The report should be written in English and not exceed 50 pages, excluding annexes in both soft and three (3) hard copies

Skills and competences

The candidate must possess the following skills or competence:

- Must be competent with demonstrated experience in mapping exercises, research, monitoring and evaluation of development programmes for young people;
- Must have significant experience working with young people or youth groups at different levels;
- Excellent research and analytical skills, in both qualitative and quantitative methodologies;
- Strong interpersonal and organizational skills;
- Good report writing skills;
- Excellent command of English and fluency in at least 2 local languages;
- Computer literacy and strong electronic communication skills;
- Ability to multi task, work in a team environment and meet the deadline;
- Previous experience of similar assignments is an added advantage.

Education/Academic Qualification and experience

The candidate must hold one of the following:

- Postgraduate degree in Public Management, Policy and Planning, Law, Mass Communication, International Relations, Social Sciences or related fields relevant to this assignment from a recognized institution with at least 2-3 years minimum work experience. Young professionals with undergraduate degree in above mentioned fields are encouraged to apply.

Application procedures

Interested candidates should forward their technical and financial proposals with proposed implementation schedule, and Curriculum vitae to the following address:

**Executive Director
National Youth Council
Jawara building, behind Gambia Family Planning Association
Kanifing**

Email: nyc@nyc.gm

Deadline for submission of proposal: Tuesday, May 26, 2020 closure of business.