

STRENGTHENING SOCIAL DIALOGUE

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CALL FOR EXPRESSION OF INTEREST PROFESSIONAL EXPERTISE IN THE FIELD OF LOCAL EMPLOYMENT DEVELOPMENT

INTRODUCTION AND BACKGROUND

Several progress reports by the European Commission indicate a need to further develop social dialogue among main stakeholders in the economy. In this direction, the International Labour Organization assists the country in its endeavors to advance the social dialogue as an essential element of the European Social Model, which promotes competitiveness, sharing of gains and enhancing economic prosperity and social well-being. This assistance is channeled through the project *Strengthening Social Dialogue*, funded by the European Union and implemented by the International Labour Organization.

The overall objective of the *Strengthening Social Dialogue* Project is to improve the social dialogue as a means to create more and better jobs. The project consists of three specific components, namely:

Specific objective 1	Enhanced participation of the ESC in shaping the national economic and social reform agenda
Specific objective 2	Enhanced participation of local ESCs in formulation and implementation of local employment policies
Specific objective 3	Increased effectiveness of Trade Unions and Employers' Organizations

The Republic of North Macedonia faces complex labour market challenges, particularly in relation to the low labour force participation of young people (32.8 per cent; 23.4 per cent for young women), combined with high unemployment rate among youth (46.7 per cent; 48.6 per cent for young women).

In 2017, the employment rate in North Macedonia was at 50.5 per cent, the highest rate recorded since 2006, but still far behind the EU average (71 per cent) or the target of 75 per cent as defined in the Europe 2020 strategy (the current EU agenda for growth and jobs). Men are more likely to be employed (60.5 per cent) compared to women (40.3 per cent).

One of the approaches that may help identify solutions to the specific challenges of the labour market in North Macedonia is Local Employment Partnerships (LEPs), which were also used in the European Union in the late 1990s and early 2000s and most recently in the Western Balkans.

LEPs work with people and organizations (including the private sector) at the local level to identify adequate solutions to local labour market challenges. In North Macedonia, the Local Economic and Social Councils (LESCs) serve as platforms to negotiate these partnerships and to implement them. As a result of a comprehensive evaluation and selection process, based on Expression of Interest, six municipalities with functional LESCs have been selected for the second phase of LEP development, namely **BITOLA, KUMANOVO, SKOPJE, STRUMICA, TETOVO AND VELES**.

The process of designing and implementing a LEP requires a short exercise in territorial diagnostic, which combines data and institutional information with dialogue with the communities.

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Call for expression of interest within Component 2:

Enhanced participation of local ESCs in formulation and implementation of local employment policies

The present calls for expression of interest aim at **prospecting four potential consultants** with economic, legal and industrial relations background, who will be interested in undertaking the tasks detailed in the table below, in four of the following municipalities: **Bitola, Kumanovo, Skopje, Strumica, Tetovo and Veles**

Activity	Assignment details	Time frame
2.3.3 Territorial diagnostics and formulation of four Local Employment Pacts	<p>The objective of the assignment is to support the partners in the Local Employment Pacts in the territorial diagnostics and formulation of the local employment plans.</p> <p>The tasks of the consultants shall cover the following:</p> <ul style="list-style-type: none"> Analyze the potential of the territories (from the point of view of the economic endowment; human capital; and institutional set up) to generate and/or formalize jobs; Identify potential actions that could facilitate the creation of jobs and the transition of vulnerable individuals to decent and sustainable employment, building on the LEP service lines; Encourage stakeholders to cooperate in the spirit of local partnership in order to overcome challenges to job creation and bring the potential to fruition; Promote constant dialogue between stakeholders from different sectors in view of providing sustainable solutions that work in the local context where the project operates. <p>Deliverables:</p> <ul style="list-style-type: none"> The consultant shall provide territorial diagnostics report for the respective municipality 	October - December 2019

NOTE: Only four consultants will be hired, subject to the outcome of the LEP selection process.

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Application of External Collaborators

The consultants interested to collaborate with the IPA/ILO project on *Strengthening Social Dialogue* in the above area of expertise are kindly requested to submit their expression of interest **by 3 October 2019** to the e-mail addresses simjanoska@ilo.org; kalenzis@ilo.org and jovanovska@ilo.org.

Requirements:

- Minimum of 5 years of experience in the corresponding area of expertise;
- University Degree;
- Fluency in English and familiarity with professional terminology;
- Strong analytical skills and practical experience in similar type of work;
- Ability to manage the flow of information and adhere to deadlines and commitments;
- Bank account suitable for receiving transfers from abroad.

Preference will be given to candidates residing in the 6 target municipalities.

Individual collaborators should submit the following:

- Curriculum Vitae and proof of residence
- List of references indicating that they have appropriate professional knowledge and experience to participate in the mentioned project activities

According to ILO project rules, experts cannot be civil servants. The ILO retains the right to accept or reject any application. Selection of candidates will be done according to ILO project procedures.

Only the shortlisted applicants will be contacted.

The selected candidates will receive the terms of reference with detailed requirements and descriptions of tasks, and will sign an external collaboration contract with the ILO for the specific task and for a specific duration. This by no means constitutes permanent employment by the ILO or any prospect thereof.