



## **Call for submission of applications for selection of intervention partner(s) for “Enhancing skills and competencies for labour market - scale up”**

### **I. Background**

We Effect is a development organisation founded by the Swedish cooperative movement in 1958 to support the development of democratic organisations and societies. In our international development cooperation programmes, we are applying a human rights-based approach supporting people living in poverty to secure their rights.

We Effect works in 20 countries in Asia, Europe, Latin America, and Africa through our regional offices in partnership with local CSO's, farmer organisations, cooperative federations, and other democratic organisations. For more information, see [www.weeffect.org](http://www.weeffect.org).

We Effect in Europe Region was established as a regional office in Skopje, North Macedonia 2017. The region is supporting 11 partner organisations in the region under the programme “Empower Europe”. The regional team currently consists of 8 staff and based in Skopje. The support is directed for North Macedonia, Albania, Kosovo, Bosnia & Herzegovina, and Moldova.

With financing from Sida (Swedish International Development Agency), a project for rural development aiming for a Market System Development (MSD) approach is being implemented in North Macedonia “*Income Increase and Socio-Economic Empowerment of Vulnerable and Marginalized Groups from Rural and Sub-Urban Areas 2021-2023, IISEE*”, in collaboration with several national organisations in North Macedonia.

The main Outcomes of the Project are:

**Outcome 1.** Rural enterprises, small farmers/producers grow and provide more income and employment opportunities for the people from the rural area, women, and youth in particular

**Outcome 2.** Local communities are resilient and sustainable, providing support in rural development, especially for poor members of the communities in the selected market systems

**Outcome 3.** More Roma people have the capacities and the access to the job market, to take up employment and business opportunities in the selected market systems.

**Outcome 4.** Organisational development.

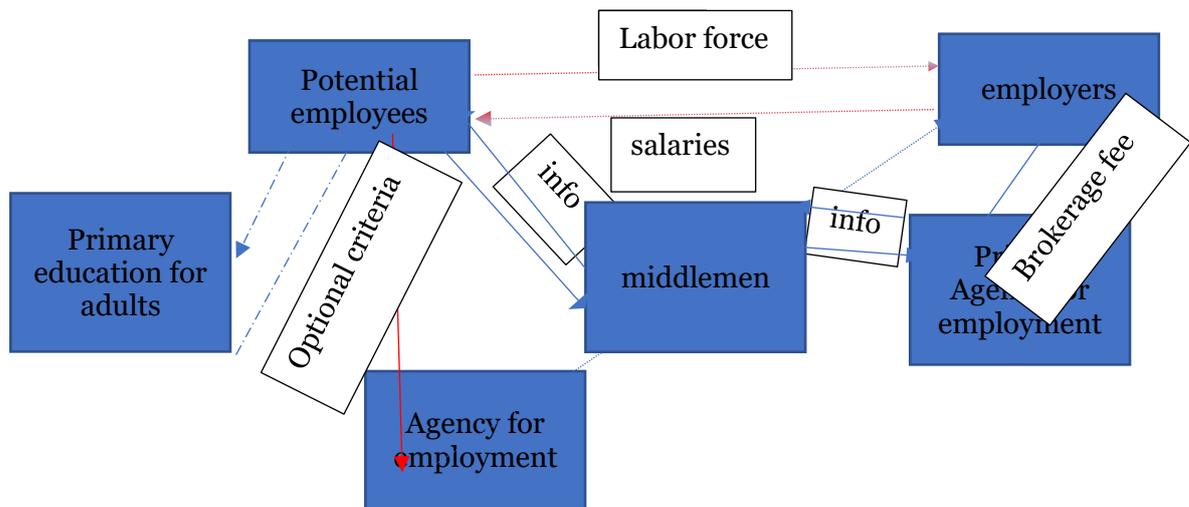
### **II. Scope of the engagement and main tasks**

The main objective is to engage an intervention partner (ex: private employment agency; online web platform company; civil society organization) to facilitate change for improvement of the existing market systems and value chains in access to job matching services and labour market by Roma, particularly women and youth in North Macedonia, that would lead to achieving a sustainable development impact.

The MSD approach for the project was developed based on the fact that the inclusive economic growth is achievable through improved access to the labour market, skills and basic services for the Roma and vulnerable groups. After analysis and diagnosis of root

causes for exclusion from labour market, systemic approach to address them by introducing middlemen function to support improved access to labour market for Roma unemployed people as new business model on the labour market. The new business model has been successfully tested in the period December 2021 - March 2022 as a pilot intervention in the municipalities of Shuto Orizari and part of municipality of Chair (Topaana).

## Business model of the intervention



The new business model deployed under the pilot intervention, introduced a middleman, that have an active role in identification of employable Roma people, especially women and youth, supporting their registration in private employment agency as active job seekers and providing job matching services. In addition, part of the registered job seekers were trained with skills for the most frequently required professions at that moment. As a result of this intervention, 67 Roma people were registered as active job seekers, 13 persons were employed and for others employment is undergoing.

Under the supervision and in close collaboration with the IISEE Project management, and We Effect's Regional management, the intervention partner will have the following:

### Responsibilities:

- To implement MSD-approach based intervention (<https://beamexchange.org/>) that will include proper implementation of agreed activities
- To implement developed business model engaging middlemen as channel of communication between Roma community and agency for employment (state and/or private)
- To have an active role in identification of Roma unemployed; facilitate their registration in agencies for employment (state and/or private)
- To implement activities matching registered Roma unemployed; preparation and submission of job applications
- To facilitate employment of Roma unemployed persons, particularly women and youth



- To implement outreach and visibility activities if needed
- To coordinate the intervention teams
- To actively participate in development of an Intervention Plan, detailed intervention Budget, Monitoring and Result Measurement (MRM) Plan
- To organize monitoring of intervention results and timely and efficiently collect data needed for the Monitoring Result Measurement (MRM) system of the ISEE project
- To cooperate and to report to We Effect staff
- To maintain and develop a relationship of cooperation based on participation, accountability, non-discrimination empowerment and transparency. Gender equality is a guiding principle for all aspects of this cooperation
- To respect We Effect's code of conduct, anti-corruption principles and similar. (Available at: <https://weeffect.org/app/uploads/2020/10/gov-0150-v.3.0-we-gl-code-of-conduct.pdf> and <https://weeffect.org/app/uploads/2020/10/gov-0234-v.2.0-we-effect-anti-corruption-and-integrity-policy.pdf>)

#### **Expected deliverables are:**

- Established team for implementation of activities and their engagement until December 2023
- Established selection, capacity strengthening and provision of services of 1 to 2 middlemen per proposed municipality (expected 2 to 4 municipalities in North Macedonia)
- Facilitated registration of 200 Roma unemployed (out of which 50% women and youth up to 39 years) in state and/or private employment agencies
- Prepared job applications; prepared persons for job interviews and matched unemployed Roma persons with active job offers (at least 120 Roma)
- Facilitated employment of 50 Roma, out of which at least 50% women
- Implemented capacity strengthening and outreach activities
- Collected baseline data for the intervention
- Collected data (tracker questionnaires) for implemented intervention and evaluation of their effectiveness

#### **Types of eligible activities:**

- Embedding of operational business model with middlemen who act as facilitators between the Roma community and the job matching service provider (state agency for employment, private agency for employment, web platform company, etc.) in the intervention partner's business structure
- Selection of middlemen and provision of services (1 to 2 per municipality) in 2 to 4 municipalities in North Macedonia
- Capacity strengthening of Roma middlemen for job matching services; registration of unemployed persons; communications skills for work with vulnerable groups
- Facilitation of registration of Roma unemployed (particularly women and youth up to 39 years) in state and/or private employment agencies
- Preparation of job applications; preparation for job interview and matching unemployed Roma persons with active job offers
- Preparation and implementation of outreach campaign for employment benefits and job matching services



- Provision of vocational and education trainings (VET) to minimize the skill mismatch and labour demands
- And other type of activities to achieve the objective of the engagement.

#### **Size of budget intervention**

Any budget requested under this ToR must fall within maximum amount:

- Any funding requested must not exceed EUR 40,000
- Any intervention funding requested must not exceed 50% of the total eligible costs of the intervention
- The balance (i.e., the difference between the total cost of the action and the amount of funding requested) should be financed by the intervention partner with direct funding and/or in-kind contribution. In kind contribution refers to provision of goods or services paid by an intervention partner/s

#### **Location**

- The intervention shall be implemented in North Macedonia (in one or several regions; in at least 2 to 4 municipalities inhabited with Roma)

#### **Partners**

- The intervention partner may have partners registered in the North Macedonia that could contribute to the accomplishments of the results and must sign partnership agreement prior to applying defining their partnership as well as their respective technical and financial roles and obligations
- If awarded contract, the intervention partner/s will sign agreement for Cooperation with We Effect

### **III. Qualification requirements**

#### **Mandatory technical criteria:**

- Operational and functional registered legal entity with equipped office premises
- Be directly responsible for the preparation and management of the intervention
- Experience in job matching services and employment
- Experience working with Roma

#### **The intervention partner must be able to:**

- Establish and test the new business model with Roma middlemen
- Perform field work and cooperation with Roma community
- Prepare reports and data templates in English language
- Work within a tight deadline
- Organize and work with a team
- Prevent and resolve conflicts



#### **IV. Duty travel & accommodation**

For this engagement of the intervention partner, if travels for field activities occur, they will be planned, handled, and organized in the budget proposal and by the intervention partner himself. As for accommodation it will not be accepted under this engagement.

#### **V. Coordination & reporting**

The engaged intervention partner will regularly report his/her progress and will report on developed templates (narrative, financial and monitoring result management templates) to We Effect on quarterly basis.

#### **VI. Time frame**

The intervention is expected to last in the period September-October 2022 until December 2023.

#### **VII. Process of application**

The Applicants should submit the following documents to these email addresses [natasha.l.angjelijk@weeffect.org](mailto:natasha.l.angjelijk@weeffect.org) and [katerina.shojikj@weeffect.org](mailto:katerina.shojikj@weeffect.org) and [info\\_roeu@weeffect.org](mailto:info_roeu@weeffect.org) latest by **19 August 2022**.

**The e-mail subject** with the application and all required documents must bear the title Call for submission of applications for selection of intervention partner(s) for job matching services – scale up and budget line B.L 4.4.1

#### **Required documents:**

- Signed partnership agreements in case of more than one applicant
- Application form describing how would you best match the required tasks and expected results, (attached) filled in Macedonian or English language
- CV of the proposed team members of the intervention partner
- Reference table of the applicant's experience (including partners experience) with employment / job matching services, as well as working with Roma people, listing the relevant projects/assignments that will include information on:
  - a. brief description of the project / assignment (no more than 100 words);
  - b. value of contract in EUR;
  - c. donor/contracting party;
  - d. year of realization; and
  - e. links to projects/activities reports
- Copy of valid registration of the applicant (as well as partner(s) if applicable) issued by the Central Registry of RNM
- Copy of License/s for private employments agency issued by the Ministry of Labour and Social Policy (if the applicant or partner is Private Employment Agency)
- Annual financial statement for 2021 of the applicants (as well as partner(s) if applicable)
- Declaration of relationships (signed)
- Proposed budget for the intervention on all-inclusive basis (all national taxes included)



## VIII. Selection Criteria

The selection of the application will be based on the following criteria:

<b>Quality of the application including experience and qualifications of the applicant(s) will include:</b> <ul style="list-style-type: none"> <li>• Experience working with employment and job matching services</li> <li>• Experience working with Roma people</li> <li>• # of proposed municipalities</li> <li>• # of proposed intervention beneficiaries</li> <li>• # of intervention women beneficiaries</li> <li>• Expected % of income increase of intervention beneficiaries</li> </ul>	<b>60%</b> 10 10 5 5 15 15
<b>Financial Offer</b> Total budget amount Proposed budget contribution from the applicant/s Cost effectiveness (proposed budget/beneficiary)	<b>40%</b> 10 10 20

## IX. Terms of payment

The agreed intervention budget amount will be stipulated in the Memorandum for Cooperation (MoC)/Contract for cooperation and respective annexes. All payments will be made in MKD as per average exchange rate of NBRNM on the date of deliverables approval by the IISEE Project.

## X. Declaration of relationships

The Applicant shall describe if their organization/employees have any business or personal relationships with closely associated party from We Effect, its Regional Office in Skopje, its governing bodies, and employees or with any of the co-facilitating organization (National Federation of Farmers, Rural Development Network).

A closely associated party (persons, physical or legal) as per We Effect's definition is considered a person who has the possibility to exert control over, or significant influence on, the other person when it comes to financial and operative decision-making concerning an activity. The purpose of the Declaration is to disclose such information which makes the application and evaluation process more transparent and supports the bids in its relevance according to conditions on the open market.

## XI. Contact

We Effect's contact person for this Call is Natasha Ljubeckij Angjelikj, function Project Manager, mail: [natasha.l.angjelikj@weeffect.org](mailto:natasha.l.angjelikj@weeffect.org) and Katerina Shojikj, function MSD Facilitator, mail [katerina.shojikj@weeffect.org](mailto:katerina.shojikj@weeffect.org) and [info\\_roeu@weeffect.org](mailto:info_roeu@weeffect.org)