

## **F4J – Finance for Jobs Project DAI-Project Implementation Agency (PIA)**

### **Direct Jobs Creation Verification/validation and Measurement of Indirect Jobs of Investment Co-Financing Facility (ICF) Supported Projects Terms of Reference (ToR)**

#### **A) Project Overview**

Finance for Jobs (F4J II and subsequent additional financing) is an 8-years (2017 to 2025) series of projects implemented by DAI, the Project Implementation Agency (PIA), on behalf of the Ministry of Finance (MoF) and funded by the World Bank (WB). The project has an overarching objective of mobilizing private investment in high potential sectors and generating job opportunities across the West Bank and Gaza. One of the key project components is the Investment Co-Financing Facility (ICF), which is a risk-sharing grant mechanism that provides financial support to commercially sound, job-creating, private sector investments that may otherwise not be considered viable due to market and institutional failures, and other fragile conflict violent (FCV) risk considerations.

F4J team uses Social Cost Benefit Analysis (SCBA) to select potential private investment projects for co funding in the form of grants. The size of grant depends on several factors among which is size of job creation (direct and indirect). Direct jobs are jobs created by the investment during implementation and operations and can be identified directly. The indirect jobs are estimated based on the results of the Computable General Equilibrium model (CGE) used by F4J team and other benchmarks; a model that was developed by the World Bank for West Bank and Gaza. The CGE model simulates potential labor market impacts of investments across sectors.

By the end of November 2022, F4J has supported 14 private sector investments through ICF grants in the West Bank and Gaza Strip in several economic sectors, including agri-business, green energy, information technology, construction, among others. In 2023, F4J will continue the effort in developing projects pipeline and is planning to support another 4-6 projects.

F4J team has several indicators to monitor the success of its ICF support intervention toward achieving project development objectives, of which is the number of jobs created. F4J team collects data on direct jobs of the ICF supported projects on quarterly basis.

#### **B) Objective of the assignment**

The F4J Project Implementation Agency (PIA) needs to ensure the accuracy, validity and reliability of reported direct jobs created and measure the estimated indirect jobs in the value chain and related sectors as a result of supporting private sector projects through ICF grants. As such, F4J wants to hire a short-term expert to conduct a review and validation of reported direct jobs and measure/estimate indirect jobs created in the 14 ongoing ICF supported investment projects in the West Bank and Gaza Strip.

Further details on projects background and job analysis forecast will be provided after signing the contract with the selected consultant. List of Project is showcased in Annex I of this ToR.

#### **C) Scope of Work:**

To fulfill the objectives of this assignment, the consultant shall work in close cooperation with the PIA and formulate the approach and methodology to ensure the highest accuracy of the results. The key tasks include, but not limited to the following:

- 1) Conduct a desk review of available documentation, including investors application, projects' business plans and projects investment proposals, which include estimates of direct and indirect jobs creation analysis. The indirect jobs were estimated based on CGE other benchmarks and studies.
- 2) Design approach and methodology including job data collection questionnaires (surveys) and forms (semi-structured interviews form) tailored to each ICF subproject to effectively validate reported direct jobs and measurement of indirect job creation.  
 The Consultant shall consider exploring the development of a standardized approach for job verification across different economic sectors and advise on a more standardized approach as well as facilitate knowledge transfer to the PIA team.  
 The consultant shall also consider the following factors in the survey design: the project implementation phase, the nature of the project, and job categories. It is recommended to use the Monitoring & Evaluation for Jobs Operations – World Bank Jobs M&E Toolkit, Volume 1<sup>1</sup> (dated June 2017) and World Bank Jobs in Value Chains Survey Toolkit<sup>2</sup> (dated April 2018).
- 3) Conduct field visits and semi-structured interviews with project sponsors, main implementation contractors and other stakeholders/players/people of interest across the supply and value chain as relevant.
- 4) Collect information to perform a Job Estimate Vs. Actual Gap Analysis supported by scientific rational. The consultant shall provide a descriptive comparison of job impact before and after the project implementation.
  - a. The data collected makes a clear distinction between full time, part-time, temporary, permanent, and seasonal jobs, and provide an accurate figure for the net full-time equivalent (FTE) jobs, disaggregated by youth and women.
- 5) Prepare two case studies showing the job creation impact
- 6) Draft and finalize a report detailing results, conclusions, and recommendations for improvement.
- 7) Prepare a PowerPoint presentation with the main findings and recommendations.

## D) Deliverables

- 1) An inception report including a brief description of the methodology, action plan, list of interviewees, and ICF-subproject tailored survey design acceptable to the PIA within two weeks of signing the contract.
- 2) Comprehensive database of all responses in Excel format for all filled surveys for the 14 ICF-supported subprojects (including surveys in the value chain) within four weeks.
- 3) Advanced draft verification report for the 14 ICF subprojects in English covering survey results. This report shall be submitted to the PIA for review and comments within three weeks. The report should include validated jobs created throughout project implementation, job categories, nature of jobs, geographical distribution, average monthly income per job, etc. The report should also include two case studies and a PowerPoint presentation.
- 4) Final report within one week after receiving the PIA's feedback acceptable to the PIA.

## E) Qualifications

The consultant should have the following qualifications:

- A Master's degree in social sciences, economics, statistics, or related field.
- At least 5 years of experience in designing, managing and implementing M&E activities.
- Proven experience working with an international development organization.
- Demonstrated experience designing and implementing M&E surveys and verification.

<sup>1</sup> <https://documents1.worldbank.org/curated/en/530811506021536510/pdf/119131-REVISED-PUBLIC-Jobs-M-E-Toolkit-June-2017-Volume-1.pdf>

<sup>2</sup> <https://documents1.worldbank.org/curated/en/535171533831283854/pdf/129350-WP-jobs-in-value-chains-survey-toolkit-PUBLIC.pdf>

- Experience with quantitative and qualitative data collection and analysis methods.
- Experience in knowledge sharing best practices, survey design, and other qualitative data collection methodologies.
- Demonstrated record of conducting research and key informant interviews.
- Expertise in quantitative and qualitative methods.
- Strong analytical skills to collect, analyze, and synthesize data.
- Experience working with a range of stakeholders across the private and public sector.
- Excellent report writing, analytical, interpersonal, and communication skills, including oral presentation skills.
- Ability to conduct the work within the West Bank and Gaza Strip.

## **F) Contract Type:**

Lump Sum

The Consultant should have resources, presence and support to conduct the field work in Gaza for about six ongoing projects being implemented in Gaza Strip. The Consultant must be available by late December 2022.

Interested candidates can send their resume with a sample of their previous work and evidence of required skills where applicable before December 16, 2022, to [F4J@dai.com](mailto:F4J@dai.com) indicating your full name and the job title in the subject line in your e-mail application.

**Annex I: List of ICF Projects:**

#	Project Name	Description	Location
1	PRICO's Gaza Solar Power project	ICF grant supported PRICO to install and operate PV solar system on hangars rooftops at Gaza Industrial Area. The project was energized in March 2020.	Main office in Rawabi / Gaza Industrial Area
2	Massader's public school rooftop PV solar project	ICF grant supported Massader project that consist of the development of about 28 MW Rooftop Solar Photovoltaic (PV) systems for approximately 400 public schools across the West Bank, over a period of four-years.	Public schools in West Bank
3	Al Dalya Seedless Grape Project	ICF grant supported Al Dalya project in rehabilitate 245 dunums and of planting them with seedless grapes.	Ain Al-Bayda, West Bank
4	Fusion's Fixed Broadband Network for Rural Areas Project	ICF grant supported Fusion to procure microwave link to build and operate an independent fixed broadband network that enables the provision of comprehensive, affordable, reliable and high-quality Internet in the rural areas of Gaza Strip	Gaza Strip (Dair El Balah, Gaza, Khan Younis, North Gaza, and Rafah.)
5	Afana's Hatchery and Poultry Processing Project	ICF grant will support Afana to establish modern poultry production and processing facilities to process poultry products for local markets that meet national and international standards. The proposed facilities include a hatchery and poultry processing. The project design also takes into consideration the environmental impacts and necessary mitigation actions for the proposed project.	Gaza Strip
6	BITC Garden for Agricultural Marketing's new pickling facility project	ICF grant will support BITC to establish a new Pickling Facility.	Kufur Dan – Jenin, West Bank
7	Al-Forat Agricultural Company	ICF grant will support rehabilitating 100 hectares for agricultural crops farming project	Tubas, West Bank
8	Abu Eita's Dairy Production Hub	ICF grant will support Abu Eita in establishing a state-of-the-art dairy production hub including a dairy factory, and farm, Panicum farm, and milk collection hub.	Gaza Strip
9	MADA Al-Arab Company	ICF grant will support Mada in covering part of the cost of constructing 700 km of Fiber Optic Infrastructure to ease access to the internet and increase quality and affordability of internet services to more than 100,000 users in the West Bank.	West Bank (Ramallah & Al-Bireh, Bethlehem, Jericho, and Jerusalem (Al-Ram, Ezariyyeh, Abu Dees))
10	THREE F® Veterinary Pharmaceuticals Company LTD	ICF grant will support 3FCo to establish the first of a kind veterinary pharmaceuticals factory in the Gaza Strip. The factory will produce 29 veterinary pharmaceutical drugs and medications for cattle, sheep and goats, calves, turkeys, and broilers, improving the food security and quality in the Strip. The ICF grant will partially cover the cost of production lines.	Gaza Strip
11	PETRA Glass Company	The ICF grant will support Petra to upgrade and equip the facility with brand new lamination and tempering oven (processing line), and to refill its inventory with enough quantities of raw material to cope with the recent unfavorable receivable/payable terms resulted from the Covid-19 pandemic effect.	Jericho Agro-Industrial Park (JAIP), West Bank
12	Waha Feeds Co.	The ICF grant will support establishing a high-quality, agricultural-based animal feed in Gaza.	Gaza Strip
13	Sanabel Al Nasser for Industry and Marketing Co	The ICF grant will support Sanabel in Naser in upgrading the existing infrastructure and introducing new machinery and new product lines, through partially covering the cost of the solar energy system, sesame Roasters, 200 kVA generator, and powder packaging machines.	Jenin, West Bank
14	Top Roof Tiles for Construction Industries	The ICF grant will support Top Roof to establish a new, state-of-the-art, large-scale concrete roof tiles and polyurethane sandwich panels factory in the Industrial Zone of Salfit Governorate, through partially covering the cost of a Concrete Roof Tile Production Line.	Salfit Industrial Zone, West Bank