

# **Term of Reference (TOR) of Consultant for developing Skills Profiles of Returnee Migrant Workers in Morang, Sunsari and Jhapa districts of Province 1**

## **Background**

The Federation of Nepalese Chambers of Commerce & Industry (FNCCI) under the ILO supported project "Enhancing Skills of Women, Workers in the Informal Economy and Returnee Migrants" has been implementing a short term work-based learning and traineeship programme. The main purpose of this programme is to provide work practice to trainees (targeted group: women, returnee migrants and workers in the informal economy), which includes skills training, undertaken in order to gain practical and professional experience with a view to improving employability and facilitating transition to regular employment. This program is targeted to implement in the 4 economic sectors: agriculture, tourism, construction and manufacturing while FNCCI is implementing in the sectors of agriculture, tourism and manufacturing in the province 1 (Morang, Sunsari and Jhapa) and Bagmati province (Kathmandu, Lalitpur and Bhaktapur).

While implementing of work based learning and traineeship programme, development of training guidelines, manuals and curricula, capacity building of concerned project partners for registration and skill profiling of returnee migrant workers, workplace based training to women and workers in informal economy, skill need or gap identification through consultation of sector/occupation specific employers and sector group discussions are some of main supplementary activities are designed to implement under the project. The main objective of implementing these activities is to create sufficient data and information about targeted group for conducting required short term work based trainings.

The FNCCI, therefore, is seeking the services of 4 qualified consultants for developing skills profiles of returnee migrant workers in the sector of agriculture, construction and tourism in Morang, Sunsari and Jhapa districts.

## **Purpose of this Assignment**

The purpose of consultancy service is to develop skills profiles through analyzing the available skills profiles, mapping the available skills against identified skills needs in the selected sectors and identifying the skills gap in consultation with project partners.

## **Project Partners and Collaborating Organizations**

- Province/district/local Chapters of FNCCI including related sector specific associations;
- Returnee Migrants' Association;
- Trade Unions;
- NGO Partners: Women Rehabilitation Center (WOREC) and PAURAKHI;
- And others as identified by FNCCI.

## Scope of Work

- Consult with project partners and ILO's local partners for developing skills profiles in 3 districts of Morang, Sunsari and Jhapa;
- Consult with the ILO National Project Coordinator/Consultants in coordination with FNCCI;
- Review and analyze available skills profile, map available skills against identified skills in the selected sectors and identify skills gaps of returnee migrants;
- Consult with concerned sector specific employers/associations on available and required skills to identify skills gap in all three districts of Morang, Sunsari and Jhapa;
- Coordinate with national lead consultant for the necessary support and inputs;
- Coordinate with field coordinator for necessary support in the field;
- Prepare sector wise skill profile as assigned;
- Update progress on assignment to national lead consultant/project coordinator/staff through a report as requested; and
- Perform all other required tasks as assigned by national lead consultant/project coordinator;

## Output/Deliverables

- Skill profiles of 600 trainee/returnee migrants developed

## Duration

Total effective working days for each consultant for assignment completion is 15 days

## Location

Field based in Morang, Sunsari and Jhapa districts of Province 1

**No. of Consultants Required:** 4 Consultants

## Minimum Qualification

- Minimum Master degree of academic qualification
- At least 5 years of experience in the related fields
- PAN registered