

Terms of Reference

High-Level Advocacy Senior Advisor

External Collaborator

(1st of June 2023- April 30, 2024)

Background:

Iraq's system of social protection, which is one of the oldest in the Arab world, covers mainly two distinct groups of the population: public employees and the poor. As for the first group, the public employees, the "State Employees' Pension Fund," regulated in the Unified Pension Law No. 9 of 2014, as amended by Law No. 26 of 2019 provides a relatively good level of social security protection for civil servants; the military and security forces as well as employees in state-owned enterprises. However, reports have pointed out to design issues that limit its long-term fiscal sustainability. For instance, the statutory retirement age of 50 is low, and the replacement rate is high with the minimum full-career pension obtained after 15 years of service. The second group covered by the social protection system in Iraq includes the poor and vulnerable Iraqis, who are targeted by several programs, most importantly the social safety net and the Public Distribution System. Despite of these many programs targeting the poor, reports highlighted the significant coverage limitation that resulted in many deserving poor not receiving the intended benefit. Apart from the two groups, coverage of other working adults and their families, including persons in the private sector especially those in unstable forms of wage employment and the self-employed, is not automatic. While the Social Security Law No. 39 of 1971 and amendments stipulates that all workers covered by the Labor Law No. 37 of 2015 should be members in the Pension and Social Security Fund for Workers, a small fraction is covered.

Over the past few decades, Iraq has enjoyed a favorable demographic profile characterized by the working-age population expanding at a higher rate than the general population, widely referred to as the "demographic window of opportunity". While the expansion of the working-age population, and the concomitant enlargement of the labor force, can be the driver for sustained economic growth, Iraq inability to create sufficient jobs to absorb the rapidly growing labor force has led to waves of social unrest. Youth unemployment is especially alarming estimated at 22 percent and 66 percent for male and female labor force participants, respectively. This age and gender dimension to the unemployment ratios in Iraq is coupled with the low participation rate of female citizens in the labor market, currently at only 11.76 percent in comparison of male labor for participation at 74 percent (ILOSTAT, 2021). The discriminatory labor market in Iraq has resulted into unequitable outcomes and differential coverage rates between male and female labor force participants. For instance, reports indicated that for every 100 males covered by the Pension and Social Security Fund for Workers, only 8.7 females are covered.

Recognizing the changes and challenges faced, a Social Protection Commission to manage social assistance in Iraq was established by the 2014 Law. The Iraq Social Protection Strategic Roadmap 2015-2019 was developed to support implementation of the 2014 law. Its vision is to have a comprehensive social protection system in Iraq that covers three main pillars: social safety nets, social insurance and labor market policies. Further, the 2018-2022 Poverty Reduction Strategy by the Government of Iraq and development partners identified the establishment of an effective social protection system has been recognized as a strategic priority.

However, the Covid-19 pandemic, coupled with movement control measures, has exposed the social protection coverage gap. In just a few weeks or days, hundreds of thousands have become unemployed as businesses are forced to shut down temporarily or permanently, or operate at minimal level, causing tremendous financial hardship especially for the daily wage and irregular wage earners. Studies showed a major spike in poverty that the existing safety nets were not sufficient to address the need for protection.

Description of Assignment:

Under the Eu-funded project mentioned above, the ILO is bringing several national and international experts including social protection experts, analytical experts, legal experts, actuaries, and actuarial modellers. While each expert will work on a specific assignment depending on her/his field of expertise and ILO country management will coordinate with the experts to synchronize their inputs in a coherent matter to provide country-specific technical assistance to the government, a missing element remains is the need to increasingly shift weight of ILO's engagement towards advocacy - policy advocacy based on evidence - recognizing that it is the government and the public that make the most difference for achieving societal objectives – not development actors.

Against this background, the consultant will provide critical support to the ILO to position its contribution at this period of nation building and reform. The consultant will spearhead the evidence-based advocacy to build support and political capital in favour of effective policies, laws and budgets that promote the rights to social security for all while maintaining and strengthening the linkages of this program with the overall developmental path of Iraq. To achieve this, the consultant will guide the ILO country office and provide help to build effective partnerships with thought leaders who are engaged in the social construction and reform agenda in Iraq.

Activities:

Under the supervision of the ILO Iraq country coordinator, the consultant will carry out the below tasks during the period of **1st of June 2023- April 30, 2024**:

- The consultant will prepare position papers for key roundtable and conferences that are planned.
- The consultant will serve as a member of the scientific committee guiding the two main conferences planned
- Initiate and support ILO engagement with the MOP on the development of Iraq and how the ILO can position its support to align with the vision of Iraq as economically productive and social protected and inclusive nation
- Initiate and create linkages between the ILO and Iraqi think tanks, policy makers, and thought leaders so the ILO will become increasingly part of the intellectual scene (thinkers, policymakers, national development thought leaders, and civil society leaders) to exchange ideas, knowledge, experiences and views on inclusive social policy and economic development in Iraq (past and ongoing).

- The consultant will help position the ILO as a thought leader promoting inclusive Social Protection (social security, social assistance, and labour market interventions). This includes arranging for one-one meetings with key players and/or promoting the ILO to present at key events evidence generated and lessons learned from local, regional, and international experience.
- The consultant will present the position of the ILO on key reform issues at high-level fora in Iraq. The aim of the key findings' presentations is to stimulate constructive dialogue and bring the attention to key issues that face the Iraq's aspiration to become socially inclusive and economically productive nation in line with the vision stipulated in the White Paper as well as the SDGs agenda.

Deliverables:

The deliverable outputs of the assignment under this contract will include:

- 12 participations in the high-level forums, conferences and roundtables
- 4 position paper prepared for the two main conferences planned
- 10 meetings representing the ILO in the scientific committee guiding the two main conferences planned
- A set of one-one meetings with MoP policy makers on regular basis.
- Join selected high-level meetings with the ILO management
- Provide peer review and high-level insights on key documents and concept notes prepared by the ILO team

Contract duration and fees:

The number of days of this assignment is 132 working days (12 days a month x 11 months) distributed between **1st June 2023- April 30, 2024**.

The fees for the work under this consultancy amount to US\$ 52,800.00. (132 days x 400 US\$ fees/day).

Modalities for payment of fees

Upon submission of accepted monthly report detailing the performed tasks against the above specified deliverables, a payment will be made of the number of days to deliver the tasks.

Location and Missions

Consultant is expected to be in Erbil and Basra for a minimum of 8 days of the 6-months consultancy.

The travel expenses for the 4 missions inside Iraq amounts to a total of:

	1st Mission to Erbil	2nd Mission to Erbil	3rd Mission to Basra	4 th Mission to Basra
DSA for mission	DSA amounting to \$ (2days * 143.2 \$ daily DSA)	DSA amounting to \$ (2 days * 143.2\$ daily DSA)	DSA amounting to \$ (2 days * 175.20\$ daily DSA)	DSA amounting to \$ (2 days * 175.20\$ daily DSA)
Travel from Baghdad to Erbil> The ILO will provide a reimbursement for the cost of an economy air ticket (BGD/Erbil/BGD), which is up to the mentioned amount. The consultant will be responsible to book the economy air ticket and to submit the boarding passes upon completion of the mission.	185 \$	185\$		
Baghdad to Basra> The ILO will provide a reimbursement for the cost of an economy air ticket (BGD/Basra/BGD), which is up to the mentioned amount. The consultant will be responsible to book the economy air ticket and to submit the boarding passes upon completion of the mission.	N/A	N/A	200\$	200\$

DSA for 72 days = 28,800

4 TKTs: =770\$

Erbil rate: 143.20\$ for day

Basra rate: 175.20

Requirements:

- Education and experience: A High-Level Advocacy Senior Advisor should have a degree in law, public policy, or a related field, as well as at least 10 years of experience in advocacy, government relations, public policy, or a related field.
- Knowledge and skills: The candidate should have a deep understanding of government policy, legislation, and advocacy strategies, as well as excellent communication, negotiation,

and interpersonal skills. They should be able to work effectively with government officials, stakeholders, and the public.

- Strategic thinking: The candidate should have a strategic mindset and be able to develop and implement effective advocacy strategies that achieve the organization's goals.
- Leadership: The candidate should have experience leading and managing a team of advocates, providing guidance and support to ensure that they achieve their objectives.
- Political acumen: The candidate should have a strong understanding of the political landscape and be able to navigate complex political environments to advance the organization's interests.
- Results-oriented: The candidate should be results-oriented and able to measure the success of their advocacy efforts, making adjustments as necessary to achieve their goals.
- Technical skills: The candidate should have experience using advocacy tools and technologies, such as social media, email campaigns, and grassroots organizing platforms, to engage with stakeholders and mobilize support.
- Availability: The candidate should be able to work flexible hours and travel as necessary to attend meetings, events, and conferences

How to apply:

Applicants are requested to send their CVs to EBL-PROCUREMENT@ilo.org and BGW-PROCUREMENT@ilo.org no later than May 24th, 2023.