

INTERNATIONAL TRAINING CENTRE OF THE ILO, TURIN

Expression of Interest: Independent Evaluation – Mozambique National Employment Policy (NEP) and Action Plan (PAPE) 2021–2024

Location: Remote with field mission in Mozambique (Maputo and selected regions)

Contract Type: Individual consultancy or service contract

Type: National and International positions

Duration: 40 workdays for the international evaluator and 45 workdays for the national evaluator during the period of 5 months (June – October 2025)

Start Date: June 2025

About the International Training Centre of the ILO

The International Training Centre is the capacity development arm of the International Labour Organization (ILO), a specialized UN agency that promotes decent work and social justice. The Centre supports the design and implementation of effective employment-related policies and programmes through training, research, and advisory services. For more information, visit www.itcilo.org.

Background

With support from the Swedish International Development Cooperation Agency (Sida), the ILO is implementing the second phase of the MozTrabalha project in Mozambique to advance inclusive structural transformation and productive employment. As part of this effort, the Government of Mozambique and the ILO have agreed to commission an **independent evaluation of the National Employment Policy (NEP) and its Action Plan (PAPE) 2021–2024**.

ITCILO's Employment Policy and Analysis Programme (EPAP) is managing this evaluation to provide evidence-based insights, identify good practices, and inform the design of future public employment policies. The evaluation will assess the NEP/PAPE against the OECD-DAC criteria: relevance, effectiveness, efficiency, impact, and sustainability.

Who should apply

This call is open to:

- Individual consultants (national and international)
- Firms or service providers proposing a team

The assignment will be carried out by an evaluation team composed of one international and one national evaluator. Proposals may be submitted by:

- Individual consultants applying for one role and expressing willingness to be paired
- Teams of two consultants (national and international)
- Institutions or firms proposing a team that meets the required profile

The evaluation will cover the development and implementation of the NEP and PAPE, analyse progress against objectives and targets, assess delivery mechanisms and institutional arrangements, and identify lessons learned. The methodology will include **desk review, stakeholder interviews, field visits, and participatory validation workshops.**

Expected Deliverables

Deliverables include but are not limited to:

- Inception report with methodology and evaluation matrix
- Field-level stakeholder consultations and validation workshop
- Draft and final evaluation reports (maximum 35 pages + annexes)
- Comment matrix responding to stakeholder feedback
- Summary of lessons learned and recommendations

A detailed list of deliverables and schedule is included in the Terms of Reference.

Required qualifications

The **lead evaluation consultant** should have the following qualifications:

- Master degree in Economics, Social Sciences, Business Management, law or related graduate qualifications
- A minimum of 10 years of professional experience specifically in evaluating public policies and programmes in the area of employment, decent work, productivity, working conditions and management of public programmes, preferably in Mozambique.
- Proven experience with logical framework and theory of change approaches, as well as other strategic planning approaches, M&E methods and approaches (including quantitative, qualitative and participatory), information analysis and report writing.
- Understanding of the economic and employment context of Mozambique, with a particular appreciation of its political economy would be an asset.
- Excellent communication, analytical and interview skills in English, with fluency in Portuguese a strong asset.
- Excellent report writing skills (in English).
- Demonstrated ability to deliver quality results within strict deadlines.

The **national evaluation consultant** should have the following qualifications:

- A minimum of Bachelor degree in Economics, Social Sciences, Business Management, law or related graduate qualifications

- A minimum of 5 years of professional experience specifically in evaluating public policies and programmes in the area of employment, decent work, productivity, working conditions and management of public programmes, preferably in Mozambique.
- Proven experience with logical framework approaches and other strategic planning approaches, M&E methods and approaches (including quantitative, qualitative and participatory), information analysis and report writing.
- Understanding of the economic and employment context of Mozambique, with a particular appreciation of its political economy.
- Excellent communication, analytical and interview skills.
- Advanced report writing skills.
- Demonstrated ability to deliver quality results within strict deadlines.

Length of assignment

The assignment is expected to cover a period between **June and October 2025**.

The estimated level of effort is **40 workdays for the international evaluator** and **45 workdays for the national evaluator**.

Field missions to Mozambique will be required as part of the data collection and stakeholder consultation phase.

How to apply

Interested applicants should submit:

- Cover letter indicating interest, relevant experience, and preferred role
- Curriculum Vitae(s)
- Technical Proposal including approach and methodology, reference to at least two relevant projects.
- Financial proposal based on the deliverables. For individual consultants, provide an all-inclusive daily fee in EUR.

Deadline for submissions: 16 June 2025

Submit applications to: epap@itcilo.org

Subject line: Expression of Interest: NEP Mozambique Evaluation

Selection Process

Applications will be evaluated based on:

- Relevance and quality of technical expertise
- Feasibility and rigor of proposed methodology
- Value for money and clarity of financial proposal

- Complementarity and balance of proposed evaluation team

Qualified applicants may be invited to an interview and/or to further develop the proposal prior to final selection.

This Expression of Interest will lead to the identification of a qualified evaluation team (national and international) to undertake the assignment in accordance with the Terms of Reference.