

**Terms of reference**

**Iraq** **Mashreq Gender Facility**

**Consultant conducting capacity building for childcare stakeholders in Iraq**

**1- Background**

**Gender equality is smart economics, contributing to poverty reduction, strengthening resilience, and boosting shared prosperity**. Empowering women and girls have an intrinsic value and is instrumental to achieve more inclusive institutions, sound policies, and effective development outcomes.

**In the Mashreq countries of Iraq, Jordan and Lebanon important gains have been made in women’s access to education and health, but persistent challenges remain in women’s economic opportunities**. In the Mashreq countries, around 1 in 5 women work and less than 5% of firms are led by a woman. Legally, there are certain restrictions related to areas and tasks in which women can work in all three countries. Women also have less access to formal financial services. Furthermore, countries are faced with context-specific problems, especially in the face of fragility and conflict.

**Increased female economic participation would contribute to inclusive growth, and to help grow the middle class**. Closing the gender gap in labor force participation rates by 25 percent can boost GDP (PPP terms) by 9 percent in Lebanon, 10 percent in Jordan and 11 percent in Iraq (ILO 2018).

**The Mashreq Gender Facility, launched on January 19, 2019, in Beirut, Lebanon, provides technical assistance to the Mashreq countries to enhance women’s economic opportunities as a catalyst towards more inclusive, sustainable, and peaceful societies, where economic growth benefits all**. Through collaboration with private sector, civil society and development partners, the Facility supports government-led efforts, country level priorities and strategic regional activities that: (i) Strengthen the enabling environment for women’s economic participation; and (b) Improve women’s access to economic opportunities.

**The 5-year Facility (2019-2024) supports country level activities guided by government developed Action Plans under three, interconnected, pillars:**

i. Dialogue & Participation: building capacity and awareness at all levels, convening stakeholders across sectors and segments

ii. Data & Knowledge: country and regional data and analytics for evidence-based policies

iii. Innovating for Results: testing and assessing interventions to identify solutions and provide support to catalytic initiatives that boost women’s economic opportunities.

**Female labor force participation (FLFP) rate in Iraq is particularly low. The FLFP in Iraq now is (10.6 percent), compared with the male labor force participation rate (68.0 percent)[[1]](#footnote-1),** which can undermine the country’s potential to maximize economic growth. To respond to the challenge of low FLFP, the Mashreq Gender Facility (MGF) and the Government of Iraq (GoI) launched a national Women Economic Empowerment Action Plan (WEEAP) which has set the ambitious goal of increasing FLFP rate by 5 percentage points by 2024.

**A key barrier to women’s access to more and better jobs is the lack of access to good quality, affordable childcare.** Having children is significantly correlated with women dropping out of the labor market especially among less educated women[[2]](#footnote-2). Women in Iraq take on around 92 percent of the childcare responsibilities compared to men, and spend over 10 weeks more per year than men in unpaid care[[3]](#footnote-3). Furthermore, fewer than 5% of children aged three to five years participate in early childhood care and education in Iraq[[4]](#footnote-4). Consequently, childcare provision can enable more women (and men) to participate in the labor force, while at the same time it creates additional job opportunities in the childcare sector, jobs many times taken up by women. Employers can support childcare and reap business benefits, such as greater profits and productivity[[5]](#footnote-5). In addition, children who have access to quality care and education are more likely to be healthier and more productive as adults. Hence, childcare can result in a win-win-win for families, employers, and economies.

**2- OBJECTIVES**

The Government of Iraq governs the licensing of childcare services and provide services as well. The Ministry of Labor and Social Affairs (MOLSA) licenses providers of childcare services catering for children (0-4 years) usually referred to nurseries in Iraq, the licensing is through several directorates in governorates and the public childcare services supervised by governorate offices. MOLSA could benefit from capacity building to collect required data and manage the database of nurseries. The objective of this assignment is to contribute to strengthening the capacity of stakeholders of MOLSA and Ministry of Planning (MOP), Childcare Committee and selected Governorate offices on high-quality data collection methods and classification of childcare sector.

The purpose of this consultancy is to engage a consultant specialized in methods of data collection and classification of childcare providers, to train stakeholders about techniques for data collection, classification and database creation and updating.

**3- Key Activities and Deliverables**

Counting on relevant, timely data t is instrumental to help monitor progress and inform decisions related to policies and programs. The right data needs not only to be collected, but also gathered, stored, and used in an adequate manner.

Key activity of this consultancy is to deliver a training course about effective methods of data collection, storage, and using it to get most useful and relevant results. Government stakeholders including MOLSA, MOP, Childcare Committee and selected Governorate offices will be main beneficiaries of the training course. Data quality courses will include below activities:

1- Deliver an inception report on the methodology and approach to conclude the activities below.

2- Hold consultation sessions with stakeholders including government entities (MOLSA and MOP), to assess the capacity regarding childcare classification, collecting data, database creation and management.

3- Produce guidelines to include recommendations on methods of collecting and classifying the childcare centers and evaluate the childcare market conditions. Present the guideline and the recommendation to related government stakeholders.

4- Develop a training material about building capacity for high-quality data collection focusing on childcare service, which will be used in evaluation and informed decision making. The materials should include methods for collecting quantitative and qualitative data, as well as the importance of conducting regular quality checks through quality control process.

5- Provide two training sessions for stakeholders of MOLSA and MOP or other relevant entities in cooperation with international and local civil society organizations on modern methods of data collection and database management.

6- Provide updates on mission progress to the Team Leader of the World Bank and the Mashreq Gender Facility Team - Iraq. Participate in meetings with World Bank team and Government as requested by project TTL.

7- All deliverables must be completed in English and Arabic languages.

8- Activities must be implemented in person in Iraq.

**Profile of the Consultant**

**Education:**

A university degree in Sciences, Economics, Statistics or related fields.

**Experience:**

- At least 7 years of experience in skills development and capacity building especially in statistics and data management field.

- Demonstrated knowledge and experience in undertaking analytical work, preparing guidelines and capacity building materials.

- Strong written and verbal communication skills, including the proven capacity to write reports and to build networks to obtain cooperation with partners.

- Demonstrated experience developing strategic documents related to high-quality data collection, database development and management, including the design and implementation of consultations or other participatory methods.

- Familiarity with technical programmers and procedures, including experience working with international organizations, NGOs, private sector, and government institutions.

- Ability to work effectively in a team and excellent interpersonal skills; ability to work in a multicultural environment and to demonstrate gender-sensitive and non-discriminatory behavior and attitudes.

- Excellent computer/information application skills, including word processing, excel, power point etc. (MS Office suite).

**-** Excellent command of spoken and written English. Knowledge of Arabic language are preferred.

**5- ADMINISTRATIVE ARRANGEMENTS AND REMUNERATION**

The duration of the consultancy is a total of 25 days, spanning over the period October 2022, to June2023. Remuneration for this Short-Term Consultancy will be determined based on the candidate’s experience and the Terms of Reference.

***Please send your cv to:*** Ms. Gharam Alkastalani Dexter [gdexter@worldbank.org](mailto:gdexter@worldbank.org), Ms. Zheen Almukhtar, [zalmukhtar@worldbank.org](mailto:zalmukhtar@worldbank.org).

1. ILO: Iraq Labor Force Survey 2021 [↑](#footnote-ref-1)
2. World Bank: ‘Women’s Economic Participation in Iraq, Jordan and Lebanon’, (2020). [↑](#footnote-ref-2)
3. Oversees Development Institute: ‘Women’s work: mothers, children and the global childcare crisis, (2016). [↑](#footnote-ref-3)
4. Oversees Development Institute: ‘Women’s work: mothers, children and the global childcare crisis, (2016). [↑](#footnote-ref-4)
5. As highlighted in IFC’s Tackling Childcare Report: http://www.ifc.org/tacklingchildcare [↑](#footnote-ref-5)