

TERMS OF REFERENCE

Six National Short Term Experts for Labour market analysis (Activity 3.2) Implementation phase year 1

Background of the assignment

The issue of HE curriculum relevance to the labour market is central to both the FYP and to the UHES programme. In order to ensure relevance, information on the [formal and informal] labour market will be a sine qua non.

Objective of the assignment

The need for a general survey of the enterprises of the economic sector in Syria will enable the Project to have a clear and updated picture of:

- 'Who is who' – information on enterprises [size, assets, ownership (public/private), coordinates, management structure (in particular existence or not of HR department), sector of activity, data for products, some financial data, number of employees, hierarchical classifications in relation with HE diplomas, etc.]
- [Recent] Employment of graduates from universities and intermediate institutes in the different sectors of the economy (what levels? what domains? what numbers?)
- Assessment of graduate performance and competencies [will they employ in the future (what levels, what domains, what numbers?)
- Relationships between industries and HE institutions [knowledge of the contents of HE programs, how do they judge them (public, private)
- Preparedness/interest in collaboration in a reform of the HE system [e.g. would they want to be associated in a platform creating better links between education and economic sector, would they participate in sharing knowledge giving required competencies for their enrollments, are they willing/interested to participate in improving curricula?]

*To assist the international STE to conduct the survey in **all parts of Syria 6 national STE are needed.***

Activities during the assignment

These six national experts will provide the same assistance to the team and execute the same activities:

- Assist in collecting and analysing labour market surveys conducted by other projects [e.g. MVET]
- Based on this analysis, help in determining the need for additional data to be collected
- Translate in English all relevant documents and data tables
- Implement study, collate data, assist in analysing data
- Collect and analyse available labour market information and statistics
- Contribute to preparing report and recommendations

Deliverables

By the end of the assignment there will be:

- Intermediate report on findings [including recommendations]
- Proposal for continued analysis needs, preliminary updated results on the situation of the job market relevant to HE sector graduates.

Location of assignment

- Damascus – MHE, and Ministries and government institutions
- Outside Damascus – selected higher education institutions [public/private universities and intermediate institutes]

Duration and timing of the assignment

The assignments will take place *for the six national STEs* during the following periods for a total of 132 working days allocated between them in relation to their own availability:

June 2008, 66 working days with tentative dates to be planned between 08 June and 30 June;

July 2008, 66 working days with tentative dates to be planned between 01 July and 31 July;

(Note 2: Data collection is designed and started in June 2008. With the objective of a comprehensive survey of all parts of Syria the data collection will continue until the next three quarters of year 2 of the project. Finalizing data collection and analysis and providing indicative projections against industrial sector growth will require additional working days throughout Q5, 6 and 7 of year 2. These days are planned in the project).

Profile of the experts National STEs

- Completed higher education in economics, social sciences, statistics
- Experience in undertaking quantitative and qualitative labour market research
- Familiar with Syrian economy and economic system
- Interview experience
- Good knowledge of English
- Ability to travel in Syria
- Reporting skills

Reporting

The experts will report both to the PMU Director and the Team leader.

Monitoring and evaluation of the expert

The activities will be monitored by the project Team Leader and the PMU Director.

A debriefing session at the end of the assignment will provide a written report outlining an appreciation by the PMU of the results achieved by the expert.

The experts will deliver a mission report to the PMU and Team Leader before his departure.