



National Recovery Program Bureau
REQUEST FOR INFORMATION
CONSULTING SERVICES – FIRMS

SINT MAARTEN

EMERGENCY INCOME SUPPORT AND TRAINING PROJECT (EISTP)

Loan No./Credit No./ Grant No.: TF0A8265

Assignment Title: Labour Market Analysis/Study of Unemployment Benefit for NESC Support

The Government of Sint Maarten has received financing from the World Bank toward the cost of the Emergency Income Support and Training Project (EISTP) and intends to apply part of the proceeds for consulting services.

The National Recovery Program Bureau (NRPB) now invites eligible consulting firms (“Consultants”) to indicate their interest in providing the Services as well as commenting or requesting clarifications to enhance the Terms of Reference (TOR). Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services.

The consulting services (“the Services”) include conducting: (1) a labor supply analysis (2) a labor demand analysis (3) a rapid forecast analysis of labor demand (4) a macro-economic overview (5) a rapid results analysis of the Emergency Income Support and Training program (6) a review of the existing labor monitoring tools. These services are expected to be completed over an eight-month period.

The detailed TOR for the assignment are attached to this request for information. Interested firms are advised to review the TORs and provide comments or request clarification on the objectives, scope or other areas where they think that TORs need further clarification. and can be made with a view of obtaining the best results of the services.

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank’s “Procurement Regulations for IPF Borrowers” July 2016 (“Procurement Regulations”), setting forth the World Bank’s policy on conflict of interest.

Further information can be obtained at the address below. Expressions of interest must be sent to procurement@nrpbxml.org by October 15, 2021, 4:00 P.M. AST.

TERMS OF REFERENCE

1. Background

Following the devastation caused by hurricanes Irma and Maria, the Government of Sint Maarten prepared a consolidated National Recovery and Resilience Plan (NRRP) that prioritizes immediate, short-, medium- and long-term needs for the recovery, reconstruction, and resilience of Sint Maarten. This Plan includes estimates of the financial requirements, costs and investments that are necessary to build Sint Maarten back better.

Since January 2018, the World Bank has been assisting the Government of Sint Maarten in the establishment and implementation of a recovery and reconstruction program to implement the NRRP. A significant component of this program is financed through a Trust Fund financed by the Netherlands, managed by the World Bank and implemented by Sint Maarten.

In parallel with the establishment of the Trust Fund and the execution of the NRRP, the Government of Sint Maarten developed an institutional structure for the implementation of Trust Fund financed projects. This structure is materialized in the National Recovery Program Bureau (NRPB) and serves as the Project Implementation Unit (PIU) for Trust Fund projects for which the Government of Sint Maarten enters into a Grant Agreement. As such, the NRPB represents the Government of Sint Maarten vis-a-vis the World Bank in the implementation of Trust Fund financed projects.

All NRPB activities relate to projects or preparations thereof, approved by the Trust Fund Steering Committee, which consists of representatives from Sint Maarten, The Netherlands and the World Bank.

In its capacity of PIU, NRPB works closely together with the line Ministries in the preparation, coordination, execution and evaluation of the Trust Fund projects. In addition, the NRPB will be responsible for all reporting and fiduciary responsibilities towards the World Bank.

2. Emergency Income Support and Training Project (EISTP)

The **Emergency Income Support and Training Project (EISTP)** is one of several projects being implemented under the Trust Fund. The development objective of the Project is to provide temporary income support, improve the employability of affected beneficiaries in targeted sectors, and strengthen the social protection system's capacity for shock-response and protection of the poor.

Component one of the EISTP provided temporary income support to under-employed and unemployed persons in exchange for their participation in short-term skills training in selected occupational areas. This component ended in September 2020.

Component two of the EISTP aims to strengthen the information system currently available in the Ministry of Health, Social Development and Labor (VSA), which will play an important role in improving delivery of Social Protection and Labor market programs and services. This activity falls under component two of the EISTP.

Tourism is the main economic and job creator sector of the economy. As of 2019, according to government authorities, the sector was functioning at about 60 percent of its pre-hurricane Irma and Maria capacity, with further growth anticipated in the years 2020 and 2021. However, due to a national shut down, and worldwide travel restrictions in 2020 and further travel restrictions in 2021 because of the COVID -19 pandemic, the tourism sector is not currently functioning as was anticipated and as such it is expected that economic recovery will be further be delayed.

In a context of high vulnerability to cyclical adverse shocks, Sint Maarten's social protection system plays a key role in protecting people from income loss and unemployment and in better supporting overall economic recovery. The creation and/or expansion of SP programs is an important aspect of the social protection system. However, policy decisions, planning and development of social programs must be guided by accurate quantitative and qualitative data. A comprehensive labor market survey has never been conducted in Sint Maarten and is a priority for the Ministry of VSA.

As such, the NRPB is requesting the services of a consulting firm to conduct a comprehensive a labor market analysis to gather data, conduct analysis and make recommendations that can be used to improve the social protection systems capacity for shock response and protection of the poor in collaboration with the integrated social registry system, which in turn supports the development objective of the project.

3. General Objectives

The general objective of this assignment is to conduct a comprehensive labor market analysis of Sint Maarten (including both the formal and informal sectors of the labor market), integrating both the demand and supply sides of the Labor Market, to understand the labor market dynamics, challenges, and gaps; and make recommendations for overall improvements to enhance productive and gainful employment and project future demands for jobs over the next 5 years.

4. Specific Objectives:

1. To conduct a **labor supply analysis** by assessing key indicators such as but not limited to the growth of the labor force, and its characteristics such as demographic trends, the seasonal aspect of Sint Maartens Labor Market, education and skills, employment conditions, income, employability, underemployment, unemployment, self-employed (including informal) and sector composition.
2. To conduct a **labor demand analysis from two perspectives:** a) job creation by identifying the key barriers, to business growth and development, creation of quality jobs, and obtaining higher labor productivity and, b) demand of workers by providing a good understanding of the current employment available and key characteristics including but not limited to the types of jobs by sector, by size of enterprises, requirements of skills and competencies, job training, wages, labor regulations, employment conditions, recruitment.
3. To conduct a **rapid forecast analysis of labor demand** based on the draft Investment Policy and the Agricultural Development Policy developed by the Ministry of Tourism, Economic Affairs, Transportation and Telecommunications (Ministry TEATT) by

anticipating the future demands for jobs in key sectors, to identify if there is a gap to fill those jobs and to make recommendations to fill the gap.

4. To conduct a **macro-economic overview** that provides an interpretation of the relationship between economic growth and employment creation.
5. To conduct a **rapid results analysis of the Emergency Income Support and Training program** (skills program) launched after hurricane Irma to determine if it was effective in supporting its beneficiaries to improve their employability, and if not, provide the reasons and recommendations for a different approach or adjustments to the EISTP.
6. To review the **existing labor monitoring tools** such as questionnaires and labor related data stored in the Customer Relationship Management (CRM) tool, that are currently used by VSA to assess the labor market and make recommendations for improvements or adjustments of the questionnaires ensuring the inclusion of questions to capture data from both the supply and demand sides of the labor market that would allow for a comprehensive assessment of the labor market. The firm will conduct a data collection exercise using the questionnaire developed or improved for a labor demand analysis.

Scope of work

To achieve the objectives mentioned above the firm will conduct the following activities, but not limited to:

1. Conduct the analyses above mentioned, the firm will carry out a desk review of reports and research documents and main labor regulations related to all aspects of Sint Maarten's labour market including that of, but not limited to the Labour Force Surveys (2007, 2009, 2013, 2017, 2018), unemployment drive (database of information of job seekers of the NESCS) and the 2011 Population and Housing Census. This can include analyzing public datasets, as made available by VSA, from the depersonalized labour force surveys, Social and Health Insurances (SZV), tax office, chamber of commerce, VSA beneficiary services (Various databases of beneficiaries with Social Services and labor department), the National Employment Services Center (**NESCS**) and the representative socio-economic needs assessment (SENA) conducted under the EISTP component 2 once data collection begins. The integrated labor market analysis will include some international or regional comparisons of key labor market indicators.
2. To view the draft Investment Policy and Agricultural Development Policy and integrate its information with other relevant reports from the International Monetary Fund, Central Bank, World Bank, etc. to facilitate the rapid forecast analysis of labor demand.
3. Assess labor mobility trends, as available information allows, to elaborate short to long term recommendations to enhance labor mobility across sectors to support employment. St Maarten have been subject to different shocks (e.g. natural disasters, pandemics, economic downturns) that impact labor markets directly and workers need to reconvert at times of employment downturns and move to new jobs, sometimes in different sectors. The assessment in question will provide an understanding of who gets the job, where, and what can further facilitate labor mobility.

4. Develop questionnaire/s to conduct the labor demand analysis which will integrate qualitative and quantitative information to support the analysis and conduct the data collection using the questionnaires developed. The questionnaire will, amongst others cover key economic sectors and the firm will conduct analysis of its information as part of the labor market analysis report.
5. Conduct quantitative and qualitative analysis to develop a written report that integrates all analysis mentioned in the specific objectives to provide policy recommendations to help overcome the challenges and gaps identified through the analysis. The conduct of the analysis will imply collecting information from primary and secondary sources through targeted questionnaires, consultations, focus groups etc. so support validation of the information and recommendations included in the report. This report will inform or guide the government of St. Maarten, education centers and training institutes, employers in making decisions related to improving outcomes in the labor market. Although it is difficult to present an accurate determination of the future needs, projections of future skills needs are a valuable source of information for policy decision making.
6. The firm will train interviewers and I conduct a labor demand survey . The firm will provide the sample methodology and select the sample size to ensure a statistically significant result.
7. Conduct a workshop to present the preliminary results of the integrated analysis to VSA. The workshop will include an explanation of the main quantitative analysis methods and the files of statistical models will be provided to VSA for their understanding and supporting documentation of this study.

Deliverables

#	Deliverables	Timelines
1	Inception Report including a work plan, methodology to undertake the assignment	1 month after contract effectiveness
2	Structure and table of contents of the integrated labor market analysis report developed. The report will at least include the following chapters: labour market characteristics, macro-economic overview; labor supply, labor demand and job creation, policy recommendations	2 months after contract effectiveness
3	Labor demand survey questionnaire developed	2 months after contract

		effectiveness
4	Labor supply tool/questionnaire adjusted	2 months after contract effectiveness
5	Draft of integrated labor market of analysis report developed	6 months after contract effectiveness
6	Workshop Report	7 months after contract effectiveness
7	Final integrated labour market analysis report developed	8 months after contract effectiveness

The reports shall be submitted in English. Reports and documents relevant to the Consultant's services, evaluation notes, statistical files and models, etc. shall become the property of the NRPB and the Government of Sint Maarten.

The Client reserves the right to requests PPT summary presentations to accompany specific reports to enable ease of understanding for key stakeholders.

4. Duration of Assignment

The consultancy will last for a period of 8 months

5. Working Arrangements

NRPB through the EISTP project coordinator will have oversight and supervise the work of the consultant. The project coordinator serves as the liaison between the Consultant and Sint Maarten stakeholders. The Ministry of VSA through the various departments, including NESC will provide relevant information and government documents, technical guidance, advice, and operational oversight in guiding the consultant/s towards the accomplishment of the assigned tasks.

The Consultants will, through the project coordinator, work with several stakeholders. NRPB will lease the firm with association of businesses, employers to facilitate the conduct of the study on behalf of the government of St. Maarten.

In the conduct of work, the Consultant/s shall cooperate fully with the relevant departments and Units of the Government of Sint Maarten. The consulting firm will work closely with the Ministry of TEATT and the Ministry of Education.

Reference Documents

The consultants can reference the following documents along with other documents that they deem necessary for the conduct of the assignment

- The Labor Market Surveys of 2007, 2009, 2013 2017 and 2018
- Population and Housing Census 2011
- Socio Economic Needs Assessment (SENA)
- Draft Investment policy
- Draft Agricultural Development policy
- Key labor market regulations
- Others

6. Team Composition

The consultancy firm will have at least 5 years' experience in undertaking labor market assessments and would have conducted at least 3 labor market analysis The lead consultant should. The consultancy team should be comprised of the following experts:

- Project Team Lead
 - At least 10 years' experience in conducting labor market analysis.
 - Demonstrate prior experience in qualitative and quantitative data analysis and reporting through reference to similar assignments undertaken in the past
 - Post graduate degree in economics or related field.
- Economist
 - 8 years' experience in Economist with a strong knowledge in labor economics
 - Master's degree in economics or related field.
- Data Scientist
 - 8 years' experience with analysis of complex labor market data
 - Bachelor's degree in economics, statistics, mathematics or related field.
- Labor Market Specialist.
- Minimum of 8 years' experience in economic and policy analysis, focused primarily on labor market
- Master's degree in economics or related fie

