TERMS OF REFERENCE FOR INDIVIDUAL CONTRACTORS/ CONSULTANTS/ SSAs

PART I

<table>
<thead>
<tr>
<th>Title of Assignment</th>
<th>Conceptualise multiple deprivation among children and deliver MODA technical training to Statistics South Africa, UNICEF and sector partner departments in government</th>
</tr>
</thead>
<tbody>
<tr>
<td>Section</td>
<td>Social Policy and Child Protection</td>
</tr>
<tr>
<td>Location</td>
<td>Pretoria, South Africa</td>
</tr>
<tr>
<td>Duration</td>
<td>62 working days over three months</td>
</tr>
<tr>
<td>Start date</td>
<td>From: As soon as recruitment is complete. To: 13 July 2018</td>
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Background and Justification

The attempt to end poverty is one of the key goals of the United Nations’ Sustainable Development Goals (SDGs). The goal recognises that poverty has multiple dimensions and that it is vital to recognise the multiple elements of child deprivation deriving from both monetary and non-monetary elements related to childhood poverty. Furthermore, while poverty has a negative impact on everyone, it is more so for children who often do not have the means, skills and resources to escape the debilitating effects of childhood poverty.

It has become important, therefore, to focus on all aspects of multiple deprivations that lead to childhood poverty and understand their impact on children. This takes a long view as children are growing up into adults and will carry responsibilities in the years to come.

Given this background, UNICEF NY has invested in strengthening child poverty measurement tools and analyses to facilitate country offices utilising the results to challenge planning, budgeting and decision-making for children. A key principle of the investment that UNICEF has committed to is to treat the child as the unit of analysis and not to have child-specific issues completely submerged in broader household dynamics. This focus on the child as the unit of analysis is consistent with the Convention on the Rights of the Child (CRC) and allows a level of disaggregation that is vital for equity analysis.

A substantial part of the advance made in child poverty measurement has been the adoption of the Multiple Overlapping Deprivation Analysis (MODA) tool, which recognises that deprivations could manifest as a result of various challenges, such as lack of access to vital services for children. Furthermore, it is often the case that deprivations are mutually reinforcing, so that a lack of access to proper nutrition has implications for how well poor children are able to capitalise on existing education opportunities. Because these disadvantages can be overlapping and multiple, it is important to describe these patterns of deprivations as accurately as possible. This will also allow policy interventions to be targeted, specific and evidence-based. UNICEF has consistently made the point that this advance in child poverty analysis should not be treated as an end in itself. There should rather be a consistent effort by UNICEF country offices and the government of South Africa to use such analysis to influence planning and budgetary decision-making for children. This points to the need for national ownership and the lead role that government should play in initiating the changes and implementing the findings in support of advancing children’s rights.

The importance of the government is underscored because it is only the central government that has the capacity to collect data on a national and representative scale to inform the country about the
status of the status of childhood poverty. In terms of the UNICEF methodology, all elements of childhood deprivation are expected to be embedded in the same survey instrument to facilitate child poverty analysis.

It is against this background and in the context of the working relationship between the Government of the Republic of South Africa and the UNICEF South Africa Country Office (SACO) that a request for training on MODA is put forward in this TOR. The government (represented through Statistics South Africa and key social sector departments) and the UNICEF SACO are the main beneficiaries of this training and it is hoped that through these efforts, Statistics South Africa will update its own child poverty measurement approach and lead the process of publishing the most up-to-date child poverty analysis with all its multiple dimensions.

It is expected that a detailed and precise understanding of child poverty in all its manifestations is critical to the success of SACO’s advocacy and programming work around the social and economic rights of children in South Africa. Although the work will be led by the Social Policy and Child Protection programme in UNICEF, its results will be used by relevant departments in the government of the Republic of South Africa and all other SACP programmes. The request for training is thus an important milestone in the evolution of partnership and collaboration between UNICEF and the government of the Republic of South Africa.

The overall objectives of the technical training exercise and the eventual utilisation of the results are to (i) include multiple dimensions of non-monetary childhood poverty into national development policies, (ii) inform the development and implementation of social policies and (iii) leverage domestic budgets for children.

**Scope of Work**

1) **Goal and Objective:** Under the supervision of the Social Policy and Child Protection Programme, the Consultant will

- Liaise with officials in Statistics South Africa to determine whether the data to conduct the child poverty analyses are available, how relevant the data are for the task at hand, and to determine the national survey to be used in carrying out the training and the subsequent analyses;
- In consultation with the relevant focal person in Statistics South Africa and UNICEF SACO, the Consultant will be required to finalise the relevant age-groupings around which the analyses will be conducted, the dimensions and corresponding indicators to be used in determining “deprivation”, and the threshold level that will be used to determine whether a child qualifies as deprived on a single dimension or multi-dimensionally poor on all relevant age-specific dimensions;
- It is understood that this task is complex and requires the buy-in of Statistics SA, key social sector departments, and the UNICEF SACO and the outcome of the consultations will constitute the parameters around which the technical training will be planned;
- On the basis of these consultations with Statistics South Africa and the UNICEF SACO, the Consultant will prepare for the technical training workshop using the agreed data sources; and
- Deliver the actual technical training workshop. It is agreed that the technical workshop will take place over five days and that individuals who will be tasked with analysing the data and reporting the data (government and UNICEF staff) will attend the workshop to homogenise the level and type of participants.
• Any additional support that is required by Statistics South Africa after the workshop will involve discussions and negotiations between relevant Statistics South Africa officials and the Consultant. While relevant to the overall success of the assignment, such costs do not form part of this assignment.

2) **Provide details/reference to AWP areas covered:** This work relates directly to achieving Output 3 in the programme’s Social Policy AWP: ‘Lead the programme’s work on child poverty measurement and more specifically lead the programme’s capacity building attempts at improving our own and partners’ understanding of child poverty measurement.’

3) **Activities and Tasks:** The list of activities and task include

   • Guide the discussion about the
     o The type of data survey required to complete the task;
     o Receive all relevant documentation and data (metadata, questionnaires, raw data) and inform SACO and the Statistics SA focal person about the suitability of the available data for task at hand;
     o Prepare discussions on the broader parameters of the assignment, including decisions on relevant age-groupings for the analysis, dimensions and indicators that are relevant for the context; and
     o Discuss with Statistics SA and the UNICEF SACO, in view of the national statistical agency’s own experience with multi-dimensional poverty measurement, the ideal cut-offs that would qualify children as being deprived on a particular dimension and the criteria that will be used to classify children as multi-dimensionally poor.
   • Make recommendations to the Statistics SA team and UNICEF SACO team about any preparations that are needed prior to the actual technical training workshop. Include in discussions, the scope of the training, which should include sensitivity and robustness analyses of the available data;
   • Prepare for the training course, including any materials, exercises, worksheets as would be relevant for this type of training. This also includes work on the chosen survey dataset that will be used for the actual analysis;
   • Deliver the technical training workshop after having agreed with Statistics SA and UNICEF about the parameters for the training intervention; and
   • Following the training workshop, if additional support is required by Statistics SA that is not specified in this TOR, the Consultant to liaise directly with the Statistics SA focal person.

4) **Work relationships:** The Chief of Social Policy and Child Protection is responsible for co-coordinating and managing the work of the Consultant. This involves regular communication via email, telephonic conversations and where possible, in-person meetings. The Chief of Social Policy and Child Protection will be assisted by the Social Policy Specialist to carry out the core functions contained in this Terms of Reference.

5) **Outputs/Deliverables:**

   Because of the tight deadlines specified in the assignment, it is critical that the successful Consultant adheres to the approved project schedule and delivers outputs of an acceptable quality standard.
The assignment makes provision for four important interventions, namely

- Initial discussions about the parameters of the intervention (purpose of the analysis, data sources to be used in the analysis, what dimensions that will be measured, how cut-off points will be determined to ascertain whether a child is multi-dimensionally deprived, scope of the analysis and training with special reference to disaggregated statistics on age, gender, province, and where possible geographic type);
- The preparation of the training (working on the chosen survey dataset; communicating with UNICEF SACO and Statistics SA focal person regarding the data etc.);
- The actual training workshop to be held at the offices of Statistics SA in Pretoria;
- A fourth optional intervention to support Statistics South Africa in finalising a report, but this will only be determined after the completion of the capacity building support via the technical training workshop and such discussions will be held between Statistics SA and the Consultant.

Apart from the initial contact session to determine the scope and other conceptual matters, ongoing electronic preparation and communication (email, Skype) will take place to facilitate the preparation and delivery of the workshop.

6) Outputs/Deliverables:

<table>
<thead>
<tr>
<th>Deliverables</th>
<th>Duration (Estimated # of days or months)</th>
<th>Timeline/Deadline</th>
<th>Schedule of payment</th>
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<tbody>
<tr>
<td>Preliminary investigation of data sources: going through the available data to produce suggestions on parameters and the overall suitability of the data.</td>
<td>5 days *1 person=5 days</td>
<td></td>
<td></td>
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<tr>
<td>Determining the broader parameters of the training intervention: Discussions on the broader parameters for the intervention (data sources, identification of dimensions, availability of raw data and documentation, software issues etc., and scope of the proposed training).</td>
<td>5 days*1 person=5 days (including a contact session with Statistics SA and UNICEF SACO)</td>
<td></td>
<td>30 % at signing of contract</td>
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<tr>
<td>Prepare data to be used in the technical training workshop</td>
<td>21 days *1 person=21 days</td>
<td>Flexible, but to take place prior to the training workshop</td>
<td></td>
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<tr>
<td>The delivery of the technical training workshop: Delivery of technical training</td>
<td>10 days *1 person=10 days, which include 5 days of actual delivery and a further 5 days for</td>
<td></td>
<td>50% at completion of training workshop</td>
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Because of the technical nature of this assignment, the Consultant will be required

- To be available to answer initial questions on the data and broad parameters of the study;
- Provide an update on preparation of the data to be used in the technical training; and
- Communicate in advance, any additional requirements that would make the technical workshop a success.

The Social Policy Specialist at UNICEF SACO is responsible for a short note after the training to communicate the overall impressions and observations of the Consultant in terms of the success of the workshop, capability of the participants, any additional support that the trainees may need etc.) and this report will be submitted to the Chief of Social Policy and Child Protection and other interested parties.

Payment Schedule

The schedule of payments is indicated as per the table in the preceding section.

Payment to the Consultant will only be done upon satisfactory completion of deliverables as agreed in the work plan. Payment is staggered as per the approved work plan of the Consultant and per the payment schedule listed in the table above.

Desired competencies, technical background and experience

- **a)** Education: An appropriate Doctoral degree qualification in economics, statistics, development studies or an advanced social science qualification.
- **b)** A high-level statistical background and extensive experience in conducting monetary and non-monetary poverty analyses;
- **c)** Excellent command of Stata as the preferred statistical and data analysis tool;
- **d)** Knowledge of SAS is helpful as officials in Statistics SA use SAS as their main statistical tool;
- **e)** The Consultant will have done similar technical workshops in developing country contexts and is familiar with preparing MODA technical training sessions;
- **f)** The Consultant will have done similar technical consultancies with government departments and central statistical agencies;
g) Competencies: Excellent data analytical ability and a deep knowledge of the South African government sector;

h) The Consultant should have an excellent understanding and competence in written and spoken English and

i) Knowledge of any local languages is considered a further asset.

Administrative issues

The Consultant reports to the Chief of the Social Policy and Child Protection Section. The Chief of Social Policy and Child Protection will delegate duties and day-to-day running of the assignment to the Social Policy Specialist. Most of the initial discussions in preparation for the first project intervention will be done via email and telephonic conversations.

Conditions

The Consultant

- Will carry out the data preparation in his/her private space and no arrangements are in place to use the UNICEF office in Pretoria;
- The training interventions will be carried out in the offices of Statistics SA in Pretoria;
- Should the assignment require additional travel, the Consultant will be reimbursed for any additional travelling costs. If air travel is undertaken, the Consultant will be reimbursed for an economy return flight.

All entitlements and conditions of service are governed by UNICEF policies. As per UNICEF DFAM policy, payment is made against approved deliverables. No advance payment is allowed unless in exceptional circumstances against bank guarantee, subject to a maximum of 30 per cent of the total contract value in cases where advance purchases, for example for supplies or travel, may be necessary.

The candidate selected will be governed by and subject to UNICEF’s General Terms and Conditions for individual contracts.

Risks

It is anticipated that there are relative few direct risks in the execution of the assignment. The key mitigating factor is the availability of national survey data, which form the bedrock of the analyses. These data sets are publicly available and access to these resource is not considered a challenge. However, a careful analysis is yet to be made whether all the relevant data for the MODA analysis is contained in one survey, which is a key requirement for the implementation of MODA. This will be the subject of the preparatory work undertaken by the Consultant.

Most of the remaining risks are related to the quality of the discussions at the inception of the project and the ability of Statistics SA, key social sector departmental representatives and the UNICEF SACO team to set parameters that are meaningful for the South African context. Given the tight time-frames, there is space for misunderstanding and miscommunication and all parties should strive to clarify terms, process and procedures to enable work tasks transitions to take place in a seamless manner.
Given the involved nature of the training, it is expected that most of the publication and research-related activities will happen in the third quarter of 2018. This is to enable the Statistics SA and UNICEF teams enough time to consolidate the analysis and help Statistics SA launch the MODA research and reporting nationally. However, much is dependent on the progress achieved during the formal technical training and the quality of the remote assistance following the technical training.

How to Apply

Interested and qualified candidates are requested to submit their application through the below links: https://www.unicef.org/about/employ/?job=512551 by 06 May 2018.

This notice will also appear on http://www.unicef.org/about/employ/, http://www.unicef.org/southafrica, UN Job List, UN Jobs.

Please indicate your ability, availability and daily/monthly rate (in ZAR) to undertake the terms of reference above (including admin cost if applicable). Final fees will be negotiated/agreed by the Human resources Section of SACO.

Applications submitted without a fee/ rate will not be considered.

We invite you to watch a short video on the system on how to apply: https://www.youtube.com/watch?v=ePgDiQ9RVYs&feature=youtu.be

If you have not been contacted within 1.5 months of the closing date, please accept that your application was unsuccessful. Regret emails will be sent only to shortlisted/contacted candidates.

UNICEF is committed to diversity and inclusion within its workforce, and encourages qualified female and male candidates from South African nationals, religious and ethnic backgrounds, including persons living with disabilities, to apply to become a part of our organisation.