



Call for tenders [02.2021/1^A]

Research Expert

for the INTERNISA Project funded by the ENI CBC MED

Title: Developing the INTERNISA network of synergies to increase the number of digitally skilled women employed in the ENI CBC MED territories via matching demand and supply in the labour market

Introduction

ActionAid is an independent international civil society organization, fighting poverty and injustice in Greece and all over the world. Since 1972 it has been training people and supporting their communities, so that they can claim a life of dignity and a fairer world for all. Through education, collective action and solidarity, ActionAid brings definitive change to the lives of the most marginalized people. ActionAid collaborates closely with local organizations, works with entire communities and puts pressure on agencies and governments to combat policies and practices that perpetuate poverty and social exclusion.

In the context of collaborations with civil society organizations in Greece and in Europe, ActionAid is looking for a research expert to join the working team of the ActionAid Community Center in Athens and to participate in the implementation of the INTERNISA project funded by the ENI CBC Mediterranean Sea Basin Programme, according to GA [Ref. Nr. B_A.3.1_0064]. The project is implemented together with 8 partner countries from the Mediterranean basin. It aims to the development of the INTERNISA network of synergies to increase the number of digitally skilled women employed in the European Neighbourhood Instrument (ENI) territories via matching demand and supply in the labour market.

The context

INTERNISA project, led by the Region of Central Makedonia, aims at bridging the digital gender gap and reducing unemployment of women in the European neighborhood area, through interventions in labour demand & supply and innovative employment services. INTERNISA will transform the labour market in four sectors (agri-food, textiles, financial, tourism) via the development of a network and interventions for the match-making of labour demand and supply therein based on the Search and Matching Theory. The project will develop: a) Materials to train women on necessary digital skills to work in the digitalizing agrifood, textile, tourism and financial sectors, b) Training materials for businesspeople aiming to learn about digitalized business



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models, the application of which will lead to increased hirings of digitally skilled women, c) Portal, mobile app and offline spots allowing women and employers to come into contact for traineeships, crowdworking & full-time hirings. The project will also Identify good policies and practices for advancing women’s employment and digitalization.

The research expert will be based on ActionAid Community Center in Athens. In collaboration with the career counsellors and the Community Center Manager, will develop the outputs of the Project. In the context of INTERNISA Project ActionAid Hellas has undertaken the analysis and the description of soft skills women need for (re)integration in the labour market. The main task of the Rerearch Expert will be the development of the methodology and appropriate tools for the data collection process from the 8 partner countries. Afterwards he will analyze the collected data and prepare the final report. Moreover, the Research Expert will develop a group counselling methodology including specific tools and training material.

The project, funded by ENI CBC MED, is the largest Cross-Border Cooperation (CBC) initiative implemented by the EU under the European Neighborhood Instrument (ENI). The implementation of the project has started in October 2020 and will last for 30 months.

| Description of the activities | Project outputs | Duration |
|--|--|----------|
| Deliver a catalogue and description of the soft skills women need to enter the labour market | | (M1) |
| Conduct a research regarding soft skills women need to enter the labour market in ENI area. Provide a methodological framework and design & propose necessary tools for the research and data collection | Methodology and tools [Catalogue and description of the soft skills women need to enter the labour market] | (M1-M3) |
| In collaboration with the employability team of ActionAid Community Center in Athens collect data regarding soft skills | Collected data and/or questionnaires | (M2-M3) |
| Conduct data analysis by all partners & prepare the final output | Recommendations report for advancing the participation of young women in the labour market | (M2-M4) |



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| Give feedback to partners' tools and other deliverables | | (M1-M6) |
| Participate in consortium's meetings | | (M1-M6) |
| <p>In collaboration with the employability team of ActionAid Community Center in Athens gather data regarding</p> <ul style="list-style-type: none"> women digital skills needs across key economic sectors (tourism, finance, textiles, agri-food), based on provided tools recommendations for the application of good policies for fostering the integration of women receiving training in digital skills in the labour market of ENI CBC MED territories, based on provided tools good practices for the application of digitalized business models that are applicable in Greece, based on provided tools provide feedback about good HR practices friendly to women, based on provided tools provide feedback in the joint strategy and the action plan about how to apply the INTERNISA project on their own territory. Feedback will be provided based on provided tools | Collected data and/or questionnaires | (M2-M3/ based on guidelines that will be provided) |
| Review all methodology reports & final deliverables and provide feedback to the partner designing them | | (M4-M5) |



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| Design group career counseling methodology & train career counsellors in ActionAid Community Center in Athens on group career counselling methods & tools | Group career counseling methodology, including tools and case studies | (M2-M6) |
| Provide feedback & update existing counselling tools in ActionAid Community Center in Athens | | (M2-M6) |
| Connect the ActionAid Community Center in Athens with European networks | | (M1-M6) |

Project Remuneration

The total fee for the project will be up to 30,000 euros (including VAT and other bookings).

Type of contract: Project contract

Contract duration: The assignment for the partner will be completed in accordance with the required deliverables. The duration of the cooperation is expected to last for 6 months, possible extension if needed.

Eligible for applying: individuals or legal entities

Necessary Experience / Knowledge / Skills

- 5 years of experience in research and writing policy analysis texts
- Experience in European or research projects (project management, research methodology & tools & M&E procedures)
- Creative approach and innovation, aiming to cultivate learning motivation
- Very good understanding of human rights, inequality and development issues
- Experienced in career counselling/ consulting and or educational programs
- Excellent use (both oral & written) of Greek and English language
- Ability to compose information, analytical and critical thinking
- Strong organizational skills
- Ability to work creatively in a problem-solving environment



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- Academic degree in humanitarian, social or economic field and relevant publications / announcements or presentations at conferences will be considered as assets

The award criterion will be the best value for money tender, based on the following quality criteria:

10% - Understanding of the objectives and requirements of the contract (Context, requirements, goals, deliverables, quality)

40% - Methodology, steps and tasks for the effective implementation of the contract

10% - Time plan of tasks and deliverables

40% - Relevant experience

Submission of Nominations

Price and non-price criteria are evaluated, in order to ensure the objectivity and the quality of the project in the tender-award decision.

- A technical offer, with the description of the implementation of the requested deliverables and activities and the qualitative elements of the tender
- A financial offer, with the analysis of the remuneration of the requested tasks

Send

-your CV or profile of the company

-a technical and

-a financial offer to Maria.Karaisaroglou@actionaid.org &

Anastasia.Sidera@actionaid.org until **March 5, 2021**.



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