**TERMS OF REFERENCE FOR CONSULTANT FOR TARIRO YOUTH CENTRE IN HOPLEY**

|  |  |
| --- | --- |
| **Hiring Office:** | UNFPA Zimbabwe Country Office |
| **Purpose of consultancy:** | Zimbabwe is experiencing a youth bulge with two thirds of the population being below the age of 30. With the right investments in population planning, economic policy, good governance, education, health and employment the country has the opportunity to reap a demographic dividend. Young people are a key driver of the demographic dividend and investments in their health, education, skills and employment promotion that are comprehensive and interlinked are imperative.  Young people face weak economic outcomes, particularly as the employment scenario remains challenging with high levels of under employment (16 per cent – time related) and informality (94 per cent) indicating a large population is exposed to decent work deficits, exclusion from formal social protection and labour administration systems. In 2012, youth aged 15-34 years constituted 84 per cent of the unemployed population and those aged 15-24 years constituted 55 per cent. The highest concentration (31 per cent) of the unemployed youth is between the ages of 20 and 24 years. The majority of the 5.9 million labour force engaged in informal activities are women and young people. Youth unemployment is more pronounced in urban areas with an unemployment rate of 17 per cent, while rural unemployment is 9 per cent.  Employment opportunities for women and young people are limited and only the poorest of working conditions are offered, thus their concentration in precarious jobs. The lack of employment opportunities and the existence of decent work deficits in the informal and rural economies limit the enjoyment of rights to just and favourable conditions of work for the many unemployed and underemployed. Working poverty has also led to significant levels of poverty in urban and per urban areas.  Young people also face poor health outcomes, nationally, the teenage fertility rate is currently estimated at 115 births per 1000 women aged 15 -19 years. According to the ZDHS 2015, 20.5 per cent of the women aged 20-24 years have had at least one live birth before the age of 18 years. While fertility rates are highest in the rural areas, Harare South has one of the highest fertility rates at 83 live births per 100 for girls aged 15-19. High teenage pregnancy rates indicate the possible lack of knowledge, poor utilization of preventive methods and high-risk sexual practices among the young people, compounded by urban poverty.  The City of Harare partnered with the United Nations through the International Labour Organisation (ILO) and United Nations Population Fund (UNFPA) in a skills for youth employment and infrastructure development project in Hopley to improve access to sexual and reproductive health services by young people in the area as part of the Joint Program on Adolescent and Youth Development (JPAYD). Lafarge Cement Zimbabwe brought in private sector contribution in support of this programme.  The partnership has developed key public infrastructure in Hopley, namely Tariro Clinic and Tariro Youth Centre. As the building are complete the City is planning on introducing innovative youth development programs and initiatives to be delivered through Tariro Youth Centre. A co-creation activity was held with young people and service providers in Hopley which will provide the basis for activities to be offered through the youth centre. This consultancy will support the City of Harare in setting up services and programs at the Hopley Tariro Youth centre |
| **Scope of work:** | The aim of the consultancy is to provide support to the City of Harare in the setting up of innovative, responsive and appropriate youth development programs that meet the needs of young people in Hopley.  **Expected deliverables:**  **Deliverable 1:** Review available baseline study and co-creation documents to gather a thorough understanding of the situation and needs of the young people in Hopley. Produce a prototype of sustainable services/interventions to be offered through the youth centre and/or linked to existing programs and activities already in place in Hopley.  **Deliverable 2:** Establish relationships/MOUs with partners that will offer services to young people in Hopley through Tariro Youth Centre including establishment of strong referral pathways  **Deliverable 3:** Develop Standard Operating Procedures for the operation of the youth centre, inclusive opening hours, staffing, youth participation, resources utilization, etc. Requires developing concept notes, meeting with City Councillors, etc.  **Deliverable 4**: Develop a robust results chain for the operations of the youth centre, inclusive a strong monitoring and reporting mechanism for the youth centre to track progress towards achieving results and impact. |
| **Duration and working schedule:** | 6 months |
| **Place where services are to be delivered:** | The Consultant will be based at Hopley Youth centre with regular contact with the City of Harare Housing and Social Amenities department at Remembrance House and the UNFPA Country office. The City of Harare will provide office space and the UNFPA CO will provide the laptop necessary for the execution of the assignment. |
| **Monitoring and progress control, including reporting requirements, periodicity format and deadline**: | The consultant will be required to submit a quarterly work plan and monthly progress reports. These will be reviewed and signed off by the consultant’s supervisor in the COH Housing and Social Amenities department before the monthly payment can be made. |
| **Supervisory arrangements:** | The consultant will work under the overall guidance of the City of Harare Deputy Director of Housing and Social Amenities. He/she will collaborate with all the members of the department and collaborate closely with UNFPA, as necessary. |
| **Required expertise, qualifications and competencies, including language requirements:** | **Functional Competencies**   * Understanding of multi-sectoral Livelihood skills developmental needs, adolescents & young people’s sexual and reproductive health and meaningful involvement of young people; * Innovative, Analytical and strategic thinking; * Ability to engage with all relevant stakeholders to develop strong collaborative relationships * Strong partnership building skills * Job Knowledge/Technical expertise; * Valuing diversity * Results orientation and commitment to excellence   **Job Requirements:**   * Advanced degree in social science, public health in health promotion or related fields. * At least 5 years of relevant work experience at national level in program planning, management, monitoring and evaluation. * Familiarity with adolescents and young people sexual and reproductive health and rights especially the current evidence on improving and scaling up ASRH Programmes * Appreciation of youth leadership and participation as well as youth led-accountability. * Strong experience working on multi-sectoral skills development issues * Strong quantitative and qualitative data collection and analysis skills * Excellent language skills in English and Shona * Proficient analytical and communication skills * Computer literacy in Word, Excel and PowerPoint |