

**UNITED NATIONS CHILDREN'S FUND**

Office in Serbia is seeking qualified

***Consultants for further analysis of the Multiple Indicator  
Cluster Surveys (MICS)***

***VN: OPS/BEL/2014-29***

The purpose of the assignment is to develop in-depth analysis in selected areas, on the basis of the 2014 MICS, as well as the data sets from the previous MICS rounds. Duration of each of the analysis will be defined individually within the first phase of the process while all analysis should be completed until 30 April 2015.

The closing date for applications is **9 January 2015**. Detailed Terms of Reference can be found on <http://www.unicef.rs/oglasia-za-posao.html> under Vacancies. Qualified candidates are requested to submit a daily rate and CV to **belgrade@unicef.org** by 9 January, 2015 ref. VN-29 Consultants for further analysis of the Multiple Indicator Cluster Surveys (MICS). Please also indicate the area of further analysis you are applying for (one or more of the areas listed within the ToR Section 1- Purpose) and references that are qualifying you for the analysis in the respective area, number of days needed for each of the indicated phases of the assignment, daily rate and availability to undertake the terms of reference below. *Applications submitted without a daily rate will not be considered.*

Only short-listed candidates will be contacted. UNICEF is a non-smoking environment. UNICEF is committed to diversity and inclusion within its workforce, and encourages qualified female and male candidates from all national, religious and ethnic backgrounds, including persons living with disabilities to apply.

## Terms of Reference

### **Further Analysis of the Multiple Indicator Cluster Surveys in Serbia UNICEF Serbia**

#### **Background**

UNICEF places a high priority on the availability of recent and reliable information with which to monitor the situation of children and women. Statistically sound and internationally comparable data are essential for developing evidence-based policies and programmes, as well as for monitoring countries' progress toward national goals and global commitments.

UNICEF assists countries in collecting and analysing data in order to fill data gaps for monitoring the situation of children and women through its international household survey initiative the Multiple Indicator Cluster Surveys (MICS). The global MICS programme was developed by UNICEF in the 1990s as an international household survey programme to collect internationally comparable data on a wide range of indicators on the situation of children and women. MICS surveys measure key indicators that allow countries to generate data for use in policies and programmes, and to monitor progress towards the Millennium Development Goals (MDGs) and other internationally agreed upon commitments. The disaggregated nature of MICS data (gender, area, education, wealth etc.) provides insight into disparities between different population groups and allows for evidence based policy making aimed at social inclusion of the most vulnerable.

Serbia is one of the few countries in which all five rounds of MICS were implemented. It was however in the three different states. The first MICS was conducted in 1996 while Serbia was a part of the Federal Republic of Yugoslavia in order to review progress towards the World Summit for Children with the 2000 Federal Republic of Yugoslavia MICS (MICS2) conducted as a follow-up in 2000. The 2005 Serbia MICS (MICS3) came in time to show progress in meeting "A World Fit for Children Declaration" but also in implementation of the National Plan of Action for Children (NPA) and the Poverty Reduction Strategy of Serbia. Serbia was then part of the State Union of Serbia and Montenegro which ceased to exist in 2006 when Serbia became independent. The third (2005), fourth (2010) and fifth round of MICS (2014) included two surveys – the first representative at the national level and second representative for population from Roma settlements- to close the data gap for this very vulnerable population group. Implementation of all rounds of MICS allows observation of trends in selected areas.

Within the latest round of MICS, the 2014 Serbia MICS and 2014 Serbia Roma Settlements MICS were carried out in 2014 by the Statistical Office of the Republic of Serbia with technical and financial support provided by the United Nations Children's Fund (UNICEF).

In addition to the traditional MICS indicators, country-specific indicators were included. Standard outputs of the 2014 Serbia MICS and 2014 Serbia Roma Settlements MICS include the Key findings report and the Final MICS report. These reports have a descriptive nature and present important social and development indicators by selected background characteristics of the households and individuals. Furthermore, in order to utilize the full potentials of the surveys, UNICEF Serbia is seeking qualified consultants who would be engaged within the proposed areas to develop further analysis studies using the available data collected through the MICS surveys conducted in Serbia since 2005 and other relevant data sources. Thus, the present Terms of Reference specifies objectives and tasks for the assignment.

## 1. Purpose:

The purpose of the assignment is to develop in-depth analysis in selected areas, on the basis of the 2014 MICS, as well as the data sets from the previous MICS rounds. Analysis can be expanded, where relevant, to other related and reliable data sources (eg. Survey of Income and Living Conditions, National Health Survey, Census etc.). The analysis should have an equity focus and provide a comparative analysis between the status of the general population and different vulnerable groups of children and women as per their different background characteristics.

Areas for analysis are:

- 1) Early Childhood Development
- 2) Education in light of social inclusion
- 3) Child protection (child disciplining, child labour, early marriage...)
- 4) Gender analysis of MICS data, exploring differences between girls and boys and between different groups of women in selected domains
- 5) Poverty/equity analysis of the situation of children (selected domains in health, education, protection)
- 6) Rural/urban disparities in situation of children and women

The gender analysis of the MICS will be carried out in cooperation with UN Women (United Nations Entity for Gender Equality and the Empowerment of Women) Programme Office in Serbia. UN Women will be included in the review and approval of gender analysis related deliverables as per the workplan below.

## 2. Tasks Related to the Job

### *Main tasks for each area*

#### **Phase 1 - Develop a Conceptual framework for the study and a data analysis plan**

- Review the final MICS reports and other MICS-related documentation
- Review other relevant data sources that could be used in analysis
- Identify key indicators for analysis taking into consideration relevant national and EU strategic frameworks as well as priorities of the UNICEF program in Serbia
- Recommend key issues and propose methods/approaches to be taken for further analysis
- Propose data analysis plan that should contain proposal of the further disaggregation and cross-tabulations, trend analysis, etc.

#### **Phase 2 – Perform data analysis**

- Following the review and approval of the data analysis plan by UNICEF, conduct additional analysis, including further disaggregation, cross-tabulation and significance tests as long as technically feasible (after taking into consideration sample sizes, survey designs and confidence intervals). Reporting on confidence intervals is necessary.
- Deliver tables generated as per the tabulation plan and additional or revised SPSS syntaxes to the UNICEF office for review (including confidence intervals if not already estimated)
- Consult and reflect feedback/inputs from UNICEF, especially in regard to interpretation and triangulation of data.

#### **Phase 3- Develop thematic study report**

- Draft a thematic study report with narrative and tables duly integrated and delivered to UNICEF Serbia office for review
- Finalise the report reflecting comments from the UNICEF office. The final report should contain an executive summary, introduction, brief description of the methodology including key limitations of the

analysis, analysis by identified areas, and conclusions including key findings and recommendations for further research/analysis where relevant, annexes with detail methodology and other technical details of the analysis.

- Prepare materials (ppt presentation, draft list of participants) for and conduct a one day data dissemination workshop aimed at familiarising key partners with the methodology and findings of the analysis
- All the deliverables and outputs are expected to be developed in English language. The consultant is expected to review and approve translation of the final thematic study report in Serbian.

### 3. Outputs / Deliverables and timeline:

#### Phase 1

- Conceptual framework of a study and data analysis plan

#### Phase 2

- Result tables and additional analysis including SPSS syntaxes

#### Phase 3

- The first draft thematic study report
- The final thematic study report with all relevant annexes
- All the tables in Excel, syntax files and outputs produced with revised SPSS syntaxes that will be produced within the framework of this analysis
- Agenda and materials for the one day workshop

### 4. Estimated duration of the assignment:

Duration of each of the analysis will be defined individually within the first phase of the process while all analysis should be completed until 30 April 2015.

### 5. Official Travel:

The consultant will work from his/her home country/desk. The one day workshop will be organized in close consultation and with support from the UNICEF office. UNICEF will cover travel costs of consultants that are not based in Belgrade.

### 6. Supervision and performance indicators for evaluation of results

The Contractors will be directly supervised by the UNICEF Child Rights Monitoring Specialist.

Timeliness – compliance with the dates indicated in the TOR/contract

Quality – as assessed by the UNICEF CO.

### 7. Requirements:

The successful candidates should have the following qualifications:

#### *Education*

- A University Degree or equivalent in Social Sciences, Demography, Statistics or any other related technical field is required.

#### *Skills and Experience*

- Minimum 5 years of experience in analysis of and reporting on survey data

- Strong computer skills and strong expertise in statistical analyses (familiarity with data processing and data analysis software, particularly SPSS);
- Experience in data analysis and survey report writing;
- Excellent oral and written communications in English and Serbian required;
- Excellent communication and interpersonal skills;

*Other competencies*

- Demonstrated ability to respect the research ethics including proper use of datasets, ability to work in a multicultural environment and establish harmonious and effective relationships with national partners;

**8. Method of payment**

The consultant shall receive a fee in RSD (applying UN exchange rate of the month) through bank transfer. The Supervisor certifies payments based on progress made for completion of work assignments.

**9. Payment schedule**

- After the submission of deliverables from the phase 1 – 20%
- After the submission of deliverables from the phase 2 – 30%
- After the submission of deliverables from the phase 3 – 50%

**10. UNICEF resource in the case of unsatisfactory performance**

The Consultant's fee may be reduced if the assignments / deliverables are not fulfilled to the required standard. In case of serious dissatisfaction with the consultant's performance the contract may be terminated in line with UNICEF procedure in such matters and as spelled out in contract.

**11. Support to be provided by UNICEF**

UNICEF will provide datasets, review and approve all deliverables. If needed, UNICEF will provide technical support in data processing required for the further analysis.