

Programme: Integrated Biodiversity Management, South Caucasus (IBiS)
PN:
Assignment: Assessment in the Green Job Market (Environment, Nature Protection, Management of Biodiversity and Ecosystem services, etc.) of Armenia
Period: Beginning of Dec.,2017 – Beginning of Feb. 2018

1. Brief programme information

The biodiversity of the South Caucasus is of global importance, but the huge variety of species and the proper functioning of the ecosystems are under threat. There is considerable pressure from the exploitation of natural resources by the local population, private industry and governments.

In each of the three countries of the South Caucasus – Georgia, Armenia and Azerbaijan – there are National Biodiversity Strategy and Action Plans (NBSAPs) and initial sectoral strategies for managing biodiversity and ecosystem services. As yet, however, these are unable to withstand the challenges posed by the conflicting interests of different sectors (forestry, pasture farming, agriculture, nature conservation and tourism). There is a lack of coordination between the various state and non-state actors and population groups (e.g. shepherds and farmers). In addition, there is not enough reliable data available on the different sectors to support planning and decision-making processes.

Within the framework of the Caucasus Initiative of the German government, the programme cooperates primarily with the environment ministries of the three different countries of the South Caucasus. The programme follows a multi-level approach. At national level, it promotes the development or revision of biodiversity strategies and regulations, particularly in forest and pasture management, and in erosion control. The experience gained from the pilot measures at district, municipal and local levels are incorporated into this process. As part of these pilot measures, relevant actors are provided with the skills needed to implement integrated approaches for sustainable management of biodiversity and ecosystem services.

The module objective of the programme is to promote better coordination of biodiversity and ecosystem services management across sectors on the basis of solid data. The programme comprises four areas of intervention with the following objectives:

- A. Instruments and coordination processes for the sustainable management of biodiversity and ecosystem services at local level are tested.
- B. The implementation capacity of line ministries, their subordinate bodies and of training institutions regarding the management of biodiversity and ecosystem services is improved.
- C. The perception of the general public towards the importance of biodiversity and ecosystem services is more positive.
- D. The regional exchange on sustainable management of biodiversity and ecosystem services is improved.

IBiS follows up on the achievements of the programmes “Sustainable Management of Biodiversity, South Caucasus” and “Integrated Erosion Control in Mountainous Regions”, and is due to last four years (from December 2015 to November 2019). The programme is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

on behalf of the German Federal Ministry of Economic Cooperation and Development (BMZ) with co-funding in Armenia and Georgia from the Austrian Development Cooperation (ADC).

2. Context

Severe environmental and biodiversity losses, dating back to the Soviet era, are major challenges facing Armenia today. Problems such as mass degradation of forestry conditions, climate change, biodiversity loss, soil erosion and landslides, desertification, and others, form the cornerstone of the present environmental situation. The development of highly-qualified personnel in the green job market should be a major headline in the policy agenda of the Armenian Government and of Armenian Universities. In order to fill in the existing gap of qualified specialists and to address the problems and needs **in the green job market (that includes but is not limited to environment, nature protection, management of biodiversity and ecosystem services)**, the University programmes should be tailored to the green job market needs. In Armenia often this is not the case.

The Faculty of Biology of Yerevan State University (YSU) aims to improve its curriculum in relation to the existing green job market needs. For this purpose, a baseline study on the past and present activities related to curricula change processes and job market assessments, as well as a needs assessment of desired curricula changes at the Faculty of Biology, YSU was conducted. The mentioned study clearly showed that the most significant obstacles faced during studying / teaching / working at the Faculty of Biology of YSU are “lack of linkages with the job market”. Despite the limited job opportunities in the green market of Armenia, job market needs are not being taken into consideration in the design of courses and curricula. No committee or other formal structures exist to promote dialogue between the job market and the Faculty, and private/public employees do not contribute to the development of educational standards. Correspondingly, it is difficult for the students to find a job in the relevant sector after graduation. The relatively small green job market lacking specialists itself leads to brain drain and most promising graduates eventually leave the country. Many graduates do not pursue their careers in their relevant field of specialty and undertake other types of jobs instead for the sole purpose of sustaining families.

For a better understanding of the ‘green’ job concept, the definition of UNEP can be used. *“It defines ‘green’ jobs as “work in agricultural, manufacturing, research and development (R&D), administrative, and service activities that contribute substantially to preserving or restoring environmental quality. Specifically, but not exclusively, this includes jobs that help to protect ecosystems and biodiversity; reduce energy, materials, and water consumption through high-efficiency strategies; de-carbonize the economy; and minimize or altogether avoid generation of all forms of waste and pollution” (FAO 2017).*

Dialogue and collaboration between the Faculty of YSU and the green job market can lead to positive change in the field. Thereby, an unprecedented comprehensive green job market assessment should be the first step in addressing this issue. The assessment will serve as a basis for the Faculty of Biology of YSU to revise its curricula of Bachelor and Master Degrees in accordance with job market needs. The results of the assessment can also contribute to the formulation of national policies that aim to support the creation of green jobs.

3. Objectives and tasks

The objective of the assignment is to conduct a **comprehensive** green job market assessment (a survey) in Armenia, estimating **current** as well as **potential/future** jobs and employment opportunities. The study should include but not be limited to the following points:

how many and what kind of green jobs exist in different green sectors in the country, the main qualifications and skills required by different sectors of the green job market, internship opportunities present in the green job market, potential within each sector for new employment opportunities, etc.

The consultant is expected to fulfil the following tasks **in close cooperation with** the Faculty of Biology of YSU.

- a. **TASK 1** Meeting with the Faculty of Biology of YSU and IBiS to discuss the ToR and the key objectives.
- b. **Task 2** Identify the sectors (private and public sector) in the green job market, discuss and specify them with IBiS and Faculty of Biology of YSU.
- c. **TASK 3** Identify and form a list of all programmes and institutions in the relevant sectors of the green job market of Armenia (private and public sector) with whom the survey will be conducted. Discuss the list with IBiS and the Faculty of Biology of YSU.
- d. **TASK 4** Prepare a comprehensive step-by-step action plan and methodology (survey questionnaire, other tools), share and discuss it with GIZ IBiS and the Faculty of Biology, receive their feedback.
- e. **TASK 5** Conduct a survey with all the programmes and institutions in the green job market based on the developed methodology.
- f. **TASK 6** Formulate a comprehensive report based on the findings. The report should include a policy analysis and list of recommendations.
- g. **TASK 7** Contribute to the organization of a presentation event when necessary.
- h. **TASK 8** Present the findings during the presentation event for the Faculty of Biology of YSU.
- i. **TASK 9** Finalize the report based on the feedback provided during the presentation event.

4. Expected outputs

Expected outputs are:

- **Output 1** List of all green programmes and institutions in Armenia
- **Output 2** Step-by-step action plan and methodology of the survey
- **Output 3** The first draft report based on the findings including policy analysis and a list of recommendations.
- **Output 4** Presentation of the findings during a presentation event at the Faculty of Biology YSU
- **Output 5** Final report (25 pages max., excluding the Annex) that incorporates feedback provided during the presentation event, a policy analysis, and list of recommendations.

Reports are to be prepared according to the official IBiS report format (attached).

All documents shall be delivered electronically (text files) in English language to GIZ-IBiS.

The consultant is expected to coordinate very closely with Alla Berberyan (GIZ IBiS Advisor) and with the Faculty of Biology YSU.

The consultant shall report to Alla Berberyan (GIZ IBiS Advisor).

5. Time frame and work schedule

The assignment covers **up to 30 working days** in home country within the contract period.

The consultant shall keep a time sheet (8 hours = 1 working day).

Deadlines for tasks and outputs are as follows:

TASK/OUTPUT 1 List of all green programmes and institutions in Armenia	DATE 13.12.2017
TASK/OUTPUT 2 Step-by-step action plan and methodology	DATE 13.12.2017
TASK/OUTPUT 3 The first draft report based on the findings including policy analysis and recommendations	DATE 15.02.2018
TASK/OUTPUT 4 Presentation of the findings at the Faculty of Biology YSU	DATE 23.02.2018
TASK/OUTPUT 6 Final report that incorporates feedback provided during the workshop, policy analysis, and a list of recommendations.	DATE 27.02.2018

6. Miscellaneous

E.g. Travel days will be reimbursed with 50% of the daily honorarium.