

## **Terms of reference:**

### **Consultancy on a recommended methodology for SDG indicator 4.c.5 (teacher salary)**

UNESCO Institute for Statistics

May 2020

**Closing date for applications: 12 June 2020**

#### **1. Background**

Following the adoption of the 2030 Agenda for Sustainable Development and the Education 2030 Framework for Action in 2015, the UNESCO Institute for Statistics (UIS) has been leading the development of a thematic indicator framework for the follow-up and review of Sustainable Development Goal 4 on education. A set of 43 indicators, including the 11 global indicators recommended by the Inter-Agency and Expert Group on SDG indicators, was approved in October 2016 by the Technical Cooperation Group on the Indicators for SDG 4-Education 2030 (TCG). Some of these indicators require further methodological development. The UIS is seeking contractors to develop the methodology related to these indicators.

This contract is concerned with the further development of SDG indicator 4.c.5: average teacher salary relative to other professions requiring a comparable level of qualification. Teacher remuneration can be an important determinant in attracting skilled individuals into the teaching profession. Data on teacher salaries relative to professions with comparable qualifications is therefore important for policymakers when setting remuneration levels.

The calculation of indicator 4.c.5 is relatively straightforward. However, limitations in data availability and comparability act as a barrier to a globally relevant measure. The UIS and OECD both collect average teacher salaries based on statutory salary scales for teachers through different surveys of Member States. The definitions are similar but not identical. Labour force surveys may also provide information on teacher salaries. Another major component of this indicator is the choice of the comparator professions and related data sources.

The UIS is commissioning a study of suitable methodologies and data sources for salaries of both teachers and comparator professions and their relative advantages or disadvantages. This work will lead to a set of recommendations for the TCG on a proposed common methodology that could be applicable in countries at different stages of development.

#### **2. Objectives and key tasks**

Under the overall authority of the Director of the UNESCO Institute for Statistics, the direct supervision of the Head of the Education Standards and Methodology Section, and in close collaboration with staff in the Education Standards and Methodology Section and the Education Survey Section, the Consultant will perform the following tasks:

1. An inventory of relevant labour force surveys listed in the [ILO central data repository](#). For the latest available survey per country, the inventory will ascertain the following:
  - a. Occupational classification and whether it distinguishes between pre-primary, primary, lower secondary and upper secondary teachers.
    - i. Unweighted number of observations for each relevant teaching occupation.
  - b. Whether respondents are public sector workers.
  - c. Hours worked and/or full-time status.
  - d. Classification of the highest level of education attended/completed.
  - e. The measure of earnings within the survey, including information on whether it is pre- or post-tax and includes or excludes bonuses.
2. In cooperation with the UIS, based on the availability of data sources, suggest a shortlist of measures for indicator 4.c.5. These measures should include:
  - a. Administrative data on statutory and actual teacher salaries.
  - b. Labour force survey estimates of teacher salaries.
  - c. Selected measures of salaries among comparable professions.
3. For a selection of advanced and less developed economies (chosen in consultation with the UIS), systematically compare and contrast the shortlisted measures in terms of comparability, simplicity, data availability and accuracy.
4. Make recommendations on:
  - a. The most suitable measure for indicator 4.c.5 with existing data sources.
  - b. Improvements to administrative and survey measures of teacher salaries, including a sample set of survey questions to include in relevant national surveys.

### **3. Deliverables and timeline**

The Consultant will submit the following outputs to the UNESCO Institute for Statistics:

- An inventory of Labour Force Surveys in an MS Excel workbook.
- A report of approximately 5000 words addressing key tasks 2, 3 and 4 above.

These outputs shall be split according to the following deliverables:

1. Conceptual outline detailing the approach and structure of both the inventory and report (20th June 2020).
2. Draft inventory for a subset of countries (25 June 2020).
3. Complete inventory (15 July 2020).
4. First draft report (5 August 2020).
5. Second draft report with implementation of comments provided by the UIS (1 September 2020).
6. Final report with implementation of comments provided by Technical Cooperation Group members (25 September 2020).

Two weeks following the final deliverable due date are added for the UIS to complete all required revisions and administrative procedures, if needed.

#### 4. Cost and technical arrangements

The work will be carried out remotely. The Consultant will be in regular communication with UIS staff via email, voice or video call, or telephone. The Consultant is responsible for the cost of any travel and other expenses in connection with the contract.

All payments under the consultancy will be made against deliverables, as shown below:

<b>Deliverable</b>	<b>Payment</b>
Labour force survey inventory	30%
First draft report	40%
Final draft report	30%

#### 5. Qualifications

The consultancy requires the following skills and experience:

- Advanced degree in education, international development, social science, or a related field; or an advanced degree in statistics, mathematics, or a related area.
- At least 5 years professional experience in statistical analysis of household survey data, preferably on education.
- Experience in the analysis of labour force surveys, preferably involving comparative study of LFS for low- and high-income contexts.
- Proficiency in R, SPSS, Stata or similar statistical software.
- Strong communication and writing skills in English.

Experience in public education finance and teacher remuneration is desirable.

#### 6. Applications

Candidates for the consultancy should submit their application to [uis.procurement@unesco.org](mailto:uis.procurement@unesco.org) by 12 June 2020. Applications must include:

- Cover letter describing the candidate's interest and qualifications, availability, and proposed consulting fee for the project.
- Up-to-date CV.
- Two writing samples demonstrating the candidate's qualifications for the project.