Terms of Reference for the Capacity Building Needs Assessment

**East African Migration Routes Project**

November 2021

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| ***Type of the study:*** | Labour Market Needs Assessment |
| ***Name of the project:*** | East African Migration Routes Project |
| ***Start and End dates:*** | First phase 04.2021 – 01.2024 |
| ***Project locations:*** | River Nile and Khartoum |
| ***Thematic areas:*** | The project is built on multiple and integrated thematic areas |
| ***Donor:*** | Swiss Development and Cooperation Agency (SDC) |
| ***Estimated beneficiaries:*** | Approximately 10,000 vulnerable children and youth  Approximately 50 partners |
| ***Overall objective of the project:*** | 10 Year Goal:  Countries along the East African Migration Routes have child-protection policies and adequate organizational capacities to ensure protection and enable self-reliance of children and youth in vulnerable displacement situations. |

# Introduction

In March 2019, Save The Children International started the implementation of the Inception Phase for the regional project “East African Migration Routes” (“the project” or “EAMR”). The main objective of the 14-month long inception phase is to conduct 5 studies and test activity approaches, in order to inform the design of the future interventions. This Terms of Reference (TOR) provides background information about the project, scope of the Capacity Needs Assessment, outline of suggested methodology, timeframe and guidelines for providing the proposals.

# Project background

“East African Migration Routes” project is a 10-year initiative funded by SDC, with the overall goal for the countries along the East African Migration Routes to have child-protection policies and adequate organizational capacities to ensure protection and enable self-reliance of children and youth in vulnerable displacement situations. The initiative is divided in 4 phases: Inception phase (04.2021 – 01.2024,) First implementation phase (05.2020 – 02.2023,) Second implementation phase (03.2023 – 02.2027), and Consolidation and phasing out phase (03.2027 – 02.2029). During the 4 initial years, the project will start its activities from the main urban hubs in Egypt, Ethiopia and Sudan (Addis, Cairo, Khartoum), and will be primarily responsible for delivering the outcome 1 and 2, while contributing to outcomes 3 and 4 in the results framework (see Table 1 below).

Save The Children International is currently implementing the inception phase of the project, with the first half of the inception phase dedicated to start-up test activities, with months 3-8 dedicated to conducting multiple studies and assessments as well as testing innovative interventions and approaches. Months 8-10 will be dedicated to analysing the results of these studies and testing to inform the production of the proposed design for the first implementation phase.

Target geographies for this project will be largely focused on the major urban centres three countries (subject to trend monitoring of migration routes). However, a small portion of the project’s focus during the implementation phase will also target key points along the migratory routes from Ethiopia to Sudan, where vulnerabilities are extremely high for children and youth. This will also set the groundwork for exploring future cross-border coordination, regional cooperation and joint responses.

The project will target vulnerable children, defined as under 18 years of age, and youth, defined as 15-24 years of age, on the move. Specific attention will be given to children and youth who are often the most vulnerable to abuse and exploitation: hard to reach children and youth, unaccompanied, unregistered, children and youth living and/or involved in street work, trafficked children and youth. Save the Children will use the term ‘children and youth on the move’ which is defined as *“children or youth moving for a variety of reasons, voluntarily or involuntarily, within or between countries, with or without their parents or other primary caregivers, and whose movement, while it may open up opportunities, might also place them at risk (or at an increased risk) of economic or sexual exploitation, abuse, neglect and violence”[[1]](#footnote-1).*

The East African Migration Routes project will draw upon Save the Children’s guide to programming for children affected by migration and displacement, which outlines key approaches to meeting the short and long-term needs of children and youth on the move at whatever stage of migration they are at, whether pre-migration, in migration or displacement, or at the point of needing durable solutions. Save the Children has child focused lens to understand durable solutions, which is also used in the design of the project. In addition to applying best practices for programming for children and youth on the move, and using a child-sensitive durable solutions framework, there are several cross-cutting programming principles which need to be taken into account: 1) Rights based programming; 2) Child/youth participation and empowerment; 3) Gender sensitivity and social inclusion and 4) Conflict-sensitivity (more details can be found in Annex 1 – Project Proposal).

*Table 1 - Results Framework as per proposal*

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| 10 Year Goal:  Countries along the East African Migration Routes have child-protection policies and adequate organizational capacities to ensure protection and enable self-reliance of children and youth in vulnerable displacement situations | | | |
| Outcome 1:  Children and youth in vulnerable situations have their rights respected and possess sound self-reliance capacities that allow them to improve their life perspectives | **Outcome 2:**  National and community organizations provide effective protection and life self-reliance support services for children and youth | **Outcome 3:**  Migration policies and strategies are inclusive and needs focused, addressing the vulnerabilities of children and youth through holistic protection protocols and treating support for self-reliance as integral part of protection | **Outcome 4:**  Switzerland profiles itself as a champion for the protection of children and youth in vulnerable displacement situations and promotes the corresponding agendas in national and regional coordination and policy fora |
| Result Indicators:  # of vulnerable children (girls and boys) and (female and male) youth accessing protection services through case management systems  # of vulnerable children (girls and boys) and (female and male) youth accessing self-reliance programs  % of vulnerable children (girls and boys) and (female and male) youth accessing protection services and/or self-reliance programs who report improved life perspectives | Result Indicators:  # of national public entities, civil society, and community organizations providing comprehensive case management in accordance with nationally agreed upon protocols  # of national public entities, civil society, and community organizations delivering self-reliance programmes to vulnerable children and youth  % of national public entities, civil society, and community organizations trained by the project, that directly engage in policy advocacy activities to promote protection of vulnerable children and youth | Contribution Indicators:  # of new channels linking the Regional Services Platform to policy and decision makers at national levels  # of reports to inform policy submitted to the Regional Services Platform  # of child and youth participation mechanisms engaging in national and/or regional policy dialogues | Contribution Indicators:  # of regional reports and products that showcase the contribution of Switzerland to the protection of children and youth in vulnerable displacement settings  # of national and regional coordination and policy fora in which the Project Team participates |

# Scope of the study

Save the Children International will conduct a full labour market assessment, focusing on Khartoum and River Nile state. It will include the identification of context-relevant skills for decent employment as valued by local employers, the assessment of existing skills and capacities among youth in order to explore ways the project could build up on what they already know, as well as the mapping of vocational training institutions, looking at their accessibility to migrant adolescents and youth and their ability to respond to market needs. The COVID impact on the local market will be particularly considered. This research will be useful in clarifying the needs of migrants and the skills available to them, as well as providing information about the vocational services available, and whether they meet the needs and desires of migrants, as well as market requirements, It will enable SCI to identify the fields of work where young migrants are most likely to find decent jobs, i.e. key Income Generating Activities (IGAs) for boys and girls from both migrant and host communities, skills and languages required to fill such opportunities, etc.

The LMA will have the following four components:

1. Assessment will help to identify gaps in vocational skills training as well as opportunities and gaps in the labor market with reference to migrant workforce and host communities.
2. The assessment will help in identifying and promoting market-driven skills for the targeted youth from migrant and host communities.
3. Identify sectors that have existing employment opportunities as well as those with greater potential for employment in the future for both migrants and host communities.
4. Identify market demand-driven TVET training and post-training support, including financial inclusion support for self-employment for both migrants and host communities.
5. To review, update and/or develop new training curriculums. Most of training curriculums are out of date and there is need for certified curriculums for new innovations (e.g solar, electronics, media, etc) and other skills gaps that might be identified through the labor market assessment.

The assessment findings will be used by SCI, including its country and regional offices, SC Switzerland, and donor (SDC). The assessment report will inform the implementation of the first phase of project, and due programme adaptations will be done in the light of the needs assessment findings.

Due to the complexity of the project scope and technical approaches, the consultant is advised to review the provided internal SCI resources as described in Annex B in order to fully understand the terms of reference before drafting the proposal for the study.

# Methodology

The objectives of this assignment is to identify the major constraints faced by the job-seekers and potential entrepreneurs from migrant and host communities and to understand where growth, and jobs growth is most likely to occur, and considering the legal aspects what modalities can be opted to open up new market opportunities for the targeted migrant groups. This assessment will inform the future activities under this project and design different training for jobs and come up how to support entrepreneurship’s in the project area for the targeted groups.

To achieve the above objectives, the expert will prepare a study that addresses the following issues:

1. The structure of the Khartoum and River Nile economy:

* Where is the activity in the economy, and what are the links and multipliers across sectors, and how migrants and host communities work forced is currently engaged in the economic activities? What are the potential for and the constraints to growth in the various sectors of the economy concerning migrants and the host communities? and what barriers exist for their active engagement?
* What role gender has to play for shaping the structure of the economy, especially with reference to workforce engagement from migrants and host communities?

1. The demand for labor in Khartoum and River Nile

* What is the current structure of employment across sectors and the quality of work?
* What sectors (e.g. services, construction, mining, crop-farming, animal husbandry, agricultural and manufacturing) provide the most opportunity for highly-deprived adolescents and youth on the move?
* Which sectors (e.g. services, construction, mining, crop-farming, animal husbandry, agricultural and manufacturing) command the lowest wages in Khartoum and River Nile? And which ones offer the highest wages?
* What are the most desirable occupations of highly-deprived adolescents and youth on the move in Khartoum and River Nile?
* What skills do highly-deprived adolescents and youth on the move need the most? Vocational skills? Language skills? Communication skills?

1. The supply of labor

* What are the characteristics of labor supply in Khartoum and River Nile? Who are the workers, what is their education, what skills do they have?
* What are the labor market characteristics and conditions of migrants’ youth? What are they doing? Where are they engaged? What are their skills?
* What skills are in high supply? What skills are in low supply?

1. The structure of the labor market

* What are the structure and performance of the labor market in general – are there laws or customs which prevent the market from clearing?
* What sort of workers are currently needed; low-skilled, medium or highly-skilled workers?
* Are there specific constraints facing young Eritrean, Ethiopian and South Sudanese migrants in Khartoum and River Nile labor markets?
* Are the specific constraints facing young migrant women in Khartoum and River Nile labor market? Are young migrants prevented or discouraged from entering the labor market?

1. The potential for small businesses for migrant and host community youth:

* Where are there strong links between small enterprises and the growing formal sector?
* What goods and services will be required to support a growing urban economy, and can be supplied by small enterprises?

What are the constraints facing start-up businesses in Khartoum and River Nile, especially for migrants? This includes legal as well as practical constraints, such as right to work and access to finance.

What obstacles to entrepreneurial activity might especially affect young migrants, such as legal permits to property ownership and transfer? And what can be done for overcoming these obstacles?

**Key Activities**

The expert will use Save the Children’s basic LMA tool-kit and adapt it as needed to address the specific needs of this project. The key activities will include but not be limited to the following:

* 1. Desk research to identify major sectors within the market, current government initiatives focused on youth training, and the existing market of training services
  2. Conduct semi-structured interviews (in collaboration with Save the Children staff) with key stakeholders within trade, government and private sector associations
  3. Facilitate a meeting(s) with selected business associations including business associations, entrepreneurial associations, vocational school, and NGOs for figure out job market situation in Khartoum and River Nile; and provide the findings.
  4. Field study including one-on-one interviews with identified market actors and training service providers
  5. Targeted FGD within business and vocational training associations
  6. Interviews (conducted in collaboration with Save the Children) with potential partners on market and training side.
  7. Submission of assessment report and presentation

# Expected Deliverables

**Deliverable 1:** Desk research summary document, highlighting key market sectors and related statistics (basic data) and data collection tools

**Deliverable 2:** Full list of institutional and individual contacts developed throughout the market

assessment.

**Deliverable 3:** Compiled raw data from market research and interviews in electronic format.

**Deliverable 4:** Final report provided in English, which should include but not be limited

to the following sections:

a. Background

b. Objectives

c. Methodology

d. Target groups

e. Summary of Findings

e.1. Khartoum

e.2. River Nile

f. Recommendations

g. Annexes

**Progress updates** shallbe provided every 2 weeks throughout the data collection.

# Timeline:

60 days

# The Assessment team

The consultant will be responsible for carrying out the assessment, including the design of methodology together with SCI team, data collection, processing, analysis and report writing. The following are expected capacities:

* Experience in conducting Labour Market Assessment, mid-term or final evaluations, as well as experience in research and analysis
* Experience in implementation of research in Sudan
* Experience in the region, as well as in the thematic area of livelihood and food security
* Experience in conducting children, adolescent and youth consultation

# HOW TO APPLY

**Please note that this consultancy is for Sudanese Nationals ONLY**

Interested applicants will be required to prepare and submit the following documents:

1. Technical Proposal (1. Company/Organization profile and expertise; 2. Proposed Methodology and Implementation Plan 3. Management Structure and Key Personnel (CVs)
2. Financial Proposal (Detailed budget in SUD)
3. Any attachments and/or appendices that relates to the Proposal.

Please send to [janet.mugo@savethechildren.com](mailto:janet.mugo@savethechildren.com) and cc [sajjad.akram@savethechildren.org](mailto:sajjad.akram@savethechildren.org). Deadline for Proposals submission is **11 December, 2021**

1. Project proposal, Annex 1 [↑](#footnote-ref-1)