**Term of Reference for Conduction of Gender sensitive Rapid Labour Market Assessment (including skills needs, market gaps, potential trades and cash visibility, identify the most appropriate and adolescent's friendly income-generating activities, Plan International Sudan’s JR4 project**

**Assessment period 45 days.**

1. **Organization Background**

Plan International is an independent child rights and humanitarian organization committed to children living a life free of poverty, violence and injustice. We actively unite children, communities and other people who share our mission to make positive lasting changes in children’s and young people’s lives. We support children, adolescents and youth to gain the skills, knowledge and confidence they need to claim their rights to a fulfilling life, today and in the future. We place a specific focus on girls and women, who are most often left behind. We have been building powerful partnerships for children for more than 75 years, and are now active in more than 70 countries. In Sudan Plan operating in four states which are White Nile, North Kordofan, Kassala and North Darfur in addition to South Kordofan and Gadarif as new extension. The assessment to be conducted in Khartoum mainly Mayo and Umbada( NIFASHS AND DAR Elsalam

1. **Project Background:**

The Sudan Joint Response 4 aims to address the needs in 2022 and 2023 by providing affected people with multi-sectoral assistance to respond to the immediate needs and protection risks of the most at risk and conflict affected people in targeted areas in Khartoum, North- Darfur, and South Kordofan, through an effective and efficient humanitarian response by Dutch NGOs, national partners and actors The SDNJR4 will align its program with the 2021 HRP Strategic Outcomes (1-3) as well as the Sudan COVID-19 Country Preparedness and Response Plan (4).

• Provide timely multi-sectoral life-saving assistance to crisis affected people to reduce mortality and morbidity

• Improve vulnerable people’s access to livelihoods and life-sustaining basic services

• Mitigate protection risks and respond to protection needs through humanitarian action

• Prevent and contain the spread of COVID-19 and minimize mortality and morbidity. Complementary multi-sector assistance, resilience building and protection mainstreaming will remain at the core of the SDNJR4 programming as has been the case during Sudan Joint Response 1-3

1. **Labor Market Assessment Purpose and scope**

The main purpose of the study is to provide agender sensitive rapid labor market assessment covering economic sectors in Khartoum Umbada ( Nifasha and Dard elsalam )and Mayo Areas focusing on businesses and vocations that are in high demand including employers and businesses needs and potential labour requirements for youth. This Laboure market scan shall clearly look at and identify both sides (demand and supply).

The market assessment will identify opportunities of both waged and self-employment in project implementation context. The assessment will look for information regarding future and current needs for trained persons in particular for trades/businesses that are in high demand.

Labour market scan/assessment must identify the employment needs of businesses on one hand and employment opportunities for youth on the other, and most importantly identify business viability within project implementation areas’ markets as well as potential linkages with business owners and mentors.

The assessment must clearly identify labour market needs in terms of skills gaps, market gaps, potential trades and cash visibilityto identify the most appropriate, safe and adolescent's friendly income-generating activities, for accommodating most vulnerable and at-risk adolescents and young adults. and market demands to inform interventions under project activities for vulnerable adolescent / Youth girls & boys to determine market opportunities, potential income generated activities (IGAs) within short time (max. 1-6 months), considering specific gender aspects.

The findings should be able to provide information on/ identify:

* market needs and current livelihood options including viable businesses for potential business creation and entrepreneurial skills development.
* challenges, barriers, limitations and specific consideration related to gender.
* specific skills/capabilities and linkage with employment opportunities.
* Identify opportunities and design appropriate vocational and business trainings.
* Assess the market capacity and identify market capacity and visibility of cash transfer.

1. **Plan International Sudan Responsibilities:**

* Arrange and manage approval of assessment from government and conduct community mobilization coordination with local partners and CBOs,

………………………………………………………….

1. **Consultant Activities:**

The consultant will provide a detailed proposal of assessment methodologies to address youth needs to ensure identified project beneficiaries through Best Interest Assessment (BIA) participated in this assessment and targeted by interviews in order to the know their respective vocational and entrepreneurship training needs.

The key activities will include but not be limited to the following:

* Desktop review and analysis of the relevant secondary data/information
* Collect Primary data
* Ensure meaningful participation and engagement of female and male adolescents and youth in identification of labour market needs and aspiration, as well as validation of labour market assessment findings.
* Submission of a draft report and finalize it based on comments and inputs from Plan International
* Conduction of assessments findings dissemination and results validation workshop.
* Submission of assessment report and presentation.

1. **Expected Consultant Deliverables**

* Submit technical and financial proposal
* An inception report highlighting operational methodology, templates for assessment, teams, **detailed cost** for assessment etc plus detailed
* Data collection (secondary data and primary data) and analysis for market assessment and \cash feasibility study , including engagement of males and females’ adolescents & youth in labour market assessment process.
* Submit draft market assessment report
* Consolidate comments and improve the draft market assessment during results validation process with relevant stakeholders including youth from SSR camps and host communities.
* Submit Final Report in English, including full list of institutional and individual contacts developed throughout the market assessment as well as compiled raw data from market research and interviews in electronic format using use Plan International guide. (Report structure see Annex 1)

1. **Consolidative with deliveries**

The consultant should determine the timeframe of the following activities as in the below table:

|  |  |
| --- | --- |
| **Activities** | **Estimated Timeline** |
| Discussion the technical and financial proposal, with Project Manager  Develop detailed work-plan agreed with Plan project team. |  |
| Consultant get orientation on Plan and general issues, including safeguarding policy |  |
| An inception report highlighting operational methodology, templates for assessment, teams, detailed cost for assessment etc plus detailed, assessment tools refined as needed |  |
| Training for Enumerators Participated in assessment |  |
| Desk research and key stakeholder interviews |  |
| Collection of primary data with labor market actors, training providers, potential partners and business/trade associations |  |
| Collection primary labor market actors, training providers, potential partners and business/trade associations (continue) |
| Data consolidation, analysis and report writing |  |
| Share draft report with Plan - Plan to share feedback with consultant |  |
| Presentation of key findings to Plan International staff and key stakeholders at Khartoum state and results validation meeting. |  |
| Consolidation of report with outcomes of the meeting by the consultant |  |
| Share final report |

1. **Consultant Profile**

* Experience in consulting and labour market research
* Familiarity with Umbada and Mayo at Khartoum State especially Nifashs , Dar Elsalam Nad Gaboosh communities (vulnerable youth’s business).
* Well-connected to Business and Trade Associations and other industry platforms.
* Excellent labour market research and networking skills
* Excellent communication skills.

1. **Submission Information:**

Interested candidates are invited to submit via email one

* CV in English which clearly states relevant expertise/experiences;
* 1 technical & financial proposal including detailed work-plan.

1. **Data Confidentiality and Privacy**

The Consultant undertake to respect and protect the confidentiality of all information acquired as a result of or pursuant to this Term of Reference and will not, without the other Plan International prior written consent, disclose any such information to a third party, unless it is required to do so by any applicable law or regulation or is specifically authorized, Plan International must comply with Applicable Law and implement any additional policies or procedures as required[[1]](#footnote-1). Moreover, other Plan International policies impose additional requirements regarding the collection, use, and protection of particular classes of Personal Data, including the requirements described in the Global Policy Safeguarding Children and Young People[[2]](#footnote-2).

**Terms of Payment**

Plan international Sudan shall pay the consultancy fee to the consultant as agreed between both the parties.

The consultants should include All expenses as per the below:

1. Technical consultant work this including the duties (develop proposal, assessment tools, Training data collectors, conducting felid assessment activities.
2. Data Analysis cost and reporting.

This exercise will include contract agreement which will sign of this agreement with detailed work plan approved by Plan international- Sudan after completion of work.

1. **Appendixes**
2. **Report structure Gender sensitive Market Scan Assessment (including desk review)**

Table of Contents

CONSULTING

TEAM ACKNOWLEDGEMENTS

List of tables

Acronyms

EXECUTIVE SUMMARY

**1. Purpose, goals and use of the study**

1.1. Rationale for the study

1.2. Purpose of the study

1.3. Objectives of the study

1.4. Scope of the study

1.5. Use of findings

**2. Methodology**

2.1. Overall Approach to the study

2.2. Sampling and sampling procedures

2.3. Data collection Methods

2.4. Data collection procedures and processes

2.5. Ethical Considerations

2.6. Quality control

2.7. Limitations

**3. Baseline situation and analysis of the problem (desk review)**

3.1. Introduction

3.2. Socio-Economic, political and cultural country contexts

3.3. Relevant policies, legal frameworks and national labor legislation for youth employability, especially regarding refugees

3.4. Problem Analysis based on Country Context

3.5. Description of analyzed economic sectors and growth trends in the at local context

3.6. Situation of youth and women with focus on their participation in the labour market, working conditions and working environment

3.7. Overview of existing programmes in the field of youth economic opportunities

3.8. Recommendations of the economic sector(s) for the project intervention and project measures

4. Analysis of the different economic sectors/ market assessment

4.1. Growth trends of the sectors

4.2. Gender sensitive analysis of barriers and opportunities for youth in the identified sectors

4.3. Analysis of the underlying causes of youth and women unemployment and employability in the identified sectors

**5. Analysis of relevant stakeholders and target group**

5.1. Target Group Analysis

5.1.1. Socio-Economic Target group analysis

5.1.2. Recommended criteria for selecting the target groups

5.2. Stakeholder Analysis

5.2.1. Analysis of State Actors strategies, interventions and gaps

5.2.2. Private Sector Actors

5.2.2.1. Relevant businesses in the identified sector

5.2.2.2. Analysis of the interest of business

5.2.2.3. Needs assessment of the Private Sector Actors in terms of access to qualified labor force

5.2.2.4. Qualified estimation of number of internships and practical training which can be conducted in cooperation with the Private Sector

5.2.6. Relevant locally registered non-for-profit organizations in the field of development (non-governmental institutions) with proven expertise in the implementation of youth economic empowerment in the identified sector(s)

6. Recommendations and conclusions

**Applications**

Applications to be submitted together with the proposal including your financial proposal and documents in a sealed envelope on or **before 4:30 pm of Thursday July 21, 2022** to operations Department at: Plan International Building #26, Block#12 Al Amarat St.#27, Alimtedad East, Khartoum/ The envelop must be marked with the title of the assignment. So, you can submit your detailed proposal to Ahmed Mohamed Ibrahim – SC Lead via his email [Ahmed.Ibrahim@plan-international.org](mailto:Ahmed.Ibrahim@plan-international.org)​

1. **Project Proposal**
2. **Project Log frame work**
3. **Plan Child Protection Policy**

1. Data Privacy Policy, Plan International, March 2018. [↑](#footnote-ref-1)
2. Global Policy Safeguarding Children and Young People, Plan International, November 2017. [↑](#footnote-ref-2)