**Labour Market Assessment (data collection, analysis & reporting ToR) for**

**Siemens Education and Social investment in White Nile State, Sudan**

1. **Background Information**

Plan International Sudan has been active in White Nile State of Sudan since 1999, implementing humanitarian and community-based development projects through its regional Program Unit (PU) office in Kosti. During the process of the independence of South Sudan, Plan International Sudan provided crucial humanitarian assistance in White Nile state to Sudanese as well as South Sudanese citizens for their resettlement in their country of origin. Plan International Sudan is currently going to implement a project focusing on quality secondary education and market oriented alternative technical education (Siemens project) which its duration is 2 years to support South Sudanese Refugees and Hosting communities of Al-Kashafa cap and Kosti craft school in Alsalam Localities of White Nile State (the project have to be started from the 1st of October 2020 and will end by 30th of September 2022). The project implementation was conducted in collaboration and partnership with government departments (Ministry of Education) and local NGO partners. Funds for these projects have been secured through grants from Siemens.

**Country Strategies 2017 – 2022:** Plan International Sudan’s Country Strategy covers the five-year period from June 2017 to May 2022. The strategy will guide Plan’s work for the coming 5 years; in line with the government of Sudan, development and child rights agenda and the global sustainable development goals and will specifically focusing on the rights of girls and excluded groups. Our overarching goal is to ensure that “Vulnerable children and youth are able to realize their full potential within protective and resilient communities which respect and promote girls’ equality”. This will be achieved through five strategic objectives which utilize community and individual level mobilization to promote the attitudinal and behavioural changes which are required to support transformational change in the child rights and gender equality situation in Sudan. We aim to strengthen the capacity of communities, children and youth to effect change and lead their own development, and to this end we will support civil society and local organizations to monitor and support the implementation of policies and laws that create conducive environment for the attainment of child rights, particularly those that pertain to girls and young women.

**2). Context Analysis**

Education is a key to fighting poverty. In Sudan, access to quality education is limited. Refugees are particularly disadvantaged resulting in high rates of illiteracy among them. Women are particularly often affected. According to a UNHCR report, only a third of the refugees in southern Sudan have basic education. Many refugee children do not attend school, although they have the opportunity to do so. One reason for this is often the language barrier, since the lessons are held in Arabic and many children do not have sufficient knowledge of this language. In addition, refugee camps usually lack capacity for high-quality education. Classrooms are overcrowded and poorly equipped. There is also a shortage of teachers. In addition, refugees have little access to secondary education. Secondary schools have only been established in the camps in 2017. However, due to their poor equipment only a small proportion of the young people in the camps have been attending. The closest vocational school is located in Kosti, about 95 kilometers from the Al Kashafa camp. The distance and the associated transport costs, as well as the limited availability and low quality of the courses constitute barriers for youth. As a result, many youths have no prospect of employment and thus cannot escape poverty.

The project addresses the aforementioned challenges. promoting market driven vocational technical training for youth in the project region and provide them with skills relevant to the labor market in order to empower them economically, so children and young people will be motivated to value education and regularly attend school. In addition, young people are given access to high-quality vocational training that improves their prospects for the future. This will be implemented in Kosti craft school.

1. **2. Project Information & Description**

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| **Organization** | Plan International Sudan | | | |
| **Project title** | Siemens Education and Social investment in White Nile State, Sudan | | | |
| **Location** | White Nile State –AlKashafa South Sudanese Refugees Camp and the host communities there, in Alsalam and Kosti Craft School in Kosti area. | | | |
| **Task Type** | Labour Market Scan/ assessment | | | |
| **Task duration** | 25 days after signing the contract | | | |
| **Funded by** | Siemens | | | |
| **Total Budget** | Euro 396.000 €(Plan International– Siemens) | | | |
| **Project Duration** | Start Date | October 2020 | End Date | September 2022 |
| **Partners** | **Authorities**   * Elbir National organization * Ministry of Education as the relevant ministry. | | | |

**Project Target beneficiaries:**

This ToR target the following locations: Al Kashafa refugee camp , Kosti Alsalam, Elgabalin localities , Rabak, including sugar industries in the are

**Project Objectives and Expected Results:**

**Overall Objective:**

Male and female youth and adolescents from refugees and host communities are academically and economically empowered through improved access to quality secondary education and market oriented alternative technical education in White Nile state.

**Project Log Frame**

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| --- | --- | --- | --- |
| **GOAL/ Overall objective** | **Intervention** | **Objectively verifiable** | **Detailed activities breakdown** |
| **logic** | **indicators of achievement** |  |
| Male and female youth and adolescents from refugees and host communities are academically and economically empowered through improved access to quality secondary education and market oriented alternative technical education in White Nile state. | | |
| **Objective 1.**  promote vocational technical training for youth (girls and boys) in the project region and provide them with skills relevant to the labour market in order to empower them economically | **Outcome 1.1.**Improved quality education and raised students skills (girls and boys) in result of benefiting from school renovation and installing of PV system | # of students (boys and girls) from SSR and Host communities benefiting from school renovation, solar supply and equipment and tools delivery).  # of competent teachers (Males & Females) trained in BEST model.  # of sessions provided by local entrepreneurs engaged in mentor’s network. | * Renovation of eight classrooms as well as three workshops and equipping them with furniture and materials * Renovation of gender-sensitive latrines and purchase of water tanks * Improving the quality of teaching by training 16 teachers * Fixing a PV based containerised electricity supply solution for vocational training for refugees, which will be managed by the Kosti craft school. Beside the role this solar container plays in providing electric solar power to the school, it will also help students and teachers as well as other university students of engineering department to visit and learn about how it works. * Formulation of business mentors’ network to support mentorship activities in regular and short vocational courses. * Labor market analysis to identify the needs of local employers and optimize curricula at Kosti craft school |

1. **Data collection, Analysis & Reporting Objectives**

Secondary data collection methods and sources 3.2 Planned primary data collection methods and tools 3.3 Data entry and analysis 3.4 Sampling method

The main purpose of the study is to provide a comprehensive labor market assessment covering economic sectors in White Nile State including the towns namely Kosti, Rabak, Alsalam and Elgabalin focusing on businesses and vocations that are in high demand demands including employer and businesses needs and potential labour requirements and needs. This labour market scan sill look at both sides (demand and supply).

National and state departments use large economic models to project growth and decrease in the labor force. Factors such as vital statistic trends, unemployment rate, inflation, government tax, and industry employment projections are balanced against the demand and supply-side estimates of the gross national product to project current and future employment needs. Although these factors are important in setting national and state policies and giving local communities insight into the direction of industrial and employment development, the give little insight into the specific employment needs of local businesses.

The question the labor market survey attempts to answer is the extent to which employment may increase, remain the same, or decrease, and in which occupations there is a high probability that these changes will occur. It is essential to develop a means by which we can take the information discussed above and apply it to a local municipality. To start we must collect data directly from business.

State Local information can be broken down into the following categories:

1. History – past, present and future, to present an accurate picture of any labor market one needs to provide a context which will allow those considering the market to understand how it was, how it is and how it may be.
2. Categorization – a means by which the elements of the labor market can be described. These include kinds of business, occupations, and employees.
3. Change – factors affecting change. These factors include wages, demand and availability of resources.

The findings of the study should be accurately provided and went through dissemination workshop that included representatives from the employers and business owners , academic institutions and project partners including technical education department and technical collages to validate the market assessment findings as final report will inform the existing curriculums of the technical schools and help in making decision on current technical training situation and the evidence that can used to develop new curriculum in this way.

1. To collect and analyze data that can deliver insight and benchmarks to Plan international Sudan which helps in measuring the labor market supply and demand/ opportunities in craft major with regard to the following, among others:
2. Mapping of existing economic sectors (chamber of commerce, industrial, transport, service ….etc.)
3. secondary data collection from reference institutions such as bureau of population census, state economic and investment commission, recent published and endorsed studies and reports…etc. and critical analysis of data with comparison of the changes occurred.
4. Register interested employers who look for a win-win partnership in as business mentors who at the end will have to receive highly trained and competent youth who will contribute to success of their businesses.
5. The percentage of local structures, government counterparts and private sector with willingness to be engaged in mentors network in order to talk to the students about their practical experiences and give them career advice.
6. The percentage of refugees and host community members residing in Kosti with actual access to vocational training services and business awareness.
7. The career size (huge, medium and small).
8. The various ways followed to recruit people to the job.
9. Ways that followed to recruit the labors.
10. The willingness to change traditional methods.
11. Other competencies required in work/ job.
12. Availability of using the foreigner’s labor in the recruitment for such careers.
13. To provide recommendations that improve the vocational training value and adding new technical processes to upgrade the career.
14. **Scope of Work**

Information regarding future and current needs for trained persons in particular occupations seems to always to be in demand, in the normal course of their operations, must recruit and hire employees drawn from a broad cross section of the community. Market scan must identify the both the employment needs of businesses and employment opportunities for their residents.

The Study shall markets of 4 locations (Kosti, Rabak, Alsalam and AlGabalain) in White Nile state where Southren Sudanese Refugees Camps and host communities settled down and the project will be implemented.

However, and through a consultative and participatory process, the consultant will work with Plan International Sudan Monitoring and Evaluation (M&E) team to perform the following activities:

* Data collection from the primary source USING KOBO Tool where possible.
* Data management and: consultant will review and manage all collected and entered data (data from males and females youth for their needs and perceptions and market demand data as highlighted above).
* Consultant have to enter and # questionnaires (HH questionnaire).
* involvement of representatives of Kosti craft school to participate in the process for a purpose of learning by doing.
* Data cleaning and data analysis: the consultant should clean all the data and he/she should analyze the data by Performing data entry and verification by using Data set for data entry and KOBO Tool for data management and analysis.
* The data entry screens and the KOBO Tool will be provided by consultant in assistant of Plan ITC coordinator/ manager.
* The consultant will keep a record of work completed, including statistical code for all analysis, and provide this at the end of the consultancy;
* Ensure data quality is in place through the use of the provided KOBO Tool to clean the data once it has been imported into SPSS from data set;
* Make available a finalized, cleaned dataset.
* Preliminary findings must be disseminated in a consultation workshop attended by representatives from private sectors, employers , business owners, technical education department, academic institutions for data validation,
* Draft final analysis report: the consultant will prepare final draft survey report and submitted to Plan international Sudan after 25 working days.
* Providing analysis presentation – the consultant will present finding of market survey to Plan International Sudan senior management team.

1. **Deliverables**

Under this TOR the consultant is requested to deliver the following deliverables:

* Final comprehensive market assessment report with logic comparison and correlation with the recent available primarily and secondary data (in which stakeholder comments are adequately reflected) submitted in both electronic version and signed hard copy including recommendations and comparing the finding with what actually needed today in the market, and what updated careers occurred due to technology improvement and find its way to the market and the local citizens based on tasks as mentioned above, no later than one 10 days after reception of comments on the zero draft report.
* Reports should be provided in English language, a Summary of the Final Report should also be provided in Arabic.
* Database with all the questionnaires/ interviews entered, using KOBO tool that comply with the standard data entry forms provided by the consultant.
* A power point presentation (to be presented to the project stakeholders).
* Any additional deliverables that are part of the market assessment survey.

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).

1. **Level of Efforts**

The proposed start date is **01 Dec 2020**. However, a tentative scheduling is provided in the table below:

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| --- | --- |
| **Activity** | **Days of Work** |
| Field assessment – Data collection, cleaning & entry | 8 days |
| Data analysis | 2 Days |
| Draft Market assessment report | 10 days |
| Final Market assessment report | 5 days |
| **Total** | **25 days** |

1. **Terms of Payment**

Plan international Sudan shall pay the consultancy fee to the consultant as agreed between both the parties by contract agreement in SDG

p. All expenses shall also be included in the contract agreement. Initial payment of 30% will be made upon the sign of this agreement with detailed work plan approved by Plan international- Sudan, the remain being paid upon the delivery of the completion of all previously outlined activities.

1. **Tentative financial proposal (budget) containing:**

* Consultancy fees/costs,
* field data collection expenses broken down by team members, number of days, fees per team member according to the level of involvement and number of days required from each,
* travel, communication (internet, mobile credit) and administrative expenses,
* any other related costs and required for the proper conduction of the survey,
* Plan will cover the cost of meeting for presentation and validation of the results.
* In case of institution, paying VAT you should include it in financial budget.

1. **Qualifications & Experience**

* Five years of experience as a market studies, business and enterprises preferably with master degree in a relevant field.
* Proven experience in data management, analysis and reporting for quantitative surveys on marketing, value chain and business.
* Ability to write a concise and well-written analytical study report on the results of the survey in English.
* Technical expertise regarding data models, database design development, data mining and segmentation techniques.
* Knowledge of statistics and experience using KOBO tool for entering and analyzing datasets.

1. **Submission of Application**

The interested consultant are requested to submit the following:

* Appropriately accomplished Letter of Confirmation of Interest and Availability;
* Personal CV, indicating all past experience from similar projects, as well as the contact details (email and telephone number) of the Candidate and at least three (3) professional references;
* Brief description of why the individual considers him/herself as the most suitable for the assignment, and a methodology on how they will approach and complete the assignment.
* Financial proposal. The financial proposal shall specify a total lump sum amount with a clear break down costs. All applications must include, as an attachment, the CV, TOR and the financial proposal.
* The proposal should be submitted in electronic format by **January 2nd , 2021** to [Ahemd.Ibrahim@plan-international.org](mailto:Ahemd.Ibrahim@plan-international.org) and CC: Hanadi.Mohammed@plan-international.org, no later than 4:00 PM. Late applications will be rejected. Applications without financial proposal will be treated as incomplete and will not be considered for further processing.

1. **Application Screening & Evaluation**

The criteria which shall serve as basis for evaluating offers will be:

1. Previous experience& qualifications (Weight 70%). The Minimum overall qualifying score is 51. Only those candidates who meet the minimum qualifying marks of 51 will be considered technically suitable to evaluate their financial offer. The experience and qualifications weight shall be scored as below:

* Academic Background (20%).
* Experience with recognized institutions (INGOs, UN Agencies and other international and institutional donors in market, value chain and business surveys (30%).
* Experience in program design, implementation, reporting, monitoring…etc (20%).

1. Financial proposal (Weight 30%).
2. **Contact &Coordination**

For more clarification and coordination, please communicate with **Adoma Ibrahim Mohammed /Project Manager** and **Izzeldien Ibrahim Yousif / Project Coordinator**, they will serve as main point of contact and in charge of the approval of instruments and report/data. And they will be reached through (Adoma.Ibrahim@plan-international.org), and ([izzeldien.ibrahim@plan-international.org](mailto:izzeldien.ibrahim@plan-international.org)),

Tel: 0909509662 or 0911164077 for the full support on any further information.

**Appendixes**

1. **Project Proposal**



1. **Log frame work**



Will be submitted in hard copy.

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)