**Term of Reference, Labor Market Assessment, Plan International Sudan’s GFFO funded project "Humanitarian protection measures for children and young people affected by the crisis in Southern Sudan refigure camps in White Nile State ”, assessment period 15th February to 5th March -2021**

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 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, Kassalla and North Darfur. The assessment to be conducted White Nile in 8 South Sudanese Refugees camps and host communities in AL Salam and Algablain localities (Aljameya, Khor-Alwarel, Um Sangou, Al Redis 1, Al Redis 2, El Kashafa, Jouri, Dabat Bosin, and Al Alagaya)

1. **Project Background:**

The current crisis in South Sudan (SSD) started in Dec. 2013 and affects the South Sudanese population. The project focus on refugees displaced to White Nile state in Sudan.

The project is designed around three Expected Results - each representing a thematic component, which complements the two others.

1. Child Protection in Emergencies (CPiE),
2. Sexual reproductive health and rights aspects (SRHR),
3. Cash Voucher Assistance (CVA) actions and Direct Impact Livelihood Action (DILA).
4. **Labor Market Assessment Purpose and scope**

The main purpose of the study is to provide a comprehensive labor market assessment covering economic sectors in Elsalam and Egabalin localities in White Nile State including refugees setting and the towns namely Alsalam and Elgabalin, Umhani focusing on businesses and vocations that are in high demand including employers and businesses needs and potential labour requirements for youth from refugees and host communities. This labour 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 refugees and host community settings. The Study 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 refugees’ camps markets, host communities’ markets as well as potential linkages with business owners and mentors.

The assessment must clearly identify labour market needs in terms of skills gaps and market demands to inform interventions under DILA for vulnerable adolescent / Youth girls & boys to determine market opportunities, potential income generated activities (IGA) within short time (max. 1-6 months), taking into account 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.
* training and activities needed for refugees / host communities
1. **Plan International Sudan Responsibilities:**
* Arrange and manage approval of assessment from government and conduct community mobilization coordination with local partners and CBOs, recruit the enumerators.

Project Manager / FSL sector lead will provide assessment team all relevant project information.

* Project Manager & MEAL Coordinator will be involved in all assessment process to ensure this exercise meet the project objective.
* National FSL sector lead and Project Manager working with GFFO project team will support consultant with relevant project information.
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
* Data collection (secondary data and primary data) and analysis for market assessment, 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 study is expected to be started on 5th Feb to 5th March,2021 as below timeline:

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| --- | --- |
| **Activities**  | **Estimated Timeline (25 Days)**  |
| Discussion the technical and financial proposal, with CO.Develop detailed work-plan agreed with Plan project team.  | Week (1) 4 Days estimated |
| Consultant get orientation on Plan and general issues, including safeguarding policy | Week (1) ½ day estimated |
| Assessment tools refined as needed  | Week (1) 1 days estimated |
| Travel to WNS and Training for Enumerators Participated in assessment | Week (1) 2 days estimated |
| Desk research and key stakeholder interviews | Week (2) 2 days estimated  |
| Collection of primary data with labor market actors, training providers, potential partners and business/trade associations  | Week (2) 5 days estimated |
| Collection primary labor market actors, training providers, potential partners and business/trade associations (continue) |
| Data consolidation, analysis and report writing  | Week (3) 5 days estimated |
| Share draft report with Plan - Plan to share feedback with consultant | Week (3) 2 days estimated |
| Presentation of key findings to Plan International staff and key stakeholders at White Nile and results validation meeting. | Week (3) 1 day estimated |
| Consolidation of report with outcomes of the meeting by the consultant  | Week (4) 4 days estimated |
| Share final report |

1. **Consultant Profile**
* Experience in consulting and labour market research
* Familiarity with White Nile State especially refugee’s business community
* Well-connected to Business and Trade Associations and other industry platforms.
* Excellent labour market research and networking skills
* Excellent communication skills.
* Knowledge of statistics and experience using KOBO tool.
1. **Submission Information:**

Interested candidates are invited to submit via email one (1) application package to HR Department (by

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

Only shortlisted candidates will be contacted for further steps.

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 by contract agreement

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

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CONSULTING

TEAM ACKNOWLEDGEMENTS

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6. Recommendations and conclusions

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)