**Term of Reference,** **Labor Market & Energy Need Assessment and selection of beneficiaries , Plan International Sudan’s, Islamic Development Bank IsDB funded project " Light Up your Future’: Socio-economic Empowerment of Young Refugees in Sudan through Sustainable Energy Solutions**

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 South Sudanese Refugees camps and host communities in AL Salam locality with more focus on Al Redis 1, Al Redis camps

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 particularly refugees in Al Redis 2 and the host community.

The project intends to create employment and self-employment opportunities for the refugees affected by the Conflict in South Sudan and other nearby countries, by providing with capacity building trainings and the development of Income Generating Activities based on renewable Energy solutions such as a Multifunctional Platform and a solar oven or any other practical options that in line with the current situation on the ground determined by the assessment performed by an Independent Consultant, which will be installed by the project.

The project is designed around three Expected Results - each representing a thematic component, which complements the following:

* Component 1: Capacity Building and Skills Development
* Component 2: Renewable Energy–Based Income Generating Activities
* Component 3: Sustainability and Scale-up Facilitation

**Project Objective:** This project contributes to improving the socio-economic situation of youth (males and females) living in host communities and refugee camps in Sudan through capacity and skills development and through enhancing their access to clean, modern, reliable and sustainable energy for income-generating activities (IGAs)

* Outcome 1: Readiness of marginalized youth enhanced by improving their competencies (skills, knowledge and practices) to engage in sustainable livelihood activities in renewable energy
* Outcome 2: The economic productivity of marginalized youth improved to contribute to the economic wellbeing of themselves, families and the community
* Outcome 3: Improvements in the sustainability of new and existing renewable energy livelihoods project.

Beneficiaries (Please see Annex 2 for more information).

1. **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, 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).

Additionally, the assessment is expected to provide the project with the analysis of the target population and provision of the list of people who show interest in participating from the project in the different modalities which are:

1. Benefit from the Training of Trainers in both technical and business training, and replicate the acquired knowledge in a further training with the rest of the beneficiaries. There will be 10 trainees.
2. Benefit from the trainings delivered by the trainees from the ToT in technical and business knowledge, including the elaboration of a business plan and the possibility to develop an Income Generating Activity in the projects frame.
3. Participation from the Management Committee of the Multifunctional Platform and the Solar oven or any other equipment selected and agreed upon to be following the Independent Consultant’s assessment that will be installed by the project.

The market & energy need assessment is meant to focus on the following main components:

Market dynamics, business structures and business demand by:

* identifying opportunities of both waged and self-employment in refugees and host community settings. The Study will look for information regarding existing IGAs as well as current and Future needs for trained persons and trades/businesses that are in high demand.
* Identifying the employment needs of businesses and business viability within refugee camps markets, host communities’ markets, analysis of purchasing power as well as potential linkages with business owners and mentors.
* Identifying labor market needs in terms of skills gaps and market demands to inform interventions for vulnerable adolescent / Youth girls & boys to determine market opportunities, mapping and assessment of existing IGAs and potential income generated activities (IGA), considering specifically girls and young women meaningful inclusion and participation.

Social characteristics, dynamics and gender analysis

* Conduct gender and power relations analysis in both refugees and hosting communities context.
* Analyze population characteristics and facilitate a proper gender responsive and need-based selection of beneficiaries.

Energy needs assessment:

* Assess the current energy and power supply in the refugees camp and host communities and engaging relevant actors as well as barriers facing power generated IGAs.
* Assess the viability of alternative safe power supply system (Solar generated).
* Map out specification of power need and capacity requirements
* Assess the security and safety situation with regards to energy foundation set-up.

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 as well as existing businesses.
* Current context on women’s situation regarding employment and self employment.
* challenges, barriers, limitations and specific consideration related to gender.
* specific skills/capabilities and linkage with employment opportunities.
* Issues affecting current small and medium size businesses in camps.
* training and activities needed for refugees / host communities
* Identification of value chains where to insert small businesses.
* Mapping of Micro finance institutions which can potentially finance IGA not covered by the project.
* Characterization of local community members in terms of payment capacity and basic needs, which will be fundamental for the definition of the tariff scheme for the services provided by the renewable energy systems installed as well as for the IGAs business plan design.
* Reccomendations

Additionally, the assessment is expected to perform the selection of the beneficiary who will be part of the Project. As a result from the assessment, the candidates for the TOT will be selected, as well as for the 40 potential Income Generating Activities (IGAs) developers and the 10 members of the management committee (Please see Annex 2.Project proposal) based on the following criteria:

1. Capacity to be part of the ToT and replicate the training to the rest of the beneficiaries.
2. Willingness to participate and develop an IGA.
3. Leadership and management skills.
4. At least 50% of them will be women.
5. **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.
* Provide the assessment team all the relevant project information.
* Project Manager & YEE lead, MEAL Coordinator and SPNO will be involved in all assessment process to ensure that this exercise meets the project objective.
* .
* Ensure the dissemination of the study report.
1. **Consultant Activities and Responsibilities:**

The consultant will provide a detailed proposal of assessment methodologies to address youth needs and to ensure identified project beneficiaries through Best Interest Assessment (BIA) (see Annex 3) participated in this assessment and targeted by interviews in order to the know vocational and entrepreneurship training needs for this out-of-school.

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

* Desktop review and analysis of the relevant secondary data/information
* Provide Plan International with a specific work plan and data collection tools such as surveys.
* Collect Primary data through diversified interviews and focus groups including specific groups for women (include female interviewers)
* Conduct the 3 components of this assessment listed above (Market dynamics, business structures and business demand, Social characteristics, dynamics and gender analysis, Energy needs assessment) in a participatory manner.
* Analyse data and connect results. 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 dually to Plan International and IsDB focal point.
1. **Expected Consultant Deliverables**
* Submit technical narrative and financial proposal, including a proposed methodology for the study.
* Specific workplan and data collection tools.
* Data collection (secondary data and primary data) and analysis for market assessment
* Submit draft market assessment report
* Consolidate comments and improve the draft market assessment
* Submit Final Report in English, including:
1. Main results from the Assessment attending all expected data described in section 3 of the present ToRs.
2. 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)
3. List of beneficiaries identified from the project including: name, age, gender, conctact information, comments, specific activity they can participate from (ToT, Trainings, management committee)
4. **Consolidative with deliveries**

The study is expected to be started on the 25th of march 2021 as below timeline:

**Week 1:**

- Induction with Plan Staff (safeguarding…. 1 day

 - Provision of data collection tools by the consultant for further review.

- Definition and sharing of the materials needed for the desk review

**Week2:**

* Delivery of the workplan
* Assessment tools refined as needed
* Desk research and key stakeholder interviews

**Week 3-4:**

* 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
* Presentation of key findings to Plan International staff and key stakeholders at White Nile and results validation meeting.

Week 5:

* Consolidation of report with outcomes of the meeting by the consultant
* Share final report
1. **Consultant Profile**
* At least 5 years of experience in consulting and labor market research and renewable energy based IGAs (to be demonstrated with similar jobs performed in the past).
* Familiarity with White Nile State especially refugees business community
* Well-connected to Business and Trade Associations and other industry platforms.
* Excellent labor market research and networking skills
* Excellent knowledge of gender equality and protection issues
* Excellent communication skills.
* Knowledge of statistics and experience using KOBO tool.
* Gender balanced team
1. **Submission Information:**

Interested candidates are invited to submit via email one (1) application package to Operation Support Service Department via Ahmed.Ibrahim@plan-international.org before the 21st of March 2021.

* CV in English which clearly states relevant expertise/experiences;
* 1 technical proposal including detailed work-plan and methodology, including but not limited to:
	+ Sampling method
	+ Techniques and tools used to collect, prepare and analyze information and data, including software used.
* 1 financial proposal.

Only shortlisted candidates will be contacted for further steps.

1. **Estimated Duration (up to 5 weeks)**
2. **Data Confidentiality and Privacy and Safeguarding of children and young people**

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).

The Consultant must read, sign on and apply Global Policy Safeguarding Children and Young People in all the process of this study.

**Terms of Payment**

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

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

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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)