



Terms of Reference

Baseline Assessment (Market Based Assessments-Labour Markets and Barrier Analysis) For the Enhancing Youth Employment, Economic Development through Government and Private Sector Engagement in the Marginalised Areas of Afmadow and Bardheera Districts

Organization	Adeso - African Development Solutions, www@adesoafrica.org
Project	Enhancing Youth Employment, Economic Development Through Government and Private Sector Engagement in the Marginalised Areas Project
Position Type	Short-term Consultancy
Assessment Topic	Consultancy Assignment to Conduct a Baseline Assessment (Market Based Assessments - Labour Markets and Barrier Analysis) for the 'Enhancing Youth Employment, Economic Development through Government and Private Sector Engagement in the Marginalised Areas of Afmadow and Bardheera Districts' Project
Position Location	Afmadow and Bardheera Districts of Somalia
Duration	Thirty (30) Days
Reporting To	Economic Development Manager and Closely Working with the MEAL Manager and the Deputy Country Director - Somalia
Working With	Programs Team
Starting Date	Immediately
Application Deadline	2 nd April, 2018
Vacancy Contact	Please send applications to consultancy@adesoafrica.org

ORGANIZATIONAL CONTEXT

Adeso is an expanding and vibrant African based international development and humanitarian organization. At Adeso, we work with African communities who are yet to realize their full potential; working inside these communities to create environments in which Africans can thrive. Our belief that economic, social and environmental security is the bedrock of a healthy community drives the nature and intent of our programming. We work to prevent and overcome situations that adversely affect community well-being by: reinvigorating the economy, developing skills for life and work, providing humanitarian aid, and influencing policy.

For the past 20 years we have strengthened rural livelihoods through environmental awareness, training, technology transfer and innovative humanitarian projects in pursuit of a peaceful, self-reliant, and greener future. Currently, Adeso has programs in Somalia, Kenya and South Sudan. Adeso is an exciting and dynamic organization experiencing managed rapid growth.

It offers sound employment conditions with opportunities for personal growth and development.

Project Summary

The Enhancing Youth Employment, Economic Development through Government and Private Engagement to Reduce Vulnerability to Conflict (EYE) in the areas of Afmadow and Bardheera project seeks to address the drivers of conflict by providing socio-economic opportunities for male and female youth and women in Afmadow and Bardheera.

The project aims to address the drivers of conflict to reduce communities' vulnerabilities to conflicts by providing socio-economic opportunities for youth, women and excluded groups.

The theory of change for Enhancing Youth Employment, Economic Development through Government and Private Sector Engagement is that, If the burgeoning youths in Afmadow and Bardhere that are uneducated/unskilled have access to jobs and sustainable income, if the key productive sectors of agricultural farming and livestock are strengthened to benefit the wider communities, and if the women and youths' associations and cooperatives are supported to function better and have gainful income from their investments, then the project will enhance economic opportunities, reduce the communities vulnerability to conflicts and contribute to stability in the target areas.

Building upon Adeso's success in implementing employment intensive works in Afmadow, the project will expand into Bardhere to increase economic opportunities for marginalized populations and target youth and women. The EYE project has been designed to tackle the structural drivers of conflict through a mix of short-term and long-term job creations, youth skills development and enhancing economic opportunities for women and youth through investment in productive sectors and business & financial support. The structural drivers of conflicts in the target areas are youth unemployment, limited economic opportunities for women and youths due lack of investment on key productive and service sectors such as livestock input services, sesame, onion and skills development.

The project strategy therefore includes addressing the potential destabilizing effects of the humanitarian situation and poor economic conditions of rural areas and marginalized populations in the 2 locations. The main objective of this strategy is to leverage our current and recent programs with the 2 communities to build more comprehensive, effective and holistic approaches to address the drivers of conflict through initiating meaningful economic and social activities for the youth, women, the IDPs and returnees. Mobilising existing Self Help Groups such as cooperatives and farmers' associations to improve productivity and competitiveness of key value chains to collectively bargain in markets that would be vital to their grow.

OBJECTIVE OF THE ASSIGNMENT

The objective of the assessment is to carry out a comprehensive baseline analysis of the project areas of Afmadow and Bardheera districts of Somalia to generate first-hand information to be used for project planning and benchmarking against which will serve as a target setting exercise against which outcomes results will be measured at the end of the project.

The baseline assessment will help determine the necessary socio-economic situation, market based information & barrier analysis that will help bring forth data to inform the proportion, capacity and level of available resources in the communities. Specifically, the assessment will focus on food economic development indicators with a view to establish economic systems on market absorption capacity, particularly the level of integration and access.

The assessment will also look at measures that are able to reduce communities' vulnerability to conflict and enhance gender equality including making sure that socio-economic development opportunities are accessible to a wider population.

The specific objectives will include:

- Drought affected community profiling showing an analysis of the current economic situation, economic opportunities, gaps, and vulnerabilities and challenges to be addressed.
- Determining those specific hindrances and measures that are able to sustain peace and harmony of targeted households in community and improved capacities of humanitarian agencies including the government to respond.

- Analysis of labour markets trends and barrier analysis in the targeted districts with strong emphasis on market invigoration, and specific to Sesame and Onion value chains analysis.
- An analysis of the market capacity including but not limited to an analysis of purchasing patterns, transport and distribution networks, market absorption capacity various skills and other livelihood products.
- Recommendations for programmatic approaches to address the immediate priorities with regards to strengthening economic components of the project.

SCOPE OF WORK

The assessment scope includes the review of the existing information through desk review process, the primary data collection and quantitative including qualitative interviews in the field locations. The consultancy assignment will provide an analysis and discussion of facts and data within the assignment context. The literature will include among others; Project proposal, Project Log frame; previous Adeso-SSF funded projects and other relevant literature as will be found necessary by the consultant.

Relevant literature (project documents and other existing literature) will be collected in advance and reviewed to get a better understanding of the assessment and to sharpen research processes. Some of the documents considered mandatory for this review would include information on Policy makers, community key leaders and the general public.

SURVEY DESIGN

With the facilitation of Project staff and Adeso MEAL coordinator, the consulting firm will develop a participatory design where the main project stakeholders will be involved to give their input and views in the survey process. The data collection tools to be used should capture crosscutting issues particularly gender, governance, environment and accountability to the extent possible. Tools developed will be pre-tested to ensure that enumerators and the targeted population alike have the same understanding of the assessment objective, and revised based on identified shortcomings. This also includes translation of the study tools into Somali language where necessary.

The project target areas have been clustered geographically into villages (from districts) which the survey is expected to observe. Samples should be drawn from each of the regions in proportion with the size of the population through use of an appropriate sampling technique.

Field data collection should be done by enumerators selected from districts of origin. This will give the exercise the credibility it requires for wider acceptance of the survey findings by the community. A data mask should be developed for entering the completed questionnaires after finalization, following pre-testing. Enumerators will be trained on how to collect and analyse data at field level to build capacity at that level. A combined analysis will be done for the collected data to allow program level conclusions to be drawn.

PRESENTATION OF ASSESSMENT FINDINGS

The consultant will be responsible for developing an assessment report working closely with Adeso programme teams. The report will document findings and provide a benchmark for measuring outcomes of project interventions.

The consultant will then present the findings to a panel of the donor and Adeso management team for final consultation and review.

DELIVERABLES

1. Inception Report: includes initial work plan and proposal for the baseline survey outlining the proposed methodology, survey tools, process of data collection and analysis, budget outline, as well as final set of data-collection tools for all indicators in the log frame within first week of contracting.
2. Draft report of the baseline survey for the feedback and comments from staff.
3. Draft report of the labour markets trends and barrier analysis for the feedback and comments from staff
4. Presentation on the main findings of the baseline and labour markets trends/barrier analysis assessment at field level involving project teams, community representatives and local authorities.
5. Final report of the baseline assessment (three hard copies and a soft copy on CD ROM) in English which includes:
6. Final report of labour markets trends and barrier analysis (three hard copies and a soft copy on CD ROM) in English which includes
7. Summary version of the final report to be shared with project communities, our donors and government stakeholders.

NB: - The baseline report should follow and conform to the consortium log-frame and show clear interlinkage as necessary. Qualitative indicators should clearly be focused on during the assessment-to show the interlinkage between the project outcome, output and intervention or activity variables, these indicators include and not limited to;

- Communities' peace and harmony maintained through determining the averted conflicts and/or feuds due to proper utilization and management of rehabilitated water structures.
 - Targeted households reporting improved water sources leading to their accessing clean and safe water.
 - Interest groups and minorities (participating in the Inclusive community based targeting approach) selected to represent the community in the Village relief committees.
8. Types of stakeholders participating in public engagement and sensitization activities.

CONSULTANCY PERIOD

The consultancy will be for 30 days; including travel days.

QUALIFICATION PROFILE

- Postgraduate degree in a food security and livelihoods related field.
- At least seven years of hands on experience in conducting baseline assessments in livelihood, WASH and cash intervention programming.
- Strong understanding of monitoring and evaluation techniques.
- Familiar with the livelihood context in Somalia.
- Strong experience in gender mainstreaming in insecure and volatile contexts such as Somalia.
- Experience in developing and implementing gender sensitive baseline methodologies in livelihood and cash intervention frameworks.

- Ability to analyse complex livelihood frameworks.
- Good knowledge and experience in survey design, implementation of surveys and statistical data analysis.
- Knowledge of Somali people, culture and the Somali political dynamics an advantage.
- Previous experience doing similar assignment with Adeso is an added advantage.

INTELLECTUAL PROPERTY RIGHTS

All documentation related to the assignment shall remain the sole and exclusive property of the donor through Adeso.

APPLICATION PROCESS

All applications should be sent to consultancy@adesoafrica.org by the **2nd April, 2018** with “**Enhancing Youth Employment Project Baseline and Labour Markets Trends/Barrier Analysis**” on the subject line. The selection committee will review all applications as they arrive. All applicants must meet the minimum requirements described above, and those unable to meet these requirements will not be considered.

Each application package should include the following:

- A cover letter addressing the selection criteria including how the consultant’s previous experience matches the consultancy objectives as well as the interest for the position. It should also indicate the candidate’s availability and consultancy rates. The letter should be no longer than two pages;
- Technical proposal, proposed detailed comprehensive budget capturing all the costs.
- Updated CVs for all consultants including relevant work experience and qualifications.
- A sample of recent work;
- Contact details of 2 references.

Applications not including all of the above information will not be reviewed. Adeso is an equal opportunity employer.