



Terms of Reference (ToR)

Gender-Responsive Integrated Market, Livelihoods, and Labour Assessment

for

SAFER Sudan: Strengthening Access to Protection, Foster Care, Economic Resilience, and Reintegration

1. About CARE International

CARE International (CI) is among the world's largest international non-governmental humanitarian relief and development confederations. Drawing on over 75 years of experience, through its Members, Candidates, and Affiliates, CARE works in more than 100 countries to save lives, defeat poverty, and achieve social justice. CARE's vision is a world of hope, inclusion, and social justice, where poverty has been overcome and people live in dignity and security. CARE places gender equality, diversity, and inclusion at the centre of all its work, recognising that poverty and social injustice cannot be overcome unless all people have equal rights, opportunities, and voice.

2. Introduction

The action is implemented under the leadership of CARE Nederland (Lead Applicant), with CARE International in Sudan serving as an Affiliated Entity, together with consortium partners Plan International (UK), Danish Red Cross, Sudanese Red Crescent, Talawiet Organization for Development, and Child Development Foundation. The action, titled "Strengthening Access to Protection, Foster Care, Economic Resilience, and Reintegration (SAFER) Sudan," is a 48-month intervention implemented across Khartoum, South Darfur, South Kordofan, Red Sea, Gedaref, and Kassala States under the European Union's NDICI-Global Europe framework. SAFER Sudan responds to the protracted displacement, protection risks, and socio-economic exclusion affecting vulnerable populations in Sudan, particularly women, children, youth, persons with disabilities, internally displaced persons, returnees, and displacement-affected host communities. The action adopts an integrated approach that links **protection services, family-based care and child protection, livelihoods and economic resilience, and social reintegration**, in line with EU priorities on human development, inclusion, and resilience in fragile and conflict-affected settings

The overall objective of SAFER Sudan is to provide protection and socio-economic reintegration to at-risk groups in displacement-affected communities, through a deliberate and integrated approach that links protection outcomes with sustainable economic recovery pathways. The action is structured around 2 mutually reinforcing outcomes:

- **Outcome 1:** Increased access to safe, gender-sensitive, and age-appropriate protection services for vulnerable populations, including women, children, youth, persons with disabilities, IDPs, and survivors of sexual and gender-based violence.
- **Outcome 2:** Improved livelihood opportunities, with a particular focus on the equal and meaningful inclusion of the most vulnerable groups, enabling them to restore income, reduce reliance on negative coping strategies, and strengthen resilience and social reintegration.

During the inception phase, SAFER Sudan commits to conducting a set of critical assessments to ensure that interventions are contextually grounded, responsive to evolving needs, and aligned with market



realities. These include assessments related to gender-inclusive income-generating activities, labour and employability opportunities, and market systems, alongside other inception studies required under the Action.

Given the strong interlinkages between markets, livelihoods, labour, and protection risks in the SAFER operational context, CARE has determined that these assessments should be conducted through a single, integrated inception assessment, rather than through fragmented or standalone studies. This integrated approach is intended to generate coherent, actionable evidence that directly informs programming decisions, reduces duplication, and strengthens the analytical foundation for Outcome 2 interventions.

CARE therefore seeks the services of a qualified consultancy firm or individual consultant to conduct a **Gender-Responsive Integrated Market, Livelihoods, and Labour Assessment**. The findings will directly inform the design, targeting, sequencing, delivery modalities, and risk mitigation measures for SAFER Sudan's Outcome 2 economic interventions during inception and early implementation.

This integrated assessment will complement and build on the Rapid Gender Analysis (RGA) conducted during inception, ensuring that gender norms, risks, and power dynamics are systematically reflected in market, livelihood, and labour market analysis.

3. About SAFER Sudan

SAFER Sudan is designed as an integrated protection and socio-economic reintegration action, recognising that economic exclusion, lack of livelihood opportunities, and exposure to protection risks are deeply interconnected in displacement-affected settings. The project adopts an area-based and vulnerability-focused approach, ensuring that economic recovery interventions are both market-informed and protection-sensitive.

Under Outcome 2, SAFER Sudan aims to expand safe, inclusive, and sustainable economic opportunities for vulnerable women and youth, including persons with disabilities, IDPs, and survivors of SGBV. Outcome 2 interventions are expected to operate across a range of economic pathways, including self-employment, small-scale enterprise development, and wage labour, depending on market feasibility and individual capacities. Specifically, SAFER Sudan will:

- Support vulnerable women and youth with market-linked economic opportunities aligned with local demand and absorption capacity
- Provide business grants and IGA start-up support, informed by viability and risk analysis
- Deliver financial literacy, life skills, and employability training tailored to different target groups
- Support vocational training linked to realistic labour market opportunities, including apprenticeships or placements where feasible
- Strengthen community safety nets and social protection mechanisms to complement livelihood support and reduce exposure to harmful coping strategies

All economic interventions under Outcome 2 are expected to be implemented with a strong gender, inclusion, and protection lens, ensuring that participation in markets and labour does not increase exposure to GBV, SEA/SH, exploitation, child labour, or other protection risks. The integrated assessment covered by this ToR will provide the evidence base required to operationalise this approach in a conflict-sensitive, market-informed, and gender responsive manner.

4. Scope of the Assignment

The purpose of this assessment is to generate robust, actionable evidence on:

- Market functionality and the broader economic environment.
- Viable livelihood options for SAFER Sudan target groups, including self-employment, MSMEs, and wage labour pathways.
- Labour and employability opportunities, including analysis of existing job opportunities, in-demand skills, sectors with potential for future growth in local economies, and viable livelihood and



economic pathways for SAFER Sudan target groups. This should include analysis of access barriers and agency constraints affecting women, youth, persons with disabilities, and displaced populations in engaging safely in markets and livelihoods, as well as recommendations on appropriate and effective delivery modalities for different target groups and contexts.

- The roles of women not only as beneficiaries but also as active market actors, including entrepreneurs, aggregators, service providers, trainers, and participants in value chains.
- Opportunities for women's collective economic action, including cooperatives, savings groups, producer groups, and other collective models that may strengthen market access, resilience, and bargaining power.

The assessment will inform practical decisions on:

- selection of viable IGAs and market-linked opportunities
- feasibility and targeting of small business grants and start-up support
- vocational and employability pathways, including apprenticeships and work placement opportunities, and assessment of the capacity, quality, accessibility, and market relevance of local vocational training institutions and training providers.
- sequencing, delivery modalities, and risk mitigation for safe and inclusive engagement in markets and workplaces
- barriers and enablers affecting women, youth, persons with disabilities, IDPs, and SGBV survivors in accessing economic opportunities
- push and pull readiness factors influencing participation of vulnerable groups in markets and labour systems, including skills readiness, mobility, safety, household support, employer demand, and market absorption capacity

The assessment will analyze viability (economic, technical, and market feasibility), accessibility (physical, financial, technical, and social), profitability, and inclusion dynamics. It will provide evidence-based recommendations that can be directly operationalised by SAFER partners, including guidance on sequenced and protection-sensitive pathways for economic participation.

Geographic focus: Khartoum, South Darfur, South Kordofan, Red Sea, Gedaref, Kassala.

5. Specific objectives

The overall objective of the Inception Integrated Market, Livelihoods, and Labour Assessment is to generate practical, protection-sensitive, and market-informed evidence to guide the design, targeting, sequencing, and risk mitigation of SAFER Sudan's Outcome 2 economic interventions during inception and early implementation. The assessment will explicitly account for inflation, currency volatility, and market instability to ensure that recommendations remain feasible under rapidly changing economic conditions.

Specifically, the assessment seeks to:

- Identify and map existing and promising market opportunities relevant to SAFER target groups across the six project states, including both self-employment and wage labour pathways.
- Analyse market systems and value chains to determine feasibility, demand patterns, supply constraints, price dynamics, competition, and saturation risks affecting target groups.
- Assess the viability and accessibility of income-generating activities, MSME opportunities, and business grant pathways suitable for vulnerable groups, including SGBV survivors and persons with disabilities.
- Assess labour and employability opportunities, including vocational pathways, apprenticeship and placement feasibility, employer demand, and barriers to entry for women, youth, IDPs, and persons with disabilities.



- Map existing women's and youth networks, cooperatives, savings groups, and informal associations that may serve as entry points for economic participation, collective enterprise, and market engagement.
- Analyse gender norms, household decision-making, mobility, unpaid care work burdens, and time poverty that shape economic participation, and identify feasible labour-saving or time-reducing innovations that could enable participation.
- Identify opportunities for women's leadership and participation in market systems, including roles in value chains, enterprise development, service provision, and collective economic action.
- Assess the feasibility of private sector partnerships, vocational training providers, financial institutions, and other market actors using a gender- and inclusion-sensitive lens.
- Assess delivery mechanisms for economic support, including accessibility and appropriateness of financial service providers, banks, mobile money, hawala systems, savings groups, and other grant or cash delivery channels.
- Analyse institutional, social, and protection-related factors that shape safe economic participation, including associated risks and mitigation measures.
- Generate actionable and prioritised recommendations to inform the selection of IGAs, business grants, vocational training packages, employability strategies, delivery mechanisms, and market engagement approaches during inception and early implementation.

6. Guiding Questions

Analytical Area	Guiding Questions	Linked Logframe Indicators (Annex I)	Purpose for SAFER Sudan Programming
1. Market Functionality and Opportunity Mapping	• What are the dominant livelihood activities and market systems in each target state and locality? • How have conflict, displacement, inflation, and insecurity affected market functionality, access, and price dynamics? • Which sectors show realistic growth potential for SAFER target groups under current conditions? • Which markets can absorb new entrants without high saturation risk? • What roles do women and youth currently play in local market systems, including as producers, traders, service providers, or intermediaries? • What opportunities exist for women's leadership or participation in value chains and local market	Outcome 2 Indicator 2.1: % of supported individuals reporting increased or restored income sources Output 2.1 Indicator: # of market-linked livelihood options identified and supported Assumptions/Risks: Market functionality and access remain sufficient for intervention feasibility	Ensures sector selection, grant design, and economic pathways are grounded in realistic market conditions and decision thresholds.



Analytical Area	Guiding Questions	Linked Logframe Indicators (Annex I)	Purpose for SAFER Sudan Programming
	governance structures? • Are markets sufficiently functional to support economic recovery interventions, including grants, IGAs, and wage pathways? • What minimum thresholds of market functionality exist by state and locality, including availability of goods and services, price stability, supply reliability, physical access to markets, and manageable saturation risk? • Under what conditions would markets be considered functional enough to support livelihood grants, enterprise start-up support, or employability pathways in volatile contexts?		
2. Income-Generating Activities (IGA) and MSME Feasibility	• Which IGAs are viable and profitable with realistic start-up costs and manageable risk? • What minimum viable asset packages and skills are required by IGA type? • What constraints exist for business grant implementation and business plan feasibility? • How do feasibility and risk profiles differ by sex, age, disability, and displacement status? • What opportunities exist for collective livelihood models such as cooperatives, savings groups, or producer groups? • How do unpaid care burdens and time poverty affect participation in IGAs?	Output 2.2 Indicator: # of individuals supported with viable IGAs or MSMEs Output 2.2 Indicator (disaggregated): % of women, youth, IDPs, and persons with disabilities supported Outcome 2 Indicator 2.1	Directly informs grant size, IGA menus, eligibility criteria, and disaggregation requirements in proposal



Analytical Area	Guiding Questions	Linked Logframe Indicators (Annex I)	Purpose for SAFER Sudan Programming
	• What delivery mechanisms are most appropriate for different IGA types and target groups?		
3. Labour and Employability Opportunities	• What wage labour opportunities exist, formal and informal, in the target locations? • What barriers limit access for women, youth, IDPs, and persons with disabilities? • Which employers or sectors are suitable for apprenticeships, placements, or short-term work? • What in-demand skills are identified by employers and market actors? • What training-to-work pathways are feasible given insecurity and mobility constraints? • What is the capacity, accessibility, and market relevance of local vocational training institutions? • Which sectors or roles present unacceptable protection risks, including exploitation, unsafe commuting, child labour exposure, or GBV risks? • What minimum standards should SAFER adopt for apprenticeships, placements, and employer engagement?	Output 2.3 Indicator: # of individuals supported through employability or vocational pathways Outcome 2 Indicator 2.1: Improved access to income through wage labour	Ensures employability programming is safe, realistic, and aligned with labour demand.
4. Financial Inclusion, CVA Feasibility, and Delivery Mechanisms	• What formal and informal financial services exist in the target locations? • What barriers prevent target groups from using them safely? • How accessible are banks, mobile money services,	Cross-cutting Indicator (Gender & Inclusion): % of participants accessing safe and appropriate financial mechanisms	Informs CVA feasibility, grant delivery mechanisms, and financial safeguards.



Analytical Area	Guiding Questions	Linked Logframe Indicators (Annex I)	Purpose for SAFER Sudan Programming
	hawala systems, savings groups, or microfinance providers? • What identification, KYC, documentation, or mobility constraints affect access to financial services? • What risks exist related to debt, informal lending, or financial exploitation? • What is the liquidity and operational capacity of financial service providers and agent networks in target areas? • Is cash and voucher assistance feasible and safe in each location? • What delivery modalities are most appropriate for SAFER economic support interventions across locations and target groups?	Assumptions: Financial services are accessible and do not increase protection risks	
5. Gender Norms, Inclusion, and Protection Risks	• What gender norms, household dynamics, and mobility restrictions shape economic participation and control over income? • To what extent do women control income, assets, and productive decisions, and how does this vary by age, disability, and displacement status? • What risks of GBV, SEA/SH, exploitation, or child labour are linked to market participation and work? • What mitigation measures should SAFER integrate into livelihoods delivery? • How do unpaid care responsibilities and workload affect women's and girls' participation in economic activities?	Cross-cutting Gender Indicator: % of women reporting increased control over income Safeguarding & Risk Assumptions under Outcome 2 Output-level Risk Matrix (Annex I)	Operationalises protection-sensitive and gender-transformative livelihoods programming.



Analytical Area	Guiding Questions	Linked Logframe Indicators (Annex I)	Purpose for SAFER Sudan Programming
	• What labour-saving or time-reducing solutions could enable participation? • Are there existing women's or youth groups, cooperatives, or informal associations that could support market engagement? • What is the capacity of these groups for collective economic action? • What incentives exist for private sector actors to engage vulnerable groups, and what risks do they perceive?		
6. Institutional Linkages and Enabling Environment	• What linkages exist between communities and private sector actors, training providers, financial institutions, and authorities? • To what extent are these institutions accessible and inclusive for vulnerable groups? • Are women, youth, and persons with disabilities represented in trade associations, cooperatives, or market committees? • What enabling or constraining factors shape safe access to markets and jobs? • What partnership opportunities exist with private sector actors, training providers, and financial institutions?	Outcome 2 Sustainability Assumptions Output 2. Indicator: Functional partnerships or referral mechanisms established	Strengthens sustainability, partnerships, and institutional anchoring of economic interventions.

7. Specific Tasks

The consultant will, at minimum:



- Identify, assess, and map market opportunities and viable livelihood options (self-employment and wage labour) at locality level.
- Conduct market and value chain analysis for selected high-potential sectors, including market structure, actors, flows, and constraints across production, services, processing, and marketing.
- Analyse viability, accessibility, profitability, and risk, including demand, supply, pricing, seasonality, competition, and feasibility under inflation and insecurity.
- Assess feasibility of business start-up grants and IGA start-up support, including minimum viable asset packages, skills requirements, and operational risks.
- Conduct labour and employability analysis, including vocational pathways, employer mapping, placement feasibility, and barriers for vulnerable groups.
- Identify key gender norms and social barriers affecting participation and economic decision-making, including unpaid care work and agency constraints.
- Assess barriers and enablers for persons with disabilities and other at-risk groups in accessing markets, skills, jobs, and financial services.
- Identify protection risks linked to market participation and work, including GBV, SEA/SH, exploitation, and child labour risk, and propose mitigation measures.
- Map enabling services and institutional linkages, including financial services, training providers, employers, business development services, authorities, and referral pathways.
- Assess feasibility of delivery mechanisms for economic support, including grants, in-kind support, vocational pathways, apprenticeships, and wage employment engagement.
- Assess financial service provider capacity, liquidity, agent networks, accessibility constraints, and risks relevant to CVA feasibility.
- Define practical market functionality thresholds by location to guide feasibility of grants, IGAs, and employability interventions.
- Provide clear, prioritised, operational recommendations for SAFER implementation.

Required Analytical Outputs

In addition to the narrative assessment report, the consultant is expected to produce practical analytical outputs that directly support SAFER Sudan implementation decisions. These should include:

- Locality-level market and livelihoods opportunity maps
- Value chain profiles for selected priority sectors
- A modality and delivery mechanism decision framework (grants, employability pathways, training, partnerships)
- A prioritised implementation roadmap indicating what interventions can begin immediately and what should be sequenced after market stabilization or capacity strengthening
- A protection-sensitive “Do No Harm” implementation checklist for economic programming
- Guidance on minimum standards for apprenticeships, placements, and employer engagement
- CVA feasibility considerations relevant to SAFER economic interventions
- Recommendations on collective economic models and private sector engagement opportunities

8. Intended Users and Use

Findings will be used by CARE Sudan, consortium partners, consortium technical working groups (TWGs), and SAFER consortium management to prioritise sectors, define economic pathways, refine targeting, inform sequencing, and strengthen protection risk mitigation. A short utilisation plan will be included in the inception note and final report.

Communication, Dissemination and Utilization Plan



Communication Format	Purpose of Communication	User	Person Responsible	Timing/ Dates
Inception Report	Outline scope, approach, methodology and stakeholders	CARE Sudan, Consortium Partners, Project Governance Structures (CSC/CMU/T WGs)	Consultant	Week 1 (within 5 working days of contract start)
Assessment process update	Maintain coordination during CARE-led data collection; address methodological issues, data quality, access constraints, and workplan adjustments	CARE Sudan, Consortium Partners, CMU, MEAL and Livelihoods/Protection TWGs	Consultant	Throughout data collection period
Preliminary findings presentation (virtual)	Present early findings, market functionality analysis, modality considerations, and emerging recommendations to support early implementation decisions	CARE Sudan, Consortium Partners, CMU, MEAL and relevant TWGs	Consultant	End of analysis phase (indicatively Week 3)
Validation workshop / validation exercise (virtual)	Validate findings, prioritise recommendations, confirm modality and sequencing decisions, and agree on practical implementation implications	CARE Sudan, Consortium Partners, CMU, TWGs (Livelihoods/Cash, Protection, MEAL, Safeguarding/Accountability), relevant stakeholders where feasible	Consultant	Week 4
Final Integrated Assessment Report (Market, Livelihoods, and Labour)	Present final findings and actionable recommendations, including annexes and datasets for implementation use	CARE Sudan, Consortium Partners, CMU, MEAL and relevant TWGs	Consultant	Week 5 (within 5 working days after validation)



In addition to conducting this study, the consultant is expected to document key pre-implementation learning, market constraints, modality considerations, and contextual insights relevant to SAFER Sudan economic programming. These will serve as reference points for adaptive implementation and for future midline and endline assessments.

9. Study Design and Data Collection Methods

The study design will be finalised during the inception phase by the selected consultant or consultancy team, in coordination with CARE Sudan and consortium partners. The assessment is expected to adopt a mixed-methods approach, combining quantitative and qualitative methods to ensure robust analysis and practical applicability.

Quantitative tools may be used to capture key indicators related to livelihoods, market access, income sources, employability, and financial inclusion. Qualitative tools will include Focus Group Discussions (FGDs), Key Informant Interviews (KIs), employer and market actor interviews, and structured market observation where feasible. Sampling must be clearly justified and disaggregated by sex, age, disability, displacement status, and location, in line with SAFER Sudan inclusion and accountability commitments.

The study design must ensure coherence across the market systems, income-generating activities, and labour and employability components, enabling triangulation of findings and direct translation into implementation decisions under Outcome 2.

All assessment activities will be conducted in line with do-no-harm principles, conflict sensitivity standards, and CARE safeguarding and accountability frameworks.

Given access constraints, security considerations, and the geographic spread of the SAFER Sudan action, the assessment will be conducted using a **remote technical leadership modality**, whereby the consultant leads the assessment design, methodology, analytical framework, and quality assurance processes, while primary field data collection is conducted by CARE Sudan and consortium partner field teams under the consultant's technical supervision.

a. Primary Data Collection

Primary data collection will be implemented by CARE Sudan and, where relevant, consortium partner field teams across Khartoum, South Darfur, South Kordofan, Red Sea, Gedaref, and Kassala, under the technical direction and remote supervision of the consultant.

The consultant will design all quantitative and qualitative data collection tools and methodologies, develop enumerator training materials, and deliver enumerator training remotely or in hybrid format as agreed during inception. CARE Sudan will be responsible for enumerator recruitment, field deployment, logistics, coordination with authorities, and secure transmission of collected data to the consultant for verification, cleaning, and analysis.

Remote supervision and quality assurance mechanisms will include regular virtual coordination with field teams during data collection, monitoring of incoming data through the agreed digital data collection platform, periodic data quality checks, and structured feedback to field teams to ensure adherence to the agreed methodology and ethical standards.

Data collection tools must:

- Reflect SAFER Sudan gender, age, disability, and displacement disaggregation requirements
- Be culturally appropriate and accessible, including for persons with disabilities
- Apply survivor-centered and trauma-informed approaches where relevant
- Integrate conflict sensitivity, safeguarding, and accountability considerations throughout field engagement

b. Secondary Data Collection



CARE Sudan will provide relevant project documentation, including the approved Description of the Action, the Logical Framework Matrix, Rapid Gender Analysis outputs, and inception materials. The consultant is also expected to identify and review additional secondary data relevant to the assessment objectives, including market and labour analyses, humanitarian cash feasibility analyses where available, assessments conducted by other humanitarian actors, coordination platform products, and available government or inter-agency reports.

Secondary data review will be used to support contextual analysis, triangulation of findings, and definition of market functionality thresholds and delivery modality considerations.

10. Roles, Responsibilities, and the Study Timeline

Overall roles, responsibilities, and the detailed study timeline will be confirmed during the inception meeting following contract signature. Indicative roles are outlined below.

Given access constraints, security considerations, and the geographic spread of the SAFER Sudan action, the assessment will be conducted under a **remote technical leadership modality**, in which the consultant holds overall technical responsibility for the study, while CARE Sudan and consortium partner field teams conduct primary data collection under the consultant's technical supervision.

State-level authorities and local stakeholders: Support community access and engagement, facilitate participation of target populations, and provide contextual inputs to strengthen interpretation of findings where feasible.

CARE Sudan: Provide overall coordination and oversight of the assessment process; recruit and manage enumerators; coordinate and conduct field-level data collection; facilitate access and logistical arrangements where possible; approve data collection tools; ensure safeguarding and conflict sensitivity standards are applied during field engagement; share collected data securely with the consultant; review deliverables; and convene validation discussions.

SAFER Sudan Consortium Partners: Support access to target locations and communities; contribute technical inputs during inception, validation, and utilisation of findings; and support CARE Sudan in field data collection where relevant.

External Consultant / Consultancy Team: Lead the assessment design, methodology development, analytical framework, and work planning; design all quantitative and qualitative data collection tools; develop and deliver enumerator training; provide remote technical supervision and quality assurance during CARE-led data collection; conduct data verification, cleaning, and analysis; prepare and present findings; facilitate the validation process; and prepare all assessment deliverables. The consultant will provide remote technical leadership and quality assurance, while CARE Sudan will lead field data collection through trained enumerators in each target state.

Indicative timelines will be aligned with SAFER Sudan inception priorities and early implementation decision points and will be proposed by the consultant in the technical offer, including clear sequencing of inception, CARE-led data collection, remote supervision, analysis, validation, and reporting phases.

11. Deliverables

Key deliverables under this assignment include:

- **Inception Deliverable:** Inception Report, outlining the agreed methodology, sampling framework, analytical approach, data collection tools, detailed workplan, remote supervision arrangements, and risk mitigation measures.
- **Assessment Deliverables**
 - Draft Integrated Market, Livelihoods, and Labour Assessment Report, prepared in line with CARE reporting standards and agreed analytical frameworks, presenting preliminary findings and implications.



-Validation workshop or validation exercise, including presentation materials and documentation of key findings, prioritised recommendations, and agreed programmatic implications with CARE Sudan and consortium partners.
 -Final Integrated Assessment Report, incorporating consolidated feedback from CARE Sudan and consortium partners and formally approved through CARE internal review and quality assurance processes.

- **Analytical Outputs for Implementation:** In addition to the narrative assessment report, the consultant will produce practical analytical outputs to support SAFER Sudan implementation decision-making, including:
 - Locality-level market and livelihoods opportunity maps
 - Value chain profiles for selected priority sectors
 - A modality and delivery mechanism decision framework (including grants, in-kind support, vocational pathways, employability pathways, and private sector engagement options)
 - A prioritised implementation roadmap identifying interventions that can begin immediately and those requiring sequencing, market stabilization, or capacity strengthening
 - A protection-sensitive “Do No Harm” implementation checklist for economic programming
 - Guidance on minimum standards for apprenticeships, placements, and employer engagement
 - CVA feasibility considerations relevant to SAFER economic interventions, including financial service provider capacity and accessibility
 - Recommendations on collective economic models and private sector engagement opportunities
- **Data and Documentation Deliverables:**
 - Cleaned and anonymised datasets and supporting documentation, including quantitative datasets, qualitative notes or summaries, and analytical matrices, clearly labelled and systematically structured for future use by CARE Sudan and consortium partners.
 - Data dictionary or codebook describing variables, indicators, and disaggregation.

12. Proposal Submission Requirements

Interested consultants or consultancy firms are required to submit separate **Technical and Financial Proposals** in response to this ToR. Proposals must clearly demonstrate the consultant’s understanding of the SAFER Sudan context, the EU framework, and the integrated Market, Livelihoods, and Labour assessment approach under a **remote technical leadership modality**, where the consultant leads methodology, analysis, and quality assurance while CARE Sudan conducts field data collection.

Component	Required Content
a. Integrated Market, Livelihoods, and Labour Assessment Design and Understanding of the ToR	A detailed description of the proposed assessment methodology demonstrating a clear understanding of SAFER Sudan objectives, Outcome 2 priorities, and the purpose of this integrated inception assessment. The methodology must: • Explain the proposed mixed-methods approach combining quantitative and qualitative data collection • Describe how market systems analysis, IGA feasibility analysis, and labour and employability analysis will be integrated into a single analytical framework • Clearly describe how the consultant will provide remote technical supervision and data quality assurance during CARE-led data collection • Include use of quantitative tools where relevant to capture contextual indicators, and qualitative methods (FGDs, KIIs,



Component	Required Content
	participatory tools) to explore market access, gender norms, protection risks, and inclusion barriers - Clearly outline the sampling strategy, including disaggregation by sex, age, disability, displacement status, and location - Include a risk mitigation approach addressing conflict sensitivity, safeguarding, remote coordination risks, and ethical considerations - Explicitly describe how findings will be translated into implementable recommendations aligned with SAFER Sudan Outcome 2 indicators
b. Timeline of Key Activities (Gantt Chart Format)	A visual and narrative work plan covering all phases of the assignment, including: - Inception phase and tool development - Development of enumerator training materials and delivery of training - CARE-led field data collection under consultant technical supervision - Data cleaning, analysis, and synthesis of findings - Validation workshop or validation exercise - Final reporting and submission of datasets The Gantt chart must clearly indicate sequencing, dependencies, and the anticipated number of working days per activity.
c. Primary Data Collection Action Plan	A Primary Data Collection Action Plan that clearly distinguishes responsibilities between CARE Sudan and the consultant. The proposal should describe: - The consultant's approach to remote supervision of CARE-led data collection - Quality assurance mechanisms during field data collection - Coordination arrangements with CARE Sudan field teams - Enumerators' required profiles (gender balance, language skills, safeguarding awareness) - Translation and transcription requirements - Security and access considerations - Safeguarding and survivor-centered protocols for engagement with vulnerable groups CARE Sudan will be responsible for enumerator recruitment, logistics, field deployment, and coordination with authorities.
d. Detailed Budget	A detailed, line-item financial proposal in USD clearly linked to: Number of working days



Component	Required Content
	• Roles and responsibilities within the consultant team • Deliverables outlined in this ToR The financial proposal should cover consultant-related costs only, including: • Professional fees (Team Leader and technical experts) • Methodology development • Tool development • Enumerator training design and delivery • Remote technical supervision • Data quality assurance • Data analysis and reporting • Validation support • Contingency (maximum 5%) Field-level data collection costs, enumerator incentives, logistics, travel within Sudan, accommodation, printing, and field materials will be covered by CARE Sudan and must not be included in the consultant's budget unless explicitly requested
e. Assessment Team Composition	Description of the proposed team structure, including supervision arrangements, quality assurance procedures, and ethical oversight responsibilities. The proposal must specify roles and responsibilities of core team members, including: • Team Leader / Principal Consultant • Gender and GBV Specialist (if separate) • Livelihoods and Market Systems Specialist • Labour and Employability Specialist (may be combined) • Data Collection and Quality Assurance Lead • Technical support staff (if applicable) Field enumerators and field supervisors will be recruited and managed by CARE Sudan.
f. Disclosure of Involved Staff (if applicable)	If any proposed team members were previously involved in the design, implementation, or monitoring of SAFER Sudan or related activities, the proposal must disclose this involvement and explain how independence and objectivity will be ensured.
g. Consultant or Firm Profile	The proposal must include: • Organisational background or individual CV(s) • 10–15 years of experience conducting market, livelihoods, or labour assessments in fragile or conflict-affected contexts



Component	Required Content
	• Thematic experience in women's economic empowerment, gender-transformative programming, protection-sensitive livelihoods, and inclusion • Experience working with international NGOs or consortium programmes • At least 2 references from similar assignments completed within the last 3–5 years
h. Sample Assessment Report (Optional)	A sample report from a previous market, livelihoods, or labour assessment demonstrating analytical quality, gender sensitivity, and clarity of reporting.

13. Consultant Qualifications

The consultant or consultancy team must demonstrate the following minimum qualifications:

- Proven experience in conducting gender-responsive market systems, livelihoods, and labour market assessments, particularly in fragile or conflict-affected contexts.
- Strong technical expertise in women's economic empowerment, GBV risk mitigation, protection-sensitive livelihoods programming, and gender-transformative approaches.
- Demonstrated capacity to design and lead mixed-methods assessments remotely, including development of quantitative survey tools and qualitative methodologies such as FGDs, KIIs, and participatory tools.
- Demonstrated experience providing remote technical supervision, data quality assurance, and analytical oversight for field data collection implemented by partner or field teams.
- Strong contextual understanding of Sudan or comparable displacement-affected and conflict-affected contexts, including market disruption, gender norms, access constraints, and operational risks.
- Familiarity with the operational contexts of SAFER Sudan target states is a strong advantage.
- Fluency in English, both written and spoken, is required. Arabic language skills within the team are a strong asset.
- Demonstrated ability to deliver high-quality analytical outputs within tight timelines, with strong coordination, facilitation, and remote team management skills.
- Previous experience working with international NGOs, consortium programmes, or EU-funded actions, and familiarity with donor assessment and evaluation requirements, is an added asset.

14. Evaluation criteria

a. Administrative and Eligibility Criteria (Pass / Fail)

Criterion	Description
Consultant's operational status with CARE	Confirmation that the consultant or firm is not on CARE's blacklist (Yes / No)
Experience with CARE	Previous experience working with CARE (Yes / No)
Legal status	Individual consultant or registered consultancy firm



Criterion	Description
Tax compliance	Evidence of Tax Compliance Certificate for firms or TIN Certificate for individual consultants (Yes / No)

Only proposals meeting all administrative and eligibility requirements will proceed to technical evaluation.

b. Technical Evaluation Criteria (Total: 70 marks)

Technical Criteria	Description	Marks
General understanding of the ToR	Demonstrates a clear and accurate understanding of the ToR, SAFER Sudan objectives, Outcome 2 priorities, and the purpose of the integrated Market, Livelihoods, and Labour assessment delivered through a remote technical leadership modality. Shows ability to translate objectives into an appropriate and feasible assessment approach.	10
Methodology	Clarity, coherence, and technical quality of the proposed methodology. Appropriateness of the mixed-methods approach, sampling strategy, and analytical framework. Demonstrates how the consultant will provide remote technical supervision and data quality assurance during CARE-led field data collection. Includes integration of safeguarding, conflict sensitivity, and do-no-harm principles.	15
Team composition	Adequacy of proposed team structure and competencies. Demonstrated experience of key personnel in market systems, livelihoods, labour analysis, gender-responsive programming, and protection-sensitive assessments in fragile contexts. Clear remote supervision, coordination, and quality assurance arrangements.	15
Experience in similar or related assessments	Demonstrated experience conducting market, livelihoods, labour, or related assessments in Sudan or comparable fragile and conflict-affected contexts, including assignments implemented with remote technical supervision or partner-led data collection. Experience with INGOs, consortium programmes, or UN agencies is an added advantage.	10
Quality of previous work	Quality of previously submitted reports of a similar nature, assessed in terms of analytical depth, structure, clarity, and practical usability for program design and implementation.	5
Workplan	Quality and feasibility of the proposed workplan, including logical sequencing of inception, CARE-led data collection, remote supervision, analysis, validation, and reporting. Demonstrates realism within SAFER Sudan inception timelines.	10
Budget	Reasonableness and realism of the proposed budget. Clear alignment between consultant-level costs, roles, and deliverables, consistent with the remote implementation modality.	5

Total Technical Score: 70 marks



15. Budget Responsibilities

Description	Total Amount	# of Consultants	Period / Days	Rate per Day	Total Cost (USD)	Remarks
Consultant's professional fees						Covers professional fees for the consultancy team (Team Leader and technical experts) for assessment design, tool development, enumerator training design and delivery, remote technical supervision, data quality assurance, data analysis, validation support, and reporting. Does not include enumerator costs.
International and or national airfare (if applicable)						If travel is exceptionally required and pre-approved by CARE Sudan, airfare will be covered in accordance with CARE travel policies. Otherwise, the assignment will be delivered remotely.
Accommodation and internet during field deployment						CARE Sudan will cover accommodation and internet costs for CARE-led field teams during data collection, in line with internal procedures.
Stationery and printing						CARE Sudan will arrange and cover printing of tools and related materials required for field data collection.
Local transportation during fieldwork						CARE Sudan will arrange and cover local transportation for field data collection teams.
Identification and selection of enumerators						Enumerators will be identified and recruited by CARE Sudan, in consultation with the consultant, to ensure alignment with methodological and safeguarding requirements.
Number of enumerators						Indicatively up to 24 enumerators (approximately 4 per state), subject to the final sampling approach, access, and geographic coverage.
Venue hire for enumerator training						CARE Sudan will arrange and cover venue costs where in-person enumerator training is required.



Description	Total Amount	# of Consultants	Period / Days	Rate per Day	Total Cost (USD)	Remarks
Training of enumerators						Consultant responsible for design and delivery of enumerator training, including training materials, facilitation, and guidance on data collection tools, ethics, safeguarding, and data quality.
Incentives or allowances for enumerators						Enumerators' incentives and allowances will be covered by CARE Sudan in line with internal standards.

16. Terms and Conditions

- Proposals must be submitted as 2 separate documents: (1) Technical Proposal and (2) Financial Proposal, accompanied by all required supporting documents for this assignment.
- Technical proposals will be evaluated and scored out of 70 marks. Only consultants or firms that score 50 marks or above will qualify for the financial evaluation.
- The contract will be deliverables-based, with a one-off payment. The consultant will be paid 100% upon successful completion of all agreed tasks and acceptance of the final report and associated deliverables by CARE Sudan, following signature of a certificate of work completion by both parties and completion of CARE Sudan's consultant evaluation requirements.
- Invoices will be accepted and processed by CARE Sudan Procurement only after completion of the requirements in item (c) above.

17. Submission of Proposals

- The subject line of the email submission should include: **"Application to Conduct the Gender-Responsive Integrated Market, Livelihoods, and Labour Assessment for SAFER Sudan."**
- All proposals must be received no later than **15 March 2026**, by email addressed to najat.ahmed@care.org and wala.yousif@care.org
- Late submissions will not be accepted under any circumstances. Only proposals received by the stated deadline will be evaluated in accordance with the criteria outlined in this ToR.

Prepared by:
Elcin Cavlan, SAFER Sudan Consortium Manager

Approved by:
Takunda Ruvaro, Resilience and Development Portfolio Team Leader