Program Consortium: World Vision Germany, Danish Refugee Council (DRC) and World Vision Georgia Foundation (WVGF)

Gender-sensitive assessment of the local labor market and local economy at the level of targeted clusters and geographic locations in support the roll out of Ultra-Poor Graduation in Georgia

Terms of Reference

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# Acknowledgments

The present Terms of Reference with the aim to conduct one gender-sensitive assessment of the local labor market and local economy at the level of targeted clusters and specific geographic locations in Georgia in support of the roll out of Ultra-Poor Graduation roll in country have been developed by the Danish Refugee Council (DRC) program team in Georgia, with close cooperation with WVGF.

The baseline evaluation ToR described herein consists of our own work, undertaken to secure funding, implement the activities, describe, and advance learning. Primary quantitative and qualitative data collected throughout the evaluation process remains the property of communities and families described in this document. Information and data must be used only with community members’ consent.

# Glossary

DRC Danish Refugee Council

IDP Internally Displaced Person

NEET Not in Education, Employment or Training

GoG Government of Georgia

LEPL Legal Entity under Public Law

SIDA Swedish International Development Agency

SSA Social Service Agency

GBV Gender Based Violence

UPG Ultra-Poor Graduation

WVGF World Vision Georgia Foundation

KII Key Informant Interview

# Introduction and Background

## Who we are

DRC (Danish Refugee Council), founded in Denmark in 1956, is Denmark’s largest and the world’s leading non-profit, independent, rights-based refugee organization. The organization’s vision is to assist refugees, internally displaced people, and their host communities to a dignified life. DRC protects lives and human rights and empowers beneficiaries throughout conflict displacement by providing shelter, food, and hope in terms of work, education, and integration towards a sustainable future. Since 1998, programmes in the South Caucasus are designed through a “protection lens”, ensuring that all activities integrate protection principles. As such, organization will continue to work on expanding its knowledge and ensure durable solutions are provided to IDPs, returnees and host communities, and as well as make IDPs, returnees, host communities and persons in a refugee-like situation aware of and actively claim their rights, through legal assistance and awareness raising.

World Vision Georgia Foundation is a relief, development, and advocacy organization that has been working with the most vulnerable children, their families, and communities since 2000. The primary objective of WVGF is to tackle the root causes of vulnerability and injustice and by doing so, help the most vulnerable to live life in fullness. Throughout its 25 years of operation in Georgia, World Vision has been working to strengthen the child welfare system and create a healthy and active society for children that is inclusive, tolerant, and provides equal opportunities for all. In its work towards the overarching mission of the organization, WVGF recognizes a holistic approach whereby the improvement of a child’s well-being is inextricably linked to the overall ability of the child’s family and the community to provide welfare for the child. With active grassroots engagement, WVGF builds local capacity and creates an active civil society in the regions of Georgia to achieve sustainability of its developmental efforts.

## Project Overview

In line with its strategic aspirations, from January 1st, 2023, DRC in Georgia together with the implementing partner WVGF and pin partnership with LEPL Social Service Agency, has launched the project “Supporting Poverty Alleviation in Georgia through Ultra Poor Graduation”, with the financial support of SIDA.

The overall goal of the project is to contribute to reducing poverty and increase the resilience of ultra-poor households in 5 regions in Georgia, namely Kakheti, Imereti, Samtskhe-Javakheti, Adjara and Samegrelo, and the incorporation of ultra-poor graduation principles and measures into national and subnational poverty reduction programs/schemes in support of the poverty reduction efforts of the GoG. The project will be implemented in locations with high IDP concentration, as well in urban and rural settings with non-IDPs across a range of vulnerable groups following a Human Rights Based approach. In this regard, the project will have two main directions - Direct Support to the most vulnerable and Capacity Building/Technical Assistance of duty-bearers - building up one Knowledge Pool and integrating the approach already well-tested in other contexts into the Georgian social service system.

The project is implemented in urban and rural areas of the following municipalities per region:

* Samegrelo: Zugdidi, Senaki and Poti.
* Imereti: Kutaisi, Tskaltubo, Khoni and Zestaponi.
* Kakheti: Telavi, Kvareli.
* Samtskhe-Javakheti: Akhaltsikhe, Adigeni.
* Adjara: Batumi

The project aims to tackle the challenges of the Government of Georgia in its poverty alleviation efforts by introducing a sustainable multifaceted, and holistic approach named Ultra-Poor Graduation (UPG) to propel people onto the path out of poverty, going beyond just financial aid, tackling not only their economy but also their social exclusion, building on participation and inclusion. Ultra-Poor Graduation is a leading evidence-based approach of DRC and World Vision’s work worldwide that contributes to organizational commitment to reduce vulnerability among the poorest communities. By helping to transform households through inclusive and scalable interventions, Graduation empowers families with the most vulnerable children to equitably shape their future and that of their children. The approach has a strong gender-transformative power due to its focus on gender-transformative interventions.

The Ultra-Poor Graduation approach has been refined through rigorous application and evaluation, leading to a set of standards, which promote consistency, effectiveness, and scalability, while allowing it to be adapted to different contexts. Four pillar approach, with accompanying minimum standards, strikes this balance by identifying flexible intervention areas, alongside essential standards to ensure quality and rigor within the programme. These four pillars are: social protection, livelihoods promotion, financial inclusion, and social empowerment. The UPG identifies individuals living in extreme poverty and provides them with basic resources, assets to kick start livelihood and/or income-generating activity, financial education, technical training, life-skills coaching, and social support in addition to facilitating their access to social services on multiple levels so that they can “graduate” from the program with sustainable sources of income, be food secure and integrated into community schemes as well as having the sustainable social protection net.

**The program will work under the two major outcomes:**

Outcome 1: Through the implementation of the UPG model, ultra-poor households have improved socio-economic inclusion, resilience and technical skills, knowledge, and capacities to access existing social and financial services and markets and to participate in community structures and networks.

Outcome 2: Governmental duty bearers (agencies) at national and municipal levels have strengthened capacities and structures to promote UPG in Georgia through the establishment of a UPG knowledge poor and adapted UPG model approaches for the Georgian context.

## Gender, Displacement and Poverty

Unequal gender dynamics translate into a disproportionately heavy burden on women and girls, who are likely to have fewer resources, lower access to healthcare and education, experience gender-based violence and are responsible for time-consuming and unpaid domestic tasks.

Women are additionally constrained by lack of widely available childcare services. The majority of young people who are not in employment, education, or training (NEETs) are women. Wom­en’s participation in the agriculture sector also remains a challenge. Data shows that women are excluded from many aspects of rural and agricultural development due to their limited access to finances and other important re­sources that are essential for agricultural business. In turn, this lack of access excludes women from decision-making. In fami­ly farming practices, women are mainly involved in manual work; they do not have access to available technologies and machinery, which is considered men’s prerogative.[[1]](#footnote-1) The COVID-19 pandemic and related crisis further exacerbated this gap and put women in an even more unfavorable position in terms of participation in the labor market and the economy.[[2]](#footnote-2)

With regards to IDPs, a World Bank study shows that the unemployment rates are higher for IDP men, compared to women, especially for men in urban areas. The unemployment rates for these groups are 22% and upwards, with the highest unemployment rate at 33.6% among urban male IDPs. This is the highest unemployment rate of all subsets of the population. Many IDP women are self-employed, which is largely how subsistence farmers are classified. These women work in family farms or in family-owned businesses for little to no remuneration. Still, among those who are economically active, unemployment rates are higher for men than women. This is often explained with women’s willingness to take on lower-paid jobs or jobs below their qualification mainly in the service sector[[3]](#footnote-3).

## Assessment Purpose

The assessment aims to identify green and sustainable income opportunities which may include business, self-employment and wage employment opportunities that can be leveraged by target programme participants to create sustainable income sources for their households. The assessment may include a wage labour market systems assessment, assessment of opportunities for self-employment, depending on the specifics of target locations and clusters (target municipalities and target IDP settlement areas). In order to implement proper livelihood promotion program activities, the assessment should reveal existing market systems in place, assessing “demand and supply” patters of goods and services for on-farm and off-farm small businesses, highlighting the key marketplaces/potential areas to startups. The assessment should be elaborated in a gender-sensitive perspective, highlighting the specific directions and modalities for women and girls.

The assessment intends to identify sectors and value chains/income generation activities to study that are available in the target programme area (including rural and urban areas) through desk review and engagement of relevant stakeholders. Self-employment and wage employment opportunities at target locations should be identified through the assessment and disaggregated through gender, age, and diversity angles.

One of the objectives of the assessment is to identify enablers and barriers to program participants’ employability and self-employment and, opportunities to mitigate prioritized barriers and maximize impactful opportunities. At the same time to provide insights on resources, training, start-up capital and other support that may be provided to people living in poverty to engage in selected/identified livelihood opportunities.

The key analytical questions that the assessment intends to respond are the following:

* Which income opportunities, including business development, employment and self-employment opportunities are most appropriate for (each of) our target locations/clusters and why?
* Which specific value chain/market systems including support functions are in place and what is the specifics or labour market to support the linkages and engagement of program beneficiaries? What are the main priority areas per target locations?
* What are the key opportunities and barriers for promoting identified small business development employment and self-employment activities for creating the linkages and supporting the engagement of program beneficiary households?
* Of the barriers and opportunities for promoting employment and self-employment activities, which should be addressed, or harnessed to enable greater programme impact for specific target groups?
* What intervention approaches, activities (direct and/or indirect) and partnerships would be required to enable, promote, and sustain the identified employment and self-employment opportunities?

## Methodology

The data collection and analysis methodology to be applied will be proposed and further defined by the consultant (in the inception report) and revised at the outset of the consultancy with support from the programme team. It is envisioned that value chain and market systems development analysis approaches will be relevant in this assessment, with a focus on gender.

The methodological steps during the assessment will include, but not be limited to:

* *Preparation phase:* On-boarding meetings with the programme team, writing an inception report, elaborating secondary information sources, assessment objectives and key analytical questions, refining suggested market assessment methodology market (including both qualitative and quantitative methods) and tools for collecting and analysing data, key stakeholders, and final report format.
* *Desk review*: Conduct secondary desk research to identify: (a) existing relevant market data and key stakeholders, (b) potential value chains/ systems for further analysis and, (c) prioritized information gaps relevant to this analysis for identified value chains and systems.
* *Data collection/ field phase:* Data collection using secondary quantitative and qualitative methodologies including key informant interviews (KIIs)/ focus group discussions (FGDs) with potential participants as well as informal and formal actors, private and public sector representative actors who play a key role in these markets, direct market observation, Secondary data desk research, KIIs with local vendors and with other market actors including relevant government stakeholders, NGOs etc.
* *Analysis, report writing and debriefing phase*: data analysis and validation of findings (including sharing preliminary findings and/or recommendations with community representatives and key informants and stakeholders); report writing, a debriefing will be organized to discuss the results and the recommendations.

Specifically, the data collection and analysis need to focus on the identified clusters per each target municipalities emphasizing the analysis of geographic areas covering around 5 kilometres radius of clusters, such as the following:

* Samegrelo: Zugdidi (IDP settlements of Baramia, Lagidze and Paipuri); Senaki (Military Settlement of IDPs); Poti (Maltakva IDP settlement)
* Imereti: Kutaisi (IDP settlements on Mshvidoba Str. and Aghmashenebeli str), Kutaisi town, Tskaltubo (IDP settlements located on 9 April str. and in Gvishtibi), Khoni (Military Settlement of IDPs), Zestaponi.
* Kakheti: Telavi, Kvareli.
* Samtskhe-Javakheti: Akhaltsikhe, Adigeni.
* Adjara: Batumi

## Deliverables

1. Inception report to be submitted before or during the field visit, work programme and timetable for the assessment, clearly outlining the proposed methodology and tools (to be approved by the programme team before starting data collection).
2. Assessment Report on findings answering the questions detailed in the relevant section of “Assessment Purpose”. The report needs to be comprised of Executive summary followed by independent 5-10 pager cluster-based reports per target locations and clusters focusing on the assessment findings towards labour marker and local economy, highlighting the gender-sensitive specificities. Assessment findings with associated data should be structured around methods and evaluation questions.

Each cluster-based report per target location should focus on:

* potential livelihoods opportunities relevant to program participants that generate most profits in a reliable and sustainable manner, disaggregated by gender, highlighting the key sectors for livelihood/business/employment options.
* goods/services with most demand locally.
* gaps in local markets.
* challenges/concerns for working in each sector explored.
* Key service providers/business actors identified.
* recommendations for livelihood opportunities that exist, have potential of grows, relevant and feasible for potential programme participants disaggregated by gender.

1. Appendices (including ToR, Inception report, data collection tools, databases with the assessment data)
2. A presentation on the findings and recommendations of the assessment.

Report has to be developed and submitted in Georgian and English languages.

Estimated duration of the assessment: 2 months from: April 2023 to June 2023 (subject to negotiation). Final report delivered by 10tht of June 2023.

## Ethical considerations

The information received from all interviews should be analysed by using all the confidentiality standards. No names, addresses and contact details will be mentioned in the evaluation report.

All consultants and/or staff members of the selected company involved in the evaluation process will sign WV Child and Adult Safeguarding document, which includes safeguarding assurances and behaviour protocols. WV Child and Adult Safeguarding Policy will be provided by WVGF.

## Required Expertise and Qualifications

An international/local company or a university accredited in Georgia with the following expertise and qualifications:

* Substantial experience in carrying out quantitative research with recognized national and international organizations/institutions especially in similar thematic areas.
* Ability to analyse data using up to date statistical tools.
* Demonstrated ability to meet the deadlines.

## Application package to be submitted by applying organization.

* CVs of key evaluation team members
* List of evaluations/surveys/assessments conducted within the last 3 years with the mentioned scope of the field stage.
* Recommendation letters (at least 2 letters) from previous donors/contractors
* Technical proposal with detailed timeline, involved human resources, and estimated budget (with a detailed breakdown of costs per unit)
* Budget should be presented without VAT.

1. UN Women 2021 [↑](#footnote-ref-1)
2. UN Women 2021, Country Gender Equality Profile of Georgia [↑](#footnote-ref-2)
3. World Bank, Poverty and Social Impact Analysis, 2016 - <https://documents1.worldbank.org/curated/en/493981468030331770/pdf/IDP-PSIA-Georgia-revised-Feb-2016.pdf> [↑](#footnote-ref-3)