

Terms of Reference(TOR) - Labor Market and Community Assessment

Section 1. Introduction

1.1 Project Background

Project Name	Socioeconomic Reintegration of Al-Hol Returnees and Vulnerable Community Members (SRRVCM)
Outcome	Foster socio-economic reintegration of returnees, IDPs and wider conflict and climatic factors affected communities
Target Group	Al-Hol Returnees and Host Community
Target Location	Mosul, Qayarah, and Ba'aj
Project Duration	May 1, 2026 – January 31, 2027
Number of BNF	743

1.2 Background to the Labor Market and Community Needs Assessment

The Iraq Institute for Development (IID), under the Socioeconomic Reintegration of Al-Hol Returnees and Vulnerable Community Members (SRRVCM) Project, invites qualified consulting firms, research institutions, and individual consultants to submit proposals for conducting a Climate-Sensitive and **equality between women and men** Labour Market and Community Needs Assessment in Ninewa Governorate.

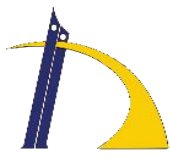
The assessment aims to identify high-demand vocational skills, viable business opportunities, green economy and climate-resilient livelihood options, and employment opportunities for Al-Hol returnees and vulnerable community members, with particular consideration for women and youth.

The assessment should analyze market demand, community acceptance, and local economic trends, map potential employers and market actors, and provide practical recommendations for vocational training, employment, entrepreneurship, and livelihood support. Existing assessments may be reviewed and utilized where relevant to avoid duplication and build on previous findings.

Section 2. Objectives

The objective of this assessment is to generate evidence-based findings and practical recommendations to support the socioeconomic reintegration of Al-Hol returnees and vulnerable community members in Ninewa Governorate. The assessment will identify market-driven employment, livelihood, and entrepreneurship opportunities, including high-demand vocational skills, viable business opportunities, and climate-resilient and green economy options, with particular attention to women and youth.

The assessment will analyze labour market trends, barriers to economic participation, community acceptance of returnees, and the feasibility and sustainability of SMEs and women-led cooperative livelihood models. It will also map employers, private sector actors, financial service providers,



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and other key market stakeholders to identify opportunities for employment, enterprise development, and market linkages. The findings will inform the design of vocational training, livelihood, and economic empowerment interventions under the SRRVCM Project.

Section 3. Scope of the Assessment

3.1. Geographic Coverage

The assessment shall be conducted in the target areas of **Mosul, Qayyarah, and Ba'aj districts** in Ninewa Governorate, Iraq. The assessment will cover Al-Hol returnees and vulnerable host community members residing within these locations.

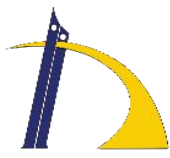
The assignment will include a review of relevant existing assessments, including the CRRISA, HRF assessments and other available studies, to build upon existing evidence and avoid duplication. A climate-sensitive and gender-sensitive labor market and community needs assessment will be conducted in each target area to analyze local labor market conditions, economic trends, livelihood opportunities, business potential, and community-specific challenges and opportunities. The assessment will identify the most demanded vocational skills, promising business and entrepreneurship opportunities, green economy and climate-resilient livelihood options, opportunities suitable for women and returnees, and potential employers and job opportunities. The findings will be used to inform and finalize beneficiary support pathways and livelihood interventions under the SRRVCM Project.

Section 4. Methodology and Work Plan

4.1. Sampling Approach

A mixed-methods approach incorporating both qualitative and quantitative data collection techniques will be used to assess local labor market dynamics, employment trends, skills demand, and livelihood opportunities. Data collection will primarily rely on **Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs)** across the three target locations, generating qualitative insights while also capturing quantitative information through structured ranking, scoring, and prioritization exercises.

This approach will enable triangulation of findings from community, private sector, and institutional perspectives, while providing both descriptive statistics and in-depth contextual analysis.



Focus Group Discussions (FGDs)

A total of 9 FGDs (3 per location) will be conducted in Mosul, Ba’aj, and Qayyarah. FGDs will explore community perceptions of employment opportunities, barriers to labor market participation, skills gaps, vocational training needs, and priority livelihood sectors.

Each FGD will include approximately 8–10 participants, selected to ensure representation of different socioeconomic groups.

In addition to open-ended discussions, participants will engage in structured exercises such as ranking livelihood opportunities, prioritizing skills needs, and scoring barriers to employment. These exercises will generate quantitative data that can be aggregated and compared across locations and participant groups.

FGD Categories:

Social Group	Number of FGDs	Participants per FGD	Total Participants
Women household heads	3 (1 per location)	8-10	24- 30
Youth Job Seekers	3 (1 per location)	8-10	24- 30
Business Owners	3 (1 per location)	8-10	24- 30
Total	9 FGDs		72–90 participants

Key Informant Interviews (KIIs)

Minimum of **18** KIIs will be conducted, with representatives of local authorities, private sector employers, vocational training providers, chambers of commerce, community leaders, and relevant humanitarian and development actors.

The interviews will explore labor market trends, sector-specific workforce demand, business expansion opportunities, skills shortages, and barriers to employment. Where applicable, key informants will be asked to rank or score sectors, occupations, and skill requirements to provide quantitative data that complements the qualitative findings.

KII Distribution:

Stakeholder Category	Number of KIIs
Directorate of Labor and Social Affairs (DoLSA) Representatives	2
Local authority Representatives (Qaymaqam/LPC/PVE Committee)	3 (1 per location)
Business Owners / Private Sector Employers	6 (2 per location)
Agricultural Experts / Farmers Representatives / Agricultural Directorate	6 (Ba’aj and Qayyarah focus)
Community Leaders	3 (1 per location)
Total	20 KIIs

The sampling approach is designed to ensure balanced representation of demand-side and supply-side labor market actors across all target locations.

Data Triangulation and Analysis

Qualitative data from FGDs and KIIs will be analyzed thematically to identify key patterns, opportunities, and challenges within the labor market. Quantitative data generated through ranking and scoring exercises will be summarized using descriptive statistics, including frequencies, averages, and comparative rankings across locations and stakeholder groups.

The integration of qualitative and quantitative findings will strengthen the validity of the assessment and support evidence-based recommendations for livelihoods programming, vocational training, and employment interventions.

4.2. Work plan

The assessment is expected to commence in **June 2026** and be completed within **three (3) weeks** according to the following schedule:

- **Weeks 1-2:** Field data collection in the three target locations (Mosul, Ba'aj, and Qayyarah), including:
 - **9 Focus Group Discussions (FGDs)**
 - **20 Key Informant Interviews (KIIs)**
 - Stakeholder consultations and market observations, as required.
- **Week 3:** Data analysis, employer mapping, report writing, and submission of the draft and final assessment report.

The assessment will include a comprehensive analysis of labor market needs, livelihood opportunities, business potential, and employer mapping across all target locations.

Section 5. Scope of Services

5.1 Assessment Contractor Responsibilities

The assessment contractor will be responsible for the full implementation of the assignment, including inception, data collection, analysis, market mapping, reporting, and coordination. The contractor will ensure timely delivery of high-quality outputs in line with the approved methodology and work plan.

5.2 Inception and Tool Development

The contractor will:

- Review and finalize the methodology, sampling framework, and work plan in consultation with IID
- Develop and finalize FGD and KII data collection tools

- Prepare a detailed field implementation plan, including logistics and field coordination arrangements
- Recruit, train, and supervise enumerators and field teams

5.3 Data Collection

The contractor will:

- Conduct all FGDs and KIIs in Mosul, Ba'aj, and Qayyarah
- Ensure proper participant mobilization and field coordination
- Apply informed consent, confidentiality, and do-no-harm principles
- Ensure quality control during data collection to guarantee accuracy and completeness

Research Questions

1. Which sectors, employers, and market actors currently offer the greatest potential for employment, enterprise development, and market linkages in the target areas?
2. What are the most in-demand occupations, skills, and workforce competencies required by employers and market actors in the target locations?
3. What viable livelihood, entrepreneurship, and climate-resilient economic opportunities exist for returnees and vulnerable community members?
4. What barriers and enabling factors influence access to employment, livelihoods, and economic participation, particularly for women, youth, and other vulnerable groups?
5. How can vocational training, livelihoods, and economic empowerment interventions be designed to better align with labor market demand and livelihood opportunities in the target areas?

5.4 Data Management and Analysis

The contractor will:

- Clean, code, and organize all collected data
- Conduct thematic analysis of qualitative findings
- Triangulate data from FGDs, KIIs, and secondary sources
- Analyze:
 - Labor market trends and employment patterns
 - Skills gaps and training needs
 - Livelihood and business opportunities
 - Barriers to employment and economic participation

5.5 Market Mapping and Analysis

The contractor will:

- Identify high-demand occupations and emerging sectors
- Map labor market needs and skills requirements
- Identify viable livelihood and entrepreneurship opportunities
- Map relevant business support services and key market actors

5.6 Reporting, Deliverables, and Validation

The contractor will prepare and submit all deliverables outlined below and ensure engagement with IID for validation of findings.

Table 1: List of Deliverables

No.	Deliverable	Description	Timeline
1	Inception Report	Final methodology, sampling framework, data collection tools, and detailed work plan	Within 2 days
2	Field Implementation	Completion of FGDs and KIIs across all three target locations	Weeks 1–2
3	Preliminary Findings Presentation	Presentation of key emerging findings to IID for validation	End of Week 2
4	Draft Assessment Report	Full report including methodology, analysis, and preliminary recommendations	Week 3
5	Final Assessment Report	Finalized report incorporating IID feedback, including all required sections	End of Week 3
6	Data Package Submission	Clean datasets, transcripts, tools, and supporting documentation	End of Week 3

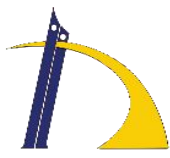
5.7 Coordination and Communication

The contractor will:

- Maintain regular communication with IID throughout implementation
- Provide timely progress updates
- Immediately report risks or deviations from the agreed methodology
- Ensure all deliverables are submitted according to the agreed timeline

Section 6. Price List

#	Description	Quantity	Unit	Unit Price (IQD)
1	Data collectors	1	Per person	



2	Lead Consultant	1	Lumpsum	
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Important Note: Roles and Implementation Arrangements

- The contractor will maintain daily attendance records, submit brief community-level reports, and be responsible for field logistics, including venue booking and provision of light refreshments.
- IID will provide lists of target participant groups (youth and women household heads only), support stakeholder coordination, and review/approve key deliverables.
- The training center or venue provider will ensure access to the agreed facilities and basic readiness for sessions.

Eligibility and Requirements

Interested applicants must have at least three (3) years of demonstrated experience conducting labor market assessments, livelihoods assessments, socioeconomic studies, or similar research assignments in Iraq, preferably in Ninewa Governorate.

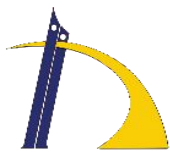
The proposed team shall include:

- One (1) Lead Consultant with proven experience in labour market and livelihoods analysis, research design, data collection, data analysis, and report writing.
- A minimum of eight (8) qualified data collectors/enumerators responsible for field data collection activities.

Applicants should submit:

- CV of the Lead Consultant (for individual consultants) or company profile (for firms).
- Price List in section 6 , that include the total cost.

Applications should be submitted to logistic2@iidiraqi.org no later than 25 June 2026, subject of the email .Market and Community Assessment



Risks and Mitigation Measures

Risk	Mitigation Measure
Security constraints and limited access in some areas of Ninewa Governorate may delay or restrict fieldwork.	Close coordination with local authorities, flexible planning, and use of locally based enumerators where feasible.
Low community participation or mistrust among returnees and vulnerable groups.	Engage community leaders, ensure clear communication on purpose and confidentiality, and apply a strong community sensitization approach.
Data quality issues such as incomplete or inconsistent responses.	Provide thorough enumerator training, pilot testing of tools, and ensure daily supervision and field quality checks.
Delays in recruitment or field implementation.	Maintain close follow-up with the selected contractor and incorporate contingency time into the work plan.
Equality between women and men, cultural sensitivities may limit participation.	Conduct separate sessions by gender and community where needed to ensure safe participation.
PWDs may face accessibility barriers.	Use accessible venues and provide necessary accommodations.
Marginalized groups may be excluded from the assessment.	Ensure representation of women, youth, PWDs, and other vulnerable groups.