DRC

Terms of Reference (TOR)

For

YOUTH AS LEADERS FOR PEACE (TOT)

Youth-led enterprise development support services to build the longer-term capacities of market and enterprises.

1. Who is the Danish Refugee Council?

Founded in 1956, the Danish Refugee Council (DRC) is a leading international NGO (Non-Government Organizations) and one of the few with a specific expertise in forced displacement. Active in 40 countries with 9,000 employees and supported by 7,500 volunteers, DRC protects, advocates, and builds sustainable futures for refugees and other displacement affected people and communities. DRC works during displacement at all stages: In the acute crisis, in displacement, when settling and integrating in a new place, or upon return. DRC provides protection and life-saving humanitarian assistance; supports displaced persons in becoming self-reliant and included into hosting societies; and works with civil society and responsible authorities to promote protection of rights and peaceful coexistence.

DRC has been operational in Iraq since 2003 serving the needs of populations impacted by displacement, including refugees, IDPs (internally displaced persons), returnees, and host community. Our programming encompasses multiple governorates in Federal Iraq and the Kurdistan Region of Iraq, and includes protection, economic recovery, shelter and settlements, WASH, and humanitarian disarmament and peacebuilding programming.

2. Purpose of the training agency/provider

The Danish Refugee Council based in Iraq seeks proposals from a training provider/agency to deliver training of trainers (ToT) to youth leaders in Diyala governorate (Baquba and Muqdadiya) selected by the Danish Refugee Council.

3. Background of the project

Despite the territorial defeat of the so-called Islamic State (IS) Iraq faces enduring and multi-faceted challenges to peace and stability. Weak governance structures, continuing IS activity, unaddressed ethno-religious and tribal grievances, and a fragmented security landscape present challenges to an inclusive recovery. Widespread population displacement during the 2014-2018 conflict and ensuing returns has placed stressors on already limited basic services, triggered competition for scarce livelihoods opportunities, and engendered further insecurity within a disrupted social fabric. A generation of Diyala youth have grown up within the context of fragile community relations and instability, and face an uncertain future characterized by limited political, social, and economic prospects. Because of their exclusion from economic life, insufficient educational provision, difficulty accessing housing, and other grievances, youth do not identify with or feel commitment to existing political structures, which further feeds disenfranchisement. These frustrations have been visible in recent protest movements. At the same time, many youths maintain a clear vision of what peace should be and aspire to a future without violence.

This project will contribute to the reduced vulnerability of at-risk men and women youth to violence and radicalization in Diyala governorate, Iraq. In partnership with a local NGO, DRC will support men and women youth in Muqdadiya and Baquba districts to work together across divides in their community as positive actors of change and will anchor vulnerable and at-risk male and female youth, so they are operating as networked and economically resilient actors. This will result in four, interrelated outcomes, reaching an anticipated 3,010 individuals:

- Increased capacity of a national partner to sustainably conduct youth-led community social cohesion and peacebuilding activities through technical and organizational capacity-strengthening support, with the aim of supporting them to continue to lead in these areas in the future.
- Increased skills among men and women youth to identify and analyze conflicts, facilitate dialogues, mobilize community members, and engage in collaborative conflict resolution.
- Increased connection and access of men and women youth to their community and key community stakeholders through youth-led community dialogues culminating in a youth plan for peace, social cohesion initiatives, and a community-prioritized project.
- Improved entrepreneurial and employment capacities among socio-economically vulnerable and/or at-risk men and women youth through the delivery of enterprise development and employment support,
- Increased connection and access of youth men and women to business networks and market linkages through youth-led enterprise development support services, YESE camp, and market linkage events.

DRC is a longstanding INGO in Iraq, with an extensive program providing consumption and economic recovery support to conflict affected populations across the country. The beneficiary profile of the economic recovery program includes all categories of population, i.e., IDPs, refugees, returnees, and host communities. The program portfolio on economic recovery is divided into three major areas—relief, recovery, and longer-term resilience.

i. Relief: Under this, DRC provides consumption support to extremely vulnerable displacement and conflict affected populations. The assistance is provided through multi-purpose cash grants to households.

ii. Recovery: Through its economic recovery interventions, DRC uses multiple programming approaches which are further divided into two areas: i.e., self-employment, and ii. wage employment

iii. Longer term resilience: DRC under its resilience pillar is working to address the root causes of economic inequalities through system-based approaches with special focus on agriculture and food sectors. The aim is to address the root causes which are drivers of conflict and displacement.

DRC's program is designed to serve as a bridge between humanitarian assistance and longer-term recovery and development strategies by identifying entry-points to assistance for households at different vulnerability stages: addressing basic needs and reducing reliance on negative coping strategies for extremely vulnerable households, and job creation and income generation for vulnerable households for sustainable livelihoods.

DRC's Iraq economic recovery program strategy is transitioning toward longer term recovery and development with application of market systems development approaches. Agriculture is one priority sector identified for recovery and longer-term development which has potential to create employment and provide sustainable income opportunities for conflict affected population recovering from the crisis impacts.

4. Objective of the Training

In response to the youth's peacebuilding program, DRC aims to provide business development skills to the youth leaders building their capacity on business ecodevelopment support as well as the existing and potential entrepreneurs. This will include delivering training of trainers (ToT) to 20 youth leaders/participants from Diyala governorate (Muqdadiya and Baquba) on business development support skills.

Scope of work and Methodology

1. DRC will be selecting the youths/participants of the training.

2. The training provider will conduct pre-post tests at the beginning of the training and at the end of the training. The pre-post test will be designed by the training provider in coordination with the economic recovery team at the Danish refugee Council. After the exams are taken, the training provider will make the marking and provide DRC with transcripts of the exams and scores.

3. The training provider will deliver in person 10 working days training to the participants and will assign them with the plan of delivering the training to the market actors within the duration of the time given.

4. At the end of the ToT, DRC staff will administer all training participants through a survey. The training provider is expected to facilitate the process while the DRC economic recovery team will collect and analyze the surveys and provide the training provider with a summary of the results that will be used to improve the quality of the trainings provided.

5. The training provider is responsible of setting a plan, follow up and implement the delivery of the business development support training to 250 market actors of existed and potential entrepreneurs of at least 30% women participants.

6. The training provider will be required to prepare a detailed methodology and work plan for the ToTs delivered for the youths.

5. Deliverables

The training provider will submit the following deliverables as mentioned below:

Phase	Expected deliverables	Indicative description tasks	Maximum expected timeframe
Phase 1: Inception meeting	Presentation	Presentation of methodology	1 calendar days
Phase 2: ToT	Delivery of the BDST	1. Conduct need assessment of the participants. 2. Conduct pre-post-tests before and after the training. 3. Delivery of the ToT on BDST. 4. Training report including implementation plan for the participants.	20 calendar days
Phase 3: BDST	*Delivery of BDST to potential entrepreneurs.*	The training provider assigns the participants to deliver the business development support to the market actors. Follow up and observe the delivery of the trainings. Participants submit the delivery report to the training provider.	35 calendar days
Report 4: Presentation	Final report presentation	Presentation of findings and recommendations in launch workshop	4 calendar days

The training provider will provide all the documentation by email and hard copies.

6. Duration, timeline, and payment

The total expected duration to complete the assignment will be no more than *60 calendar days.*

The training provider shall be prepared to complete the assignment no later than September 15th *2023*.

7. Proposed Composition of Team

The training provider is expected to list the CVs of master trainers and the staff in the proposal with their tasks and responsibilities to complete the deliveries as per the TOR, however, DRC expects the implementation team to include the following members:

- Project Manager and focal person to DRC for overall technical and administrative engagement.
- Master trainer, responsibility of delivering the business development support and follow up steps.
- Co-trainer/Facilitator, supporting the master trainer during the training and the steps after.

8. Eligibility, qualification, and experience required.

- Essential:
  - At least bachelor's degree in business management, development economics, or other related discipline.
  - Certified master trainers in business development support (preferrable)
  - Proven experience of minimum 3 years in delivering business development support and relevant training.
  - Evidence of the similar work from past assignment

- Desirable:
  - Familiar and knowledgeable about Iraqi context
  - Advanced degree in business management, development economics, finance and relevant disciplines.

- Eligibility:
  - The training provider is accredited by a recognized national or international entity such as ministry of labor and social affairs, international labor organization or any other recognized actors.
  - The training agency has the authorization to work in Federal *Iraq*
  - The training agency has a team of local training assistants in Iraq.
- Language requirements:
  - Written and spoken fluently in Arabic.
  - Working knowledge of *English* is an advantage.

9. Technical supervision

The selected training agency will work:

- *Under the supervision of DRC Southern Area Manager*
- *In coordination with the Economic recovery technical coordinator*
- *In close coordination of the project manager.*
- *Day to day implementation with the economic recovery specialist.*

10. Location and support

Diyala governorate in Iraq covering Baquba and Muqdadiya. The ToTs in person will be delivered in Baquba center and the training provider will pay regular field visits to Baquba and Muqdadiya during the implementation/delivery of the training to the market actors.

The training provider will use their own computer, mobile, data analyses platform and provide all the training materials, tools, handouts and stationery needed for the project duration and as well as responsible in providing the certificates to the participants including DRC, donor and the training provider logos.

11. Travel

This training providers are required to pay a visit to the training venues once the participants will deliver to the market actors to observe the methodology and quality of the training delivered. The training providers are responsible to cover transportation of their own visits/field visits of at least one visit per training delivered.

The training provider is expected to arrange transportation, accommodation, insurance, food and all other logistics related to the field visits. The selected training agency will be responsible for securing the visa of the trainers and the staff to travel to the area of implementation. DRC can only provide advisory and information guide related to these arrangements.

12. Submission process

Refer to the RFQ Invitation letter **RFQ-IRQ-014981-RE1** for ToT on business development support for youth leaders in Diyala governorate.

13. Evaluation of bids

Refer to the RFQ Invitation letter **RFQ-IRQ-014981-RE1** for ToT on business development support for youth leaders in Diyala governorate.