

## Terms of Reference for

### *Baseline Study or situation analysis on the Effects of Climate Change, Conflict, and IDP on the Livelihoods of Women and Youths in Addis Ababa and some selected Regions*

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|----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|-------------|
| Project Name               | Expanded LIWAY                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | SAP No. (budget line)                      | SP2336-4.03 |
| Organizer (SNV staff name) | Helen Getaw and Gezahegn Bekele                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                            |             |
| Place/s of the activity    | At SNV Ethiopia, the assignment may involve other Regional Cities in addition to the selected partners and beneficiaries in Addis Ababa.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                            |             |
| Duration                   | Start Date: November 9 <sup>th</sup> , 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | End Date: December 15 <sup>th</sup> , 2026 |             |
| Request date               | September 18, 2026                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                            |             |
| Background                 | <p>The Livelihoods Improvement for Women and Youth (LIWAY) Phase Two is a four-year programme implemented from March 2025 to December 2028 with funding from Sweden. The programme is implemented by a consortium comprising SNV and Mercy Corps.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                            |                                            |             |
|                            | <p>LIWAY Phase Two aims to contribute to sustainable poverty reduction and social stability in Addis Ababa by increasing incomes through improved wage and self-employment opportunities, with a particular focus on poor women and youth. The programme seeks to increase the incomes of approximately 143,000 poor people in Addis Ababa, at least 71,500 (50%) of whom will be women, including young and adult women.</p>                                                                                                                                                                                                                                                                    |                                            |             |
|                            | <p>LIWAY operates across four interrelated market systems including Labor, Micro and Small Enterprises (MSE), Medium and Large Enterprises (MLE), and Skills. These systems were selected based on their relevance to the target group, potential for scale and systemic impact, and feasibility for sustainable intervention. The program works by facilitating systemic change, engaging both public and private sector actors to make markets more inclusive and responsive to the needs of women and youth.</p>                                                                                                                                                                              |                                            |             |
|                            | <p>LIWAY program applies a Market Systems Development (MSD) approach that seeks to address the underlying causes of market failures and exclusion rather than providing temporary or isolated solutions. The programme promotes market systems that are more inclusive, climate-relevant, conflict-sensitive, and responsive to the needs and opportunities of poor women and youth. LIWAYs’ MSD approach can also be used to identify those market shortcomings that exclude disadvantaged or poor women and youth from wage and self-employment opportunities. To derive such changes the program collaborated efforts of private and public institutions capable of driving such changes.</p> |                                            |             |
|                            | <p>Ethiopia has experienced significant internal displacement associated with conflict, climatic shocks, natural hazards, and other drivers. Cities, including Addis Ababa, host internally displaced persons (IDPs) and other migrants seeking safety, employment, education, and livelihood opportunities. A significant proportion of internal migrants are youth, while displaced and migrant women may face additional barriers related to</p>                                                                                                                                                                                                                                              |                                            |             |

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|                                                  | <p>access to employment, productive assets, finance, services, social networks, and decision-making.</p> <p>Climate change and conflict can affect livelihoods through multiple pathways, including loss of employment and productive assets, disruption of markets and supply chains, increased costs of living and production, displacement, reduced access to skills and financial services, psychosocial and social pressures, and increased exposure to unsafe or exploitative forms of work.</p> <p>Against this background, LIWAY seeks to undertake a baseline assessment or existing situation analysis on the status, nature, magnitude, and influence of climate-related and conflict-triggered risks and shocks affecting women and youth target groups and internal migrants that are moving to cities in search of jobs and income. The assessment will provide evidence to strengthen programme targeting, intervention design, monitoring, learning, and adaptation across the four market systems.</p> <p>This Terms of Reference outlines a baseline assessment or situation analysis on the status and influence of adverse climate effects and unavoidable consequences of conflict for women and youth who inevitably become victims of various forms of such challenges. The appointee for this baseline or benchmark study is expected to use appropriate assessment tools to identify such women and youths, current practices and challenges, figure out the nature and type of challenges they are encountering, analyse them and propose approaches of addressing them including the strategic interventions and directions to address them.</p> <p>The study will also identify opportunities for market actors and other stakeholders to contribute to greater resilience and inclusion of vulnerable women and youth.</p> |
| <p><b>Purpose of the Baseline Assignment</b></p> | <p><b>Objectives</b></p> <p><b>General Objective</b></p> <p>The overall purpose of this consultancy is to undertake a comprehensive baseline study or situation analysis to establish the socioeconomic and livelihood profiles of poor women and youth in Addis Ababa who are affected by climate- and conflict-related shocks, as well as to document the current gaps and situations related to LIWAY cross cutting areas (Climate, conflict, IDP, returnees, and etc). The study will assess their levels of vulnerability and exposure to such shocks, existing coping and adaptive mechanisms, livelihood strategies, and access to resources and opportunities.</p> <p>It will also identify key gaps, constraints, and opportunities for strengthening the resilience, livelihoods, and socioeconomic well-being of the targeted population (women and youths). The findings will provide an evidence base for informing programme design, implementation, targeting, and monitoring and evaluation.</p> <p><b>Specific Objective of the Assignment</b></p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

The study will pursue the following specific objectives:

- Establish baseline socioeconomic and livelihood conditions of LIWAY's target women and youth (including refugees, IDPs, returnees) on income sources, employment status, enterprise ownership, skills, assets, access to finance, and market participation.
- Identify and profile vulnerable groups, including women and youth affected by conflict, displacement, climate-related shocks, migration, and other livelihood disruptions.
- Assess the nature, frequency, severity, and socioeconomic effects of climate-related and conflict-related shocks on women and youth (including refugees, IDPs, returnees). i.e examine how climate and conflict-related shocks affect:

*Wage and self-employment; enterprise survival and growth; access to (skills and training, finance, production & market space, productive assets & business inputs); labour mobility and migration; household income and expenditure;*

- Assess the coping and adaptation strategies used by women and youth (taking in to account refugees, IDPs, returnees) in response to climate and conflict-related shocks, including the effectiveness and sustainability of these strategies.
- Identify gender-specific and age-specific vulnerabilities, recognizing differences among young women, young men, adult women, persons with disabilities, displaced populations, migrants, and other relevant groups.
- Analyse how existing market functions, institutions, policies, services, and supporting functions enable or constrain the resilience and economic inclusion of women and youth related to climate, conflict, IDP, refugees, etc.
- Identify market system constraints and opportunities that could be addressed through LIWAY's MSD approach.
- Identify relevant public, private, civil society, financial, skills, employer, and market actors that have the capacity and incentives to contribute to improved livelihood resilience.
- Develop practical recommendations and potential intervention areas, strategies for LIWAY to strengthen the resilience, inclusion, and economic opportunities of vulnerable women and youth.
- Generate baseline information that can be used for programme monitoring, learning, adaptive management, and future outcome/impact measurement.

The primary intended users of this assessment are:

- The LIWAY programme management team, to strengthen implementation strategies.
- the LIWAY programme consortium partners, and
- the Embassy of Sweden in Addis Ababa.

## Methodology and Scope of work

The consultant is expected to propose a robust mixed-methods research design, combining quantitative and qualitative approaches which may cover but not limited to the following:

**Desk Review:** The consultant will review relevant documents, including: LIWAY Phase Two programme documents, LIWAY market systems analyses, relevant baseline and assessment studies, programme monitoring and results frameworks, government policies and strategies, relevant studies on migration and displacement, climate vulnerability and risk assessments, labour market and enterprise studies, relevant gender and youth studies, other relevant secondary data including policies, strategies, similar studies, etc.

**Quantitative Survey:** A structured household/individual survey should be undertaken with a statistically justified sample of LIWAY's target population. The questionnaire should capture, at minimum: Demographic characteristics, migration and displacement status, employment and unemployment, Income and expenditure, enterprise ownership and performance, skills and education, access to finance, access to markets, access to employment services, exposure to climate shocks, exposure to conflict and insecurity, losses associated with shocks, coping and adaptation strategies, access to social protection and other services, perceptions of livelihood opportunities, aspirations and future livelihood plans, relevant LIWAY baseline indicators.

The consultant must provide a clear justification for the sample size, sampling methodology, confidence level, precision, design effect where applicable, and expected non-response rate.

**Qualitative Research:** Qualitative methods should be used to explain the underlying causes and mechanisms identified through the quantitative survey. Methods may include:- Key Informant Interviews (KIs), Focus Group Discussions (FGDs), In-depth interviews, Participatory vulnerability and livelihood mapping, Market actor interviews, Case studies, Institutional assessments, KIs with relevant or similar actors including development organizations, stakeholders, etc.

FGDs will be organized for relevant actors, stakeholders and women and youths and appropriately disaggregated by sex, age, displacement status, and other relevant characteristics to ensure that participants can speak freely about sensitive issues.

**Market Systems Analysis:** The consultant will analyse how climate and conflict-related factors interact with the four LIWAY market systems namely: Labour; MSE, MLE, Skills: The analysis should identify: Core market actors; Rules and regulations related to the market system, Informal institutions engaging in (IDP, refugee, returnee) issues, Market failures (to address these targets & in a climate relevant and conflict sensitive scenario), Barriers to entry, Information gaps, Financing constraints, Skills gaps, Gender and social inclusion barriers, Climate-related constraints, Conflict-related constraints, Opportunities for systemic change.

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|                                     | <p><b>Climate and Conflict Sensitivity:</b> The study must apply a conflict-sensitive and climate-informed approach throughout the research process. The consultant should consider: Do-no-harm principles, protection and confidentiality, informed consent, safe participation, potential sensitivities surrounding displacement and conflict, gender-sensitive data collection.</p> <p>The consultant should clearly distinguish between climate-related risks, conflict-related risks, and risks resulting from their interaction, while recognizing that study targets may experience multiple shocks simultaneously.</p> <p><b>Scope of the Assignment:</b> The assignment will cover selected locations and target groups within Addis Ababa and some selected regions identified jointly by LIWAY and the consultant during the inception phase. The consultant, during sample and data collection, will ensure adequate representation of: Poor women and youth, young women and young men, adult women where relevant to programme targeting, IDPs and conflict-affected populations, migrants and other vulnerable urban populations, women and youth with disabilities (where feasible), different livelihood and employment categories, participants across the four LIWAY market systems.</p> <p>The geographical and sampling scope will be finalized during the inception phase based on LIWAY's programme targeting framework, available population data, feasibility, and methodological considerations will be finalised during such discussions.</p> <p><b>Analysis and Reporting:</b> Integrate qualitative and quantitative findings into a comprehensive report. The final report should generally follow the structure consisting of: executive summary, introduction and background, objectives and research questions, methodology, profile of study participants, livelihood and employment situation, climate-related vulnerability and impacts, conflict, displacement and livelihood impacts, gender, youth and social inclusion analysis, coping, adaptation and resilience strategies, analysis of LIWAY market systems, institutional and market actor analysis, policy and strategy gap analysis related conflict and climate, key market constraints and opportunities, baseline findings and indicators, conclusions, recommendations, implications for LIWAY programming, and annexes.</p> <p><b>Validation:</b> Present key findings to the team, partners, employers, development partners and other stakeholders in a validation workshop to gather feedback.</p> <ul style="list-style-type: none"> <li>Produce a comprehensive baseline or situation analysis report including the contents stated below with recommendations, lessons learned, and best-case studies.</li> </ul> |
| <b>Key Questions</b>                | <p>The guiding questions for this baseline study or situation analysis on the effects of climate change, conflict, and internal displacement on the livelihoods of women and youth in Addis Ababa and selected regions are annexed to this ToR. The consultant is expected to design the assessment tools based on these guiding questions, which will be reviewed and approved by the LIWAY team before data collection begins.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Management of the assignment</b> | <p>The LIWAY Programme MRM and Knowledge Management Advisor will lead and coordinate the assignment on behalf the SNV, consortium lead, in close collaboration with the programme team and consortium partner.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

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|                                  | <p>The LIWAY Programme MRM Advisor will manage the assignment directly, with technical support from the Team Leaders and programme management.</p> <p>The programme team will support the effective implementation of the assessment by providing relevant programme documents and contact information for employers, private-sector actors, relevant policy actors, relevant development organizations, and relevant stakeholders.</p> <p>The consultant will lead the assessment, including designing the baseline study framework and data-collection tools in line with the shared guiding questions and submitting a comprehensive final report with raw data, findings, robust baseline information, evidence-based recommendations and case studies.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Deliverables</b>              | <p><b>Deliverables</b></p> <p>The selected consulting firm will be expected to deliver the following:</p> <ul style="list-style-type: none"> <li>○ An Inception Report with a detailed methodology, customized tools and work plan.</li> <li>○ Cleaned Quantitative Dataset including raw dataset; Cleaned dataset; Codebook/data dictionary, Variable definitions and syntax or analytical scripts, where applicable.</li> <li>○ Primary findings presentation. The consultant will present preliminary findings to LIWAY team and incorporate feedback into the final analysis.</li> <li>○ A Draft Baseline/situation analysis Report. Apart from the standard contents like: executive summary; background; methodology; limitations; profile of respondents; the report should also include livelihood and employment conditions; Climate-related vulnerability; Conflict-related vulnerability; Displacement and migration status; Gender and social inclusion; Market systems analysis; Coping and adaptation strategies; Institutional and market actor analysis; Key findings; Conclusions; Recommendations; Baseline indicators and values.</li> <li>○ Facilitate validation workshop to discuss preliminary findings and conclusions of the assessment feedback.</li> <li>○ Final baseline report: The final report will incorporate feedback from LIWAY, stakeholders, relevant partners and should provide clear, evidence-based findings and actionable recommendations.</li> <li>○ A Final Report incorporating feedback including the entire content of the draft mentioned above and including visualized data and a strategic roadmap for the way forward.</li> </ul> |
| <b>Sampling and Data Quality</b> | <p>The consultant will develop a sampling strategy that ensures appropriate representation of relevant women and youths. The sampling approach should consider, where data permit: Sex; Age; Location/sub-city; Employment status; Migration status; IDP status; Disability; Enterprise ownership; Other relevant vulnerability characteristics.</p> <p>The consultant will be responsible for developing and implementing a comprehensive data-quality assurance system covering Enumerator recruitment and training; Piloting of tools; Digital data collection where appropriate; Daily data quality checks; Back-checks; Spot checks; Data cleaning; Outlier and consistency checks; Secure data storage.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

### Duration of the Assignment

#### Timeframe

The baseline study assignment is expected to take place in 30 working days, starting from October 20, 2026) and concluding by (November 30, 2026) as per the contract agreement. It will encompass the following phases:

- **Inception report** (review documents, design review methodologies and tools, detail work plan and reporting format, etc.), after contracting.
- **Conduct data collection** for the review, after the approval of the inception report: This includes time allocated for conducting the desk review, field research, analysis of partners dashboard and stakeholder, employers and private actors' interviews.
- **Data analysis:** Following data collection, a thorough analysis will be conducted to synthesize findings and draw meaningful insights.
- **Validation** workshop with consortium partners, programme team, partners, employers and other stakeholders to gather feedback.
- **Finalizing the report**, submitting hard, soft copy and data generated from the assessment. The consultant will prepare the final report, incorporate feedback, ensuring clarity and alignment with the objectives of the assignment.

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## Proposal Evaluation Criteria

The following criteria will be employed for the evaluation of the proposals: -

### a) Technical Criteria for evaluation (weight: 80 %)

A pre-defined technical criterion will be employed for the evaluation of applicants. Failure to secure 48 Points out of the 80 will automatically disqualify the applicant.

| Technical Qualifications            | Scoring Criteria                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Max. Score |
|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| 1. Page Limit on Technical Proposal | The technical proposal should be between 10 - 12 pages. CVs and other supporting documents should be included as annexes Proposals that exceed this page limit may be automatically disqualified.                                                                                                                                                                                                                                                                                                                                                                                                            | Mandatory  |
| 2. Solid Experience and Knowledge   | Proven experience in market systems development (MSD), particularly within the Ethiopian employment sector. Demonstrated expertise in socioeconomic research, labour markets, market systems, climate resilience, conflict sensitive approaches. In-depth knowledge of livelihood programs, particularly, for women and youths, gender equality and social inclusion, exposure in youth and women programmes, climate-responsive MSD programming and decent employment. Very good knowledge and experience in research and assessment methodologies – MSD type quantitative, qualitative and mixed approach. | 35         |
|                                     | - More than 8 years of direct experience in similar assignments:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | 20         |
|                                     | - 5-8 years of relevant experience:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 10         |
|                                     | - 3-5 years of relevant experience:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 5          |

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|                                  | - Less than 3 years of relevant experience:                                                                                                                                                                                                                                                     | 0         |
| 3. Quality of Technical Proposal | Demonstrates a clear understanding of the assignment's objectives and scope. The proposed methodology is sound, and the work plan is clear, detailed, and logical.                                                                                                                              | 25        |
|                                  | - Proposal clearly demonstrates a full understanding of the assignment with a high-quality, detailed methodology and work plan:                                                                                                                                                                 | 25        |
|                                  | - Proposal indicates a partial understanding of the assignment:                                                                                                                                                                                                                                 | 15        |
|                                  | - Proposal does not indicate a clear understanding of the assignment:                                                                                                                                                                                                                           | 0         |
| 4. Team Capacity and Composition | The proposed team is multi-disciplinary and possesses the required technical expertise to cover all facets of the assignment. CVs of the proposed team members clearly demonstrate the necessary experience. Summary page showing team expertise and specific responsibility in the assignment. | 20        |
|                                  | - A well-composed team with demonstrated senior-level expertise in all key areas: Market Systems Development, livelihood programs, Climate, livelihoods, decent jobs/decent employment, Conflict Analysis, and Mixed-Methods Research(MSD type preferred), qualitative in-depth analysis.       | 20        |
|                                  | - Team composition is acceptable, but lacks demonstrated expertise in one or more of the key areas:                                                                                                                                                                                             | 10        |
|                                  | - Team composition is missing more than half of the required expertise:                                                                                                                                                                                                                         | 0         |
| <b>Total Technical Score</b>     |                                                                                                                                                                                                                                                                                                 | <b>80</b> |

#### b) Financial Evaluation Criteria (weight: 20%)

- ✓ The financial proposal, submitted in a separate document should be simple, and the proposals shall indicate all applicable taxes separately in a clear manner.
- ✓ If Applicants are legally registered consulting firms (copy of annexing of business license, tax registration certificate or any other legal documents need to be submitted). If the supplier is a Local supplier SNV shall deduct either 3% (if the company has valid license and tin number).
- ✓ Financial Proposal need to be submitted in Euro/Birr.

#### Important Notes:

- ✓ *technical and financial proposals will be submitted separately in marked separate envelopes. Only proposals that have a point of 48 /80 and above in the technical proposal are eligible for financial evaluation.*
- ✓ *SNV may invite candidates for a brief presentation as part of the technical evaluation.*
- ✓ *Proposals that have scored 64/80 on the technical proposal will have their financial proposals evaluated out of 20.*
- ✓ *Only shortlisted candidates will be contacted.*

**Interested consultants (individuals or firms) are expected to meet the following requirements:**

**Educational Background:** A Masters in a relevant field such as Development Economics, Labour Economics, Market Systems Development trainings, International Development, or other related social sciences.

**Demonstrated Experience:**

The evaluator firm (team/consultant) should demonstrate a mix of research, assessment and evaluation skill and experience of assessing/evaluating complex programmes, essentially programmes using an MSD approach.

**Overall competencies:**

- A proven track record in conducting comprehensive studies and assessments for development programs, particularly in the fields of market systems development (MSD), youth and women's economic empowerment, livelihood programs and private sector engagement.
- Strong knowledge of MSD approach and at least five years and above of recognised knowledge and experience in assessing and evaluating of MSD programmes.
- Very good knowledge and experience in research, assessment and evaluation methodologies – quantitative, qualitative and mixed approach.
- A strong record in designing and conducting/leading programme assessment and evaluations.
- Experience and knowledge in areas related to LIWAY priority market systems (labour, Micro and Small Enterprises, Medium and large enterprises, and skills development).
- Experience in urban context, youth, and women programmes; Gender equitable composition of teams with knowledge on Gender and social inclusion.
- Preferable experiences in Ethiopia, more specifically in Addis Ababa is a plus.
- Extensive experience in Ethiopia with a deep understanding of the MSME ecosystem, medium and large enterprises, labour and skills development for youth and women, and policies related to job creation and income growth.
- Demonstrated experience in conducting analysis and developing strategies related to the core themes of this assignment: livelihood programmes focused on women and youth, decent jobs assessment, Gender Equality and Social Inclusion (GESI).

**Team Capacity:** Ability to mobilize and lead a multi-disciplinary team with combined expertise covering the key assessment areas of the assignment. The CVs submitted must show relevant knowledge and experience market system development, effective mainstreaming of GESI and evaluation methodologies.

**Research and Analysis Skills:** Proven experience and expertise in designing and implementing mixed-methods research, including both qualitative (interviews, FGDs) and quantitative data collection and analysis, very good knowledge and experience in research, assessment and evaluation methodologies – quantitative and qualitative and mixed approach.

**Language Proficiency:** Excellent written and spoken proficiency in both English and Amharic.

**Ethical Standards:** Must adhere to SNV policies, principles, and core values, including a commitment to ethical standards and a code of conduct.

## Submission of Proposals

The proposal will be submitted in two separates, clearly marked categories:

### Technical Proposal

- **Cover Letter (One-pager highlighting capability & experience):**

- Express clear interest in undertaking the assessment on decency level of jobs created by LIWAY programme.
- Briefly summarize the consultant's/firm's/group's capacity and capability to deliver this specific assignment, emphasizing alignment with the programme objectives (economic empowerment for vulnerable women and youth in Ethiopia through market systems development).
- Provide evidence of performing similar assignments within the last five years, specifically highlighting experience in:
  - Market Systems Development (MSD), particularly within the Ethiopian employment sector.
  - Decent employment related assessments or assessing the quality of wage and self-employment in Ethiopia.
  - GESI, Knowledge on women decision making, agency and economic empowerment.
  - Inclusion of conflict affected targets, IDPs, host communities etc.

- **Technical Proposal (Detailed):**

- **Understanding of the Assignment:** Demonstrate a clear understanding of the programme's purpose, objectives, and scope, including job quality and decent-work assessment; LIWAY's contribution to the employment ecosystem; inclusion, accessibility, and income changes for women and youth; employment conditions and worker representation; key challenges and business-environment constraints; socioeconomic effects; and evidence-based recommendations to strengthen interventions and job quality.
- Better understanding of the current dynamics: capital market landscape and the recent trends such as liberalization, among others.
- Understanding of the local or in general country context around employment
- Demonstrated experience in similar work specifically in MSD programmes research, assessments and evaluations.

- **Proposed Approach/Methodology:**

- Detail the mixed methods approach to be employed, specifically addressing how the desk review (relevant documents, reports, systems strategy, etc.) and field research (interviews, FGDs with beneficiaries, government, IPs and other private sector actors, employers) will be conducted.
- Explain the approach to synthesizing findings and developing actionable recommendations.
  - Experience in qualitative assessment, research, data-capturing tools, qualitative data analysis, and digital surveys for quantitative assessment and questionnaires.
  - Best practices and tools from DCED and Beam exchange Knowledge pool on MSD.
  - This section should reflect a sound and high-quality MSD methodology.

- **Work Plan:**

- Present a clear, detailed, and logical work plan, aligning with the "Duration of the Assignment" (October 20, 2026 - November 20, 2026).
- Allocate specific timelines for each phase: Data Collection (desk review, field research, interviews), Data Analysis, Report Preparation (draft, final), Validation steps, and Final Report submission.

- Include a detailed team allocation for each task and estimated man-days per team member for each component of the assignment.
- **Applicant's Own Ideas/Recommendations:** Include any innovative ideas or additional recommendations that could enhance the delivery of the assignment in line with but not limited to the explicit ToR requirements.
- **Updated CVs:**
  - Provide updated CVs for the lead consultant and all proposed professional team members.
  - Each CV must clearly demonstrate:
    - Demonstrated Experience:** Proven track record and substantial experience aligned with the "Qualification of the Consultant" criteria, specifically highlighting:
      - Direct experience in Market Systems Development (MSD) programming
      - experience conducting baseline or impact studies on vulnerabilities due to climate & conflict, and related livelihood context in urban settings.
      - Inclusive developmental approaches (GESI).
      - Demonstrated experience in similar work specifically in MSD programmes evaluation.
      - Mixed-methods research design and implementation.
      - Awareness on DCED and/or Beam exchange MSD assessment methods (advantageous).
      - Experience in the Ethiopian context (livelihood programs, MSME ecosystem, policy environment to livelihoods improvement for women and youths).
      - Evidence of work done (e.g., recommendations from previous engagements, reports contributed to).
  - **Language Proficiency:** Confirmation of excellent written and spoken proficiency in both English and Amharic.
  - **Ethical Standards:** Commitment to SNV policies, principles, and core values.
  - **Financial Proposal (in Euro/Birr).**
- **Breakdown of Relevant Cost Elements:**
  - Provide a clear, itemized breakdown of all anticipated costs.
  - For each cost element, include:
    - Description (e.g., Professional Fees, Administration and Logistics cost (Daily Subsistence Allowance, Travel Costs, Communication Costs, Report Production).
    - Unit (for professional fee).
    - Number of Units (for professional fee).
    - Unit Cost (for professional fee).
    - Total Cost for each item (professional fee and Administrative and logistics fee separate)
  - **Professional Fees:**
    - Indicate the daily rate for each professional team member.
    - Specify the number of days each team member will be engaged for the assignment.
  - **Daily Subsistence Allowance (DSA):**
    - Total Cost
  - **Travel Costs:**

- Total Cost
- **Communication and Other Costs:**
  - Total Cost

### **Application Procedure**

- Both the Technical and Financial proposals should be in a separate sealed and stamped envelope. All physical submissions should be sent to: SNV Ethiopia, Mexico Sar Bet Road Next to African Union P.O. Box 40675, Addis Ababa | Ethiopia Fax + 251 (0) 11 616 6252 Tele + 251 (0) 11 616 6232 or via <**ettenders@snv.org**> by separately stating Technical and Financial on separate email.
  - **Or**
  - All technical and financial documents separately can be submitted via email **ettenders@snv.org** by writing the name of the specific assignment. ( not indicating the specific assignment in become disqualifide or no one take the responsibility.
- Proposals must be received by SNV Addis Ababa office no later than **October 28, 2026, until 5:00PM**

