



August 2018

Terms of Reference

Consultant to conduct Context and Market Analysis Pattani, Thailand

1. About ACTED

ACTED (Agency for Technical Cooperation and Development) is a non-governmental organization with headquarters in Paris, founded in 1993. Independent, private and not-for-profit, ACTED respects a strict political and religious impartiality and operates according to principles of non-discrimination and transparency.

ACTED's vocation is to support vulnerable populations affected by wars, natural disasters and/or economic and social crises, and to accompany them in building a better future. The programs implemented by ACTED are in 35 countries in Africa, Asia, the Middle East, Latin America and the Caribbean seek to cover the multiple aspects of humanitarian and development crises through a multidisciplinary approach which is both global and local, and adapted to each context.

2. Project Background

The project aims to promote inter-communal collaboration, mutual understanding and positive engagement between Pattani-Malay and Thai Buddhist communities, while concurrently improving economic opportunities for vulnerable youth groups within Pattani Province, Thailand.

These aims will be achieved by addressing key conflict drivers, such as the lack of trust in Government institutions; particularly the education system and the lack of economic opportunities for youth. These initiatives will in turn positively affect the ongoing legacy of prejudice between Pattani-Malay and Thai Buddhist communities.

Specifically, the project will coalesce Pattani-Malay and Thai Buddhist youth groups, to participate in culturally sensitive and collaborative vocational small enterprise development training, which will be developed collaboratively with local stakeholders, such as CSOs, Government educational authorities (OVEC), local businesses and vocational training colleges.

Social cohesion between mixed youth groups and potential employers, will be enhanced through the implementation of a cross cultural internship scheme (i.e. Pattani-Malay youth interning at Thai Buddhist business, and vice versa). This will improve cultural and social awareness and ultimately the employability of VT graduates, who are then better able to secure sustainable livelihood opportunities within a multi-cultural environment and are therefore less inclined to support or participate in disruptive, divisive and violent activities.



3. Objectives of the consultancy

1. Map the existing employment sector to ascertain both potential economic opportunities available to young people in the deep south, and to confirm any corresponding skills gaps which could be filled by VT.
2. Gather thorough datasets through a variety of methodologies including (but not limited to) desk top research and multi-stakeholder consultations with local business, CSO's, schools, colleges, national, regional and local Government, community leaders, youth groups, parents and families.
3. Analyse gender differences within economic and livelihood opportunities and identify how gender affects and is affected by economic opportunities for youth and potential/ongoing conflict.
4. Identify and initiate partnerships with small to medium private sector employees, local civil society organizations, and VT institutions that can potentially support training, practical experiences, employment opportunities and SED mentorships for young people
5. Produce a report and recommendations regarding specific programming activities/areas/partnerships/methodologies etc to be shared with the SG.
6. Produce a database of local businesses that are interested to participate in an internship and mentoring scheme.

4. Methodology of the consultancy

1. Desk-top review

Review of previous literature and reports to develop an understanding of the labour market needs, skill gaps, employment opportunities and influence and effect on gender for the local population, both Pattani-Malay and Thai Buddhist, in the Deep South of Thailand. In addition, to identify a list of small to medium private sector employers, local civil society organisations, VT related Government agencies and VT related non-Government organisations that can potentially support training and employment opportunities for youth.

2. Data Collection Exercise

Gather thorough datasets through a variety of methodologies including (but not limited to) multi-stakeholder consultations with local business, development agencies, schools, colleges, national, regional and local Government, community leaders, youth groups, parents and families.

3. Interactive forums

Stakeholders identified during the consultancy are invited to a a series of highly participative forums in Pattani, designed to elicit views and opinions about labour market needs, including small to medium private sector employers, representatives of ethnic civil



ACTED

society organisations, VT related government agencies and VT related non-Government organisations. Key questions developed to guide and facilitate discussion, and to cultivate future partnerships. ACTED will invite the identified stakeholders and organize all logistics related to the interactive forum

4. Final Report

Production of a gender desegregated report and recommendations regarding specific programming activities/areas/partnerships/methodologies to include a database of local businesses that are interested to participate in an internship and mentoring scheme.

5. Required Qualification and Skills

- At least 10 years' experience in livelihoods and technical and vocational skill development
- Experience in conducting a similar type of market survey
- Concrete experience in providing written reports that can influence key decision-makers
- Knowledge/experience of Thailand institutional and local context.

6. Deliverables (See Objectives)

1. Comprehensive list of small to medium private sector employers, local civil society organisations, VT related Government agencies and VT related non-government organisations and educational establishments that can potentially support VT training and curriculum development, practical experiences, employment opportunities and SED mentorships
2. 2 x one-day interactive forums in Pattani with a range of stakeholders invited, including small to medium private sector employers, representatives of ethnic civil society organisations, VT related government agencies and VT related non-government organisations;
3. List of potential VT courses based on youth economic opportunities and skill gaps.
4. Gender assessment based on economic opportunities, cultural views, and how gender is impacted by conflict.
5. Comprehensive stakeholder engagement and mapping within Pattani Province.
6. Approximately 20 - page report detailing all findings & recommendations based on the data gathered.

7. Timeframe and duration of the mission, with expected deliverables

A total of 24 working days, divided as follow:

Reason	Location	Days	Deliverables
Desk Review	Home	5	Bibliography – Draft list of small to medium private companies, local civil society organisations, VT related government agencies and VT related non-government organisations



Data Collection	Pattani Province	10	Field visit report (to be included in the final report)
Interactive Forum	Pattani Province	4	Forum report (to be included in the final report)
Final Report	Home	5	Final report (approx. 20 pages) including: <ul style="list-style-type: none"> - Field visit report - Labour Assessment report - Gender Assessment report - Recommendation for vocational education programming related to Pattani-Malay and Thai Buddhist youth - List of interested private sectors stakeholders - List of interested CSOs - List of interested VT education institutions - Relevant bibliography

The consultancy has been scoped as **24 billable days of work incl. accommodation in Pattani and airfare from/to Pattani.**

8. Background of the consultant

- At least 10 years' experience in livelihoods and technical and vocational skill development
- Experience in conducting a similar type of market survey
- Concrete experience in providing written reports that can influence key decision-makers
- Knowledge of Myanmar institutional and local context is an asset

9. Application Procedure

Each applicant should provide:

- All documentation specified in the ACTED bidders checklist – including:
- Bidders questionnaire
- CV;
- Cover letter;
- Ethical declaration
- References and examples of similar work (most recent);
- Company registration (individual independent consultants may apply)
- Instruction to bidders and TOR's signed on all pages
- Financial propositions;
- Any additional documentation to support the bid.



Applications should be submitted on or before 14/12/2018 at 05:00 pm Bangkok local time via email to lalita.summanuch@acted.org and tender@acted.org or delivered in a sealed envelope (clearly marked Pattani Project Tender) to the following address:

Laila Summanuch
ACTED Thailand Office
12A Paso Tower
88 Silom Road, Bangrak
Bangkok 10500, Thailand