

# TERMS OF REFERENCE (TOR) FOR ASSESSING CLIMATE-FRIENDLY ECONOMIC OPPORTUNITIES TO SUPPORT WOMEN AND GIRLS OF LOW-INCOME GROUP.

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## 1. Introduction and background:

### 1.1. About Khwendo Kor (KK):

Khwendo Kor (KK), meaning “Sisters’ Home” in Pashto, is a non-profit, non-governmental organization established in 1993 under the Societies Act 1860. Since its inception, KK has been working tirelessly to promote the rights of women and children through education, health, sustainable livelihoods, advocacy and peace building. KK strives to create enabling environments where women and marginalized groups can thrive socially and economically.

### 1.2. Overview of the Assignment:

This Terms of Reference (TOR) outlines a consultancy assignment to conduct market assessment to identify local climate friendly economic opportunities that can benefit women and girls particularly those of low-income groups in Peshawar, under the project titled, **Faith in Action- Mobilizing Civil Society for Lasting Social Change funded by Norwegian Church Aid**. This assessment will explore viable options for climate resilient livelihoods.

## 2. Purpose of the Assessment:

The market assessment aims to evaluate the existing skill levels of women in the intervention area and identify suitable climate-friendly skills that enhance their economic opportunities. The specific objectives are:

- 1. Assess Skill Levels:** Conduct a comprehensive analysis of the current skill sets of women in the target area to determine their proficiency levels and training needs.
- 2. Green and Climate-Friendly Skills:** Identify and recommend environmentally sustainable skills that align with green economic practices. This includes specifying relevant courses, certification pathways, and estimating the cost of tool kits to be provided upon completion of the training.
- 3. Economic Empowerment without Conflict:** Make sure the skills women learn can lead to real income opportunities, while also being mindful not to create any tensions or disruptions within the community

### 3. Methodology and Scope of work:

To gain a well-rounded understanding of the market and the needs of women in the intervention areas, a mixed-method approach that combines both qualitative and quantitative research tools shall be adapted. This will ensure a holistic and inclusive assessment.

#### 1. Primary Data Collection

- Conduct structured surveys and personal interviews with women from areas: Ander Sheher, Saddar, Mathra, Hassan Ghari, Tehkal Payan, Nasir Bagh Road, Regi Lalma and Gul Bahar. These conversations will help us understand their current skills, interests, and the challenges they face in earning a livelihood.
- Engage Local businesses, training providers, and community leaders to better understand which climate-friendly skills are in demand and suitable for women in these communities.

#### 2. Secondary Data Review

- Review relevant market reports and research to identify emerging opportunities in green sectors and sustainable livelihoods that could benefit women.
- Analyse government and donor-funded initiatives that support women's skill development and income generation, to build on what's already working.

#### 3. Sustainability and Conflict Prevention

- Propose activities to promote inclusion and do not unintentionally exclude or marginalize any group.
- Carry out risk assessments, and strategies developed to manage any tensions that could arise around women's economic participation, especially in more conservative or resource limited settings.

### 4. Deliverables:

#### 1. Market Assessment Report

- A detailed analysis of existing skill levels among women in the intervention area.
- Identification of skill gaps and relevant training opportunities.

#### 2. Climate-Friendly Skills Framework

- Recommended green skills aligned with sustainability and market demand.
- Course outlines, certification details, and cost estimates for skill development tool kits.

#### 3. Income Generation Strategy

- Practical recommendations for converting acquired skills into sustainable livelihoods.
- Conflict mitigation strategies to ensure smooth economic integration.

#### 4. Presentation & Validation Workshop

- A structured presentation of findings to Project team (KK).
- Collection and incorporation of feedback to refine recommendations.

#### 5. Final Approved Report

- A polished, donor-approved report incorporating KK's team inputs.

- Actionable guidelines for implementing the proposed skill development initiative.

## **5. Location of the Assignment:**

The location of the assignment includes the following UCs of Peshawar:

**Ander Sheher, Saddar, Mathra, Hassan Ghari, Tehkal Payan, Gulbahar and Malakander.**

## **6. Assignment Duration and Reporting:**

The assignment must be completed within 2 months from the date of contract signing. The consultant will report to the Project Coordinator, Khwendo Kor.

## **7. Roles and Responsibilities:**

### **Khwendo Kor (KK):**

- Provide overall supervision and guidance.
- Review and approve deliverables.
- Ensure timely payments as per agreed terms and conditions.

### **Consultant:**

- Develop and finalize all deliverables.
- Conduct fieldwork independently and ethically.
- Incorporate all feedback from KK and donor.
- Arrange all logistics including travel and accommodation.
- Present findings in validation meetings.
- Submit invoices as per contract terms.

## **8. Required Qualifications:**

- Master's degree in Gender Studies, Social Sciences, Public Administration or a related field.
- Minimum of 5 years experience in conducting market assessments, preferably for women of low-income group.
- Proficiency in data collection and analysis tools (SPSS, STATA, NVIVO).
- Strong knowledge of KP's socioeconomic context and legal frameworks.
- Proven record in writing high-quality two research and assessment reports .
- Provide at least two samples of similar work where low income women have been offered green skills leading towards income generation.

## **9. Type of Contract and Payment Terms:**

- The assignment will be commissioned under a service contract.
- Payment will be made after submission and approval of the final report.
- The taxes, as applicable, will be deducted at the source as per the country's rules and regulations.
- Payments will be made through cross cheque in the name of the consultant.

## 10. Submission of Expression of Interest (EOI):

Interested consultants are invited to submit their EOI including:

- A technical and financial proposal (inclusive of all taxes).
- Profile and CV of the consultant.
- Work samples of two similar assignments completed recently.
- Three professional references.

### **Application Process and Requirements:**

The interested individuals with above qualification and experience can apply and submit their application, CV and financial proposal on [placementjobskk@gmail.com](mailto:placementjobskk@gmail.com) to the under signed not later than 15<sup>th</sup> July 2025. Incomplete applications and submission to any other email will not be entertained.