Call for Expression of Interest (EoI) to source consultant(s) to undertake detailed youth led labour markets assessment in strategic value chains targeted by R-YES project in Rwanda

1. Background information

Kilimo Trust (KT) is an East Africa-based not for profit organization that was established in 2005 to contribute to broad-based wealth creation through agriculture and agribusiness development. KT is an implementing partner of choice for inclusive market-led agricultural value chain development in the region, on behalf of regional and international development partners, EAC governments and private sector.

Our vision is to see “sustained and equitable wealth creation, food and nutrition security for smallholder farmers and other VC actors”. The mission is to make agri-business a transformative tool for wealth creation, food and nutrition security for over 500,000 smallholder farmers and other VC actors in the next five years beginning 2018. And, our core business is to structure national and regional trade in agricultural products. We are headquartered in the Republic of Uganda, with registered affiliated subsidiaries in Tanzania, Rwanda and Kenya.

Kilimo Trust is implementing, 5-year project (2020 – 2024) on youth incubation in agribusiness in partnership with African Agribusiness Incubators Network (AAIN), Rwanda Youth in Agribusiness Forum (RYAF) and Rwanda Polytechnic. The project titled Rural Youth Employment Opportunities: Support to Integrated Agribusiness Hubs in Rwanda (R-YES), will be implemented in Rwanda. The project is funded by International Fund on Agricultural Development (IFAD). R-YES project is part of a larger IFAD program that will focus on creation of employment opportunities for rural youth in Africa through support to integrated agribusiness hubs.

Integrated agribusiness hub is proposed as an innovative mechanism to foster youth employment through applying combinations of innovative technologies, developing talent, building know how, facilitating access to capital, enhancing business skills and access to finance and other services. Integrating these combinations in agribusiness hub presents an opportunity to occupy the gaps existing between mechanisms such as business development services (BDS), Technical Vocational Educational Training (TVET) services, technology parks, and other platforms for business development, by directing them towards gainful youth employment.

Ultimately, R-YES wants to see more new youth led agribusiness enterprises incubated and emerging, thus providing an avenue for self-employment, and holistic wage seeking graduates (with competences beyond technical skills) absorbed in evolving agribusiness labour
markets. Critical to successful implementation of this project, is to understand the current youth labour dynamics in relation to targeted value chains through a study, which will inform the project’s entry point (in terms of nodes and value chains to target) and interventions to address current labour gaps. Therefore, this EoI is soliciting applications from individual or a team of consultants to undertake detailed labour market assessment for R-YES project.

2. Labour Assessment/Survey/Study Participants:
The labour markets study will focus on assessing the challenges and opportunities for project beneficiaries (direct and indirect, and disaggregated by young men and young women, in rural, peri-urban and urban areas) not limited to:
- Youth already in agribusiness (i.e. as owners of enterprises or salaried workers)
- Previous graduates of TVETs that are engaged in different agribusinesses in various value chains
- On and off farm businesses operating along the value chain and employing young people
- Rural young people potentially to be targeted
- Capacity building institutions for youth (especially those providing vocational education)
- Policy makers such as ministries, agencies and departments, including representatives of local governments
  - Existing policies and programmes favoring youth inclusion in agribusiness
- Providers of business development services such as finance, inputs and others.
- Relevant stakeholders from the broader farming community
- Development agencies in this space implementing related projects
- ICT firms providing agribusiness related solutions,

3. Objectives of the assignment:
The objective of the assessment is to map existing and potential labour opportunities, determine in-demand technical and soft skills requirements and understand barriers to youth labour and income generation within agricultural value chains. Beyond skills, the study will also assess the challenges and opportunities in accessing services and assets. The assessment should also highlight how gender issues affect youth employment in agribusiness. Specifically, the assessment will help the project implementation team further understand:

- Rwanda’s rural youth employment and labour market situation (gaps in statistics)
- Critical factors that influence youth labour markets in Rwanda (including their perceptions)
- Labour market trends within Rwanda’s agricultural and related sectors such as: typology, ancillary payments and pay practices, systems that collect and process information on rural employment and decent work (who, what systems, what kind, quality and level of information they make available)
- Nodes of the identified value chains that are attractive and have the greatest potential to contribute to inclusive rural youth employment (Business Modeling)
- Existing and potential labour market demand, supply and training/skills gaps in agribusiness sector.
- Map major training and skills service providers (training institutions) and their capacity to respond to industry labour demands (trends and gaps).
- Systems upgrade required at the hub to meet current and future labour demands
- Common barriers/constraints and underlying factors that limit youth access and participation in the labour markets, including social barriers (e.g. access to resources like land, negative employer perceptions of young people, cultural norms that limit female youth participation, etc.) and physical or structural barriers.
  - Identification of solutions (including ICT) to address and overcome these barriers
- Rules and policy frameworks that support youth engagement in labour markets
• Pre-conditions required for improved youth engagement
• Inventory and short profiles of potential sources of labour supply (agri-businesses) that are willing to work with Agribusiness hubs to source trained youth
• Existing partnerships and their effectiveness between partnering hub (and its associated satellite hubs) and larger farming community.
• Key focus/recommendations for successful project delivery.

4. Methodology
The study will adopt the following approaches to understand youth labour dynamics in Rwanda’s agricultural sector:

1. Literature/desk review of secondary data including project documents, assessments, evaluations, previous labour market studies and policy documents.
2. Informed by the 1st draft from secondary review of literature, primary data (information on pending data gaps) will be collected from key stakeholders through a survey.
3. Youth focus group discussions, key informant interviews and structured questionnaires will be the major tools employed to fill data gaps.
4. Data analysis and report writing

5. Scope of Work
The scope of the study will be determined by selected value chains

6. Expected Deliverables to include:
Key expected deliverables will include:

1. Inception report highlighting how the assignment will be conducted and deliverables
2. 1st draft report based on literature review, clearly highlighting gaps to be filled by primary data collection
3. Data collection tools
4. 2nd draft report
5. Final report which details findings on all aspect as highlighted in the scope of work

7. Timeline
This assignment will be delivered within a period of two months from start date. However, the actual consultancy costing should be based on billable days.

8. Budget:
The consultant is expected to propose a realistic budget (which includes professional fees and operational expenses) as part of this submission.

9. Consultant’s Profile: Skills, Experience and Qualifications
• A minimum of a master’s degree in Agricultural Economics, Agribusiness Management, processing statistics or any other related field
• Minimum of 5 years’ experience conducting similar or related studies in Agribusiness or related field
• Good understanding of labor markets and value chain development work in Rwanda
• Prior experience in integrating youth in agricultural value chains
• Good understanding of hub or incubation centre concepts.
• Have working experience in the East African Community

10. Application Procedure
Application documents are required to be submitted online via email: recruitment@kilimotrust.org, not later than 6th May 2020 at 4pm.

Application documents MUST include the following:
  i) A letter stating why you consider your firm suitable for the assignment.
ii) Brief technical proposal which include methodology on the approach and implementation of the assignment, and the work plan for implementation of the assignment.

iii) Financial proposal indicating professional fee and a breakdown of expenses (unit price together with any other expenses) related to the assignment.

iv) Personal CVs of leading technical personnel proposed for this assignment highlighting qualifications and experience in similar projects;

v) Please share copies of similar works done in the past, and

vi) Work references - contact details (email addresses) of referees (firms for whom you’ve produced similar assignments).