



## **Women & Youth Economic Empowerment in Fisheries through Inclusive Market Access Project**

### **Readvertised**

Terms of reference for Associate to support the Fish Market Characterization Study in Uganda, Kenya, and Tanzania

#### **1. Background:**

Africa's fisheries sector is important in food security, equitable livelihood creation, and poverty alleviation. According to the FAO, women play an important role along the fish value chain, making up almost 50 percent<sup>1</sup> of employment in the sector, mainly in downstream activities of processing and trade, with young women dominating informal cross-border trade. Women account for approximately 43% of the workforce in marine industrial fisheries, 27% in inland fishing, 24% in marine artisanal fisheries, and 5% in aquaculture<sup>2</sup>. The proportion of women working in fisheries and aquaculture systems, relative to the total workforce, varies among African nations. Within East Africa, 60% of aquaculture jobs are in farming/harvesting, and 40% in processing and trade for instance scaling, sorting, and value-addition activities such as drying and frying, freight, storing, trading, and moving goods across borders. However, many roles for youth especially young women in East Africa are in post-harvest activities or trade.

Currently, women and youth carry out 90% of processing and trade. Youth participation in fish farming/harvesting is limited, while they contribute significantly to the post-harvest and trading stages as these tend to be less capital intensive. Approximately 90% of young people are concentrated in trade. The main opportunities for youth today are in trade and brokerage as this does not require access to land or capital (e.g., drivers to transport produce, brokers, and handlers to prepare and package fish). Despite the important role women and youth play in fisheries, and the potential of the sector to unlock even more work opportunities for young women, women face disproportionate barriers that limit their full participation in aquatic food systems. These include gender-based discrimination, Safeguarding, and sexual harassment; poor access to Information and inadequate skills; poor access to finance and business development services and limiting infrastructure and Logistics. Specifically, the participation of women and youth to actively participate in cross-border fish trade is hampered at production, aggregation, retail, sorting & processing, cross-border trading, and at the agency (Association & Cooperative) levels.

Despite the high proportion of women and youth (90%) participating in fish processing and trade, they are exposed to significant risks as they are vulnerable to the power dynamics inherent in engagement with officials as they pass through borders. Therefore, ACFTA Secretariat with support from Mastercard Foundation has designed a project named "Women and Youth Economic Empowerment in Fisheries through Inclusive Market Access".

The main objectives of the program are:

- a) To increase the capacity of women and youth to profitably trade in fish across borders
- b) Greater inclusion of youth and women in cross-border fish trade

#### **2. Goals and Objectives of the Study:**

---

<sup>1</sup> FAO. 2020. Women, key forces for upscaling small-scale fish production in Africa.

[https://www.fao.org/africa/news/detail-](https://www.fao.org/africa/news/detail-news/en/c/1267126/#:~:text=19%20March%202020%2C%20Accra%20%2D%20In,their%20work%20situation%20and%20livelihoods.)

[news/en/c/1267126/#:~:text=19%20March%202020%2C%20Accra%20%2D%20In,their%20work%20situation%20and%20livelihoods.](https://www.fao.org/africa/news/detail-news/en/c/1267126/#:~:text=19%20March%202020%2C%20Accra%20%2D%20In,their%20work%20situation%20and%20livelihoods.)

<sup>2</sup> de Graaf G and Garibaldi L. 2014. The Value of African Fisheries. FAO Fisheries and Aquaculture Circular No. 1093. Rome: FAO. doi:10.1578/AM.40.3.2014.297



## **Women & Youth Economic Empowerment in Fisheries through Inclusive Market Access Project**

The main goal of the market characterization study for the fish value chain in Uganda, Kenya, Tanzania is to understand the cross-border trade in fish and delineate opportunities for women and youth to engage in dignified job creation and or job enhancement.

Specifically, the study will:

- a) Determine public and private investments in cross-border trade in fish trade by women and youth.
- b) Categorize women, men, and youth MSMEs with respect to:
  - i) Operational capacity of the business in cross-border fish trade
  - ii) Level of organizational development and participation in relevant platforms that support cross-border fish trade
- c) Characterize cross-border fish trade across the EAC countries with respect to:
  - i) Product Trade flow channels and volumes
  - ii) Value chain actors involved and their capacities
  - iii) Gross margins at the different nodes of the value chains
  - iv) Levels of investment in the cross-border trade business by private sector
  - v) Tariff and non-tariff barriers specific to women in youth in fish cross border trade
- d) Establish leadership and governance gaps that women and youth cross border traders experience in their businesses.
- e) Establish what type and where youth and women cross-border traders obtain financial and other business development services.
- f) Determine if youth cross-border traders' networks are in existence; how they are organized, and how they conduct business and engage with their members and other networks and or platforms.
- g) Determine if women's cross-border fish trade dialogues exist; how they are organized, their modus operandi, and how they engage with their members and other similar dialogues and or platforms.
- h) Make recommendations for the Program to focus on enhancing fish cross-border trade with regards to:
  - i) What and where in the fish cross-border trade can investments be made to generate the most jobs for women and youth
  - ii) What challenges and threats prevent women and youth from participating in fish cross-border trade
  - iii) Options to address capacity and knowledge gaps of youth and women to participate in cross-border fish trade
  - iv) Options to improve and enhance MSME cross-border fish trade
  - v) Access to finance for women and youth cross-border traders
  - vi) Increasing voice and participation of women and youth in cross-border fish trade

### **3. Scope of Work:**

The study will be conducted in the EAC countries of Uganda, Kenya, Tanzania including Zanzibar. The consultant is expected to conduct the following activities:

- a) Contribute Tanzania-specific data to beef up the literature review report.
- b) Conduct a thorough review of data collection tools.
- c) Participate in data collection exercise.
- d) Supervise enumerators during data collection exercise.
- e) Analyze and generate data tables for Tanzania and submit the same for review by senior consultant.
- f) Work with the Tanzania country team to organize for data validation workshop by relevant stakeholders.
- g) Draft and finalize validation workshop report and submit for incorporation in main study report
- h) Provide general support to the Tanzania Country team to successfully conclude with the market study in Tanzania.



## Women & Youth Economic Empowerment in Fisheries through Inclusive Market Access Project

### 5. Expected Deliverables

Under the direct supervision of the Tanzania Country Team Leader and Program Officer the Associate will provide the following deliverables to project management in a timely manner:

- Tanzania-specific data input to literature review report: The Associate shall review and provide Tanzania data to the literature review report
- Review and finalize data collection tools: The Associate is expected to review and submit revised tools with technical inputs.
- Data collection report: The Associate shall submit a data collection report detailing how the exercise was conducted in Tanzania, the challenges and lessons learned.
- Relevant data tables: The Associate shall be fully engaged in the data analysis exercise and generate relevant data tables to be submitted to the Senior consultant drafting the study report.
- Validation workshop report: The Associate shall work with the Program Team to organize a data validation workshop with relevant stakeholders and submit the workshop report detailing the feedback on the study findings.

### 5. Estimated Time frame

The study is expected to run between the months of February to May 2025. There will be 25 billable days o (Starting date: 10<sup>th</sup> February 2025 & Ending date: 30<sup>th</sup> May 2025)

Main activities	Time frame	Days
Review of the Literature review report and provide inputs		1 day
Review of data collection tools		1 day
Participating in and supervising data collection exercise		15 days
Analyze data and generate relevant tables		5 days
Organize and rapporteur validation workshop		2 days
Finalize and submit a validation workshop report		1 day
Total		Up to 25 days

### 6. Budget:

The Associate will propose their professional fees, depending on workload, and all field costs will be paid directly by Kilimo Trust.

### 7.0 Associate's Profile: Skills, Experience and Qualifications

- A minimum of a bachelor's degree in Agricultural Economics, Agribusiness Management, Applied Statistics, or any other related field.
- A minimum of 3 years' experience conducting market studies of agricultural commodities in the EAC. Experience in conducting surveys, analyzing, synthesizing, and presenting information/Reports is a MUST.
- The Associate must possess significant evidence of academic and experiential background in research methodology, program design, and implementation.
- A solid and diverse experience in research, monitoring, and evaluation of projects and/or Programs at the national and/or regional level.
- Have working experience in Tanzania, and or EAC or Zambia conducting studies or relevant regional experience will be an added advantage.



## **Women & Youth Economic Empowerment in Fisheries through Inclusive Market Access Project**

### **8. Rights and Confidentiality**

The Kilimo Trust reserves the right to reject or cancel any proposal without showing any reason. During this assignment, all materials produced shall remain the property of Kilimo Trust and cannot be used by the service provider for a purpose other than agreed upon by both parties. The developed materials cannot be sold or used in any case without the prior permission of Kilimo Trust.

### **9. Intellectual Property**

All information pertaining to this assignment (tools, interview guides, data, reports, and others) which the Consultant may come into contact within the performance of his/her duties under this consultancy shall remain the property of the KT and the organization (KT) shall have exclusive rights over their use. Except for the purpose of this assignment, the information shall not be disclosed to the public nor used in whatever way without the written permission of Kilimo Trust.

### **10. Safeguarding:**

The Consultants are expected to follow Kilimo Trust safeguarding policies which include but not limited to integrity, accountability, ethical data collection processes, respect for beneficiary's privacy, and protection

### **11. Application Procedure**

Application documents are required to be submitted online through [recruitment@kilimotrust.org](mailto:recruitment@kilimotrust.org) before 1700hrs on Friday 28<sup>th</sup> February 2025.

Application documents **MUST** include the following:

- i) A letter stating why you consider yourself or your firm suitable for the assignment.
- ii) Financial proposal indicating professional fee.
- iii) Personal CVs highlighting qualifications and experience in similar projects; and
- iv) Work references - contact details (email addresses) of referees (firms for whom you've produced similar assignments).