



**MINISTRY OF AGRICULTURE, LIVESTOCK AND FISHERIES  
STATE DEPARTMENT FOR FISHERIES, AQUACULTURE AND BLUE ECONOMY  
AQUACULTURE BUSINESS DEVELOPMENT PROGRAMME (ABDP)**

**IFAD LOAN NO: 2000002052 - Aquaculture Business Development Programme**

**SPECIFIC PROCUREMENT NOTICE**

<b>Country</b>	Kenya
<b>Name of Project</b>	Aquaculture Business Development Programme (ABDP)
<b>Contract Title</b>	<b>Consultant Gender, Youth and Nutrition Advisor for the Aquaculture Business Development Programme</b>

**RFP Reference**

REF NO: MOALF/SDFA&BE/ABDP/TOR/2019-2020/023

Regards

**Programme Coordinator**

## **Aquaculture Business Development Programme**

### **TERMS OF REFERENCE FOR A GENDER, YOUTH AND NUTRITION SPECIALIST FOR THE AQUACULTURE BUSINESS DEVELOPMENT PROGRAMME (ABDP)**

#### **1.0 Introduction and Project Description**

##### **1.1 Background Information**

Aquaculture Business Development Programme (ABDP) is an eight (8) year project (2018-2025) funded by Government of Kenya, International Fund for Agricultural Development (IFAD) and the Local Community. The financial agreement was signed on 22<sup>nd</sup> June 2018 and came into force same day of signing.

##### **1.2 Project Goal and Objectives**

The **Overall Goal** of the project is to “*contribute to the reduction of poverty and increased food security and nutrition in rural communities of Kenya*”. This goal is pursued via one **development objective** which reflect the poverty-food security and nutrition nexus:

- i. Increased incomes, food security and nutritional status of the wider communities of poor rural households involved in aquaculture in the targeted Counties.

The objective is in line with the current IFAD Country Strategic Opportunities Programme (COSOP) for Kenya: (SO-II) Improved access to productivity enhancing assets, technologies and services for vulnerable rural women, men and young people in target areas.

##### **1.3 Project Area and Target**

The project area are the Counties with high concentrations of aquaculture activity, high production, existing infrastructure (processing, marketing and research), adequate water resources and marketing potential. Area selection also takes into account poverty targeting criteria. The programme will target fifteen (15) Counties (Migori, Kakamega, Homa Bay, Nyeri, Meru, Kirinyaga, Tharaka Nithi, Kisii, Kisumu, Siaya, Busia, Embu, Kiambu, Machakos and Kajiado). The

project will start with six (6) Counties (Homa Bay, Migori and Kakamega in Western Kenya Region) and Kirinyaga, Nyeri and Meru (in Central/Eastern Region) in the first two years and then expanding on a need basis from the third year.

The total number of Programme direct beneficiary household is about 35,500 (213,000 people) of which 5,500 are youth. These beneficiaries consist of male and female smallholder fish farmers (29,900) involved in fish farming at different productive levels (subsistence and medium-farming). The fish farmers would include 30% women and 20% youth. The beneficiaries' households include 5,500 youth (50% men and 50% women) benefiting from employment and self-employment opportunities along the non-production segments (processing, trading, etc.) of the aquaculture value chain. The total outreach to indirect beneficiaries will include about 300,000 people benefiting from nutrition initiatives.

#### **1.4 Rationale for ABDP**

The burgeoning aquaculture subsector in Kenya presents a major opportunity to reduce persistent rural poverty in the country by increasing incomes and tackling diet-related issues. Historically, fish production and consumption has been low nationally, with relatively little produced or consumed except in the Western region. Hitherto, domestic supplies have come mainly from inland capture fisheries supplemented by marine catch. The quantity landed from the main source, Lake Victoria, has been in steep decline since the 1980s. Currently national demand is increasing from a low level, prices are rising and imports filling the widening gap in supply.

A profitable aquaculture subsector is emerging in response to growing demand, accelerated by a very substantial strategic GoK investment under the economic Stimulus Programme (ESP). The ESP initiative sought to introduce aquaculture as an additional enterprise in diversification of the predominant mixed farming systems rather than to create "fish farmers". Important potential advantages for smallholders were the fact that aquaculture is less vulnerable to the effects of climate change than rainfed field crops, and the addition of a different technology spreads the risks in small-scale farming. Though ESP progress was slowed by a lack of connection to the larger "private sector" value chain operators and the unrelated decision two years on to devolve implementation responsibilities to newly formed County Governments, the programme was instrumental in introducing aquaculture to a wide constituency especially in Central and Eastern Region, and kick starting an important subsector.

## 1.5 Project Components

The project interventions are being implemented through three (3) major components namely:

**Small Holder Aquaculture Development:** The objective of the component is to strengthen the capacity of smallholder farmers, mostly aquaculture pond farmers, to increase production and improve productivity as well as to create opportunities for non-fish farming actors interested to develop micro-enterprises along the aquaculture value chain. The component will also contribute to improved diet quality of the Kenyan population through the increased awareness on consumption of fish, fish products and dietary diversity. The outputs of this component are:

- a) Upgrade aquaculture production base through rehabilitation of existing aquaculture production facilities (ponds and others, including those established by the ESP;
- b) Introduce new fish farming facilities (pond and others) focusing on new entrants to the sector (mainly youth and women);
- c) Develop sound practices, training and capacity building for smallholder practicing cage culture and aquaculture in small man-made reservoirs, pending the completion of guidelines and SEIAs;
- d) Promote the technical and business skills of smallholder fish producers to increase their production and productivity as well as their income and move them from subsistence to commercially oriented production;
- e) Build the capacity for feed cottage industries and fingerling production, introduced under the ESP program;
- f) Identify entrepreneurial off-farm opportunities and create skills for off-farm entrepreneurial opportunities, focusing on youth including landless, near landless youth and women and other disadvantaged groups; and
- g) Promote fish consumption and the production of value-added fish products to advance the nutritional status and food security of the wider communities, with particular attention to the most vulnerable categories including children and women of reproductive age.

**Aquaculture Value Chain Development:** The Component comprises interventions to broaden and deepen the aquaculture value chain with a series of strategic Public-Private-Producer-Partnerships (PPPPs) within a robust modern public sector framework as well as support for smallholder farmer

groups' business plans. The purpose of the support is to make the aquaculture producers' core activities financially viable and bankable. The component would also seek to build up the capacity of public and private supporting services to the aquaculture subsector with the express intention of increasing the real demand for smallholder production.

**Project Management and Coordination:** The component is designed to ensure that the project is effectively and efficiently managed. The objective of the component is to enhance management in implementation and coordination of project activities so as to assess project impacts and progress made towards achieving project objectives.

## **2.0 About the Position**

We are looking for an individual consultant adept in gender, youth and nutrition matters who will be reporting to the Project Coordinator. The incumbent will be required to travel to project locations for work purposes. The responsibilities of the consultant will be to coordinate and facilitate the implementation of the project's gender, youth and nutrition sensitive interventions.

The gender, youth and nutrition specialist should:

- ✓ Be familiar with gender, youth and nutrition mainstreaming policies of the institutions ABDP will work with including any national policies, policies of ministries and implementing institutions;
- ✓ Have experience in implementing the development project related to gender, youth and nutrition in rural development sector, preferably in livestock and fishery;
- ✓ Serve as a channel of communications between ABDP and others working on gender, youth and nutrition issues in government, implementing agencies, research centers, NGOs and other development projects of relevance for the project.

## **3.0 Detailed Description of Tasks**

***Objective - Support Programme Implementation with regard to gender, youth and nutrition activities***

1. The Gender, Youth and Nutrition Specialist will overall coordinate all the gender, youth and nutrition related activity of the project including

preparation of a gender, social and nutrition inclusion action plan to be implemented at County/Sub-county level, including working in close collaboration with community development specialist to ensure community mobilization/sensitization activities are organized in order to capture women and youth groups; ensuring affirmative actions are undertaken for their participation

2. Develop a strategy for awareness creation and capacity building on gender equality and nutrition, participation of women, men, youth and vulnerable groups in project-supported activities, HIV/AIDS prevention and mitigation, environmental management, and other cross-cutting issues;
3. Develop the project's nutrition strategy
4. In collaboration with the project M&E specialist, ensure adequate data collection on gender, youth and nutrition indicators and entry in the Project's M&E database; ensure that gender, youth and nutrition indicators are tracked and reported on a regular basis (along with other project reporting schedules);
5. To support youth employment and self-employment by promoting the involvement of young men and women in aquaculture related enterprises, introducing through them a business-oriented approach to the Subsector;
6. Work to sensitize all project and partners that project outcomes should be achieved with respect for the principle of gender equity and women's empowerment;
7. Identify any capacity gap from project implementers that limit achievements of gender and nutrition related objectives and propose practical solutions to address the gap;
8. Review project implementation processes and outputs to provide feedback, quality assurance and advise project teams on corrective interventions with respect to gender equality, women's empowerment, youth and nutrition mainstreaming. The basic processes to which gender and youth specialist should provide inputs are;
  - Preparation of the Annual Work Plan and Budget;
  - Design and implementation of the project M&E system;
  - Project Progress Reports;
  - Project Supervision Reports.
9. Review project plans and monitor budgets to ensure that adequate attention is paid (and resources allocated) to support practical and strategic support to women and youth, nutrition initiatives and to influence the wider policy/decision-making community to protect and promote equity and nutrition mainstreaming

10. Ensure that communication materials highlight gender, youth and nutrition issues, review existing training materials and evaluate whether additional information shall be included for specific sectors/issues. Ensure that the materials the project develops are gender sensitive in their language and image;
11. Ensure that systematic gender and nutrition sensitization, trainings and refresher courses are held for all staff at all levels. Be available for support in related trainings/workshops preparation and follow up;
12. Provide support where necessary for the successful execution of stakeholder engagement and information gathering sessions on gender, youth and nutrition issues.
13. Participate actively in networks of and for women, youth and nutrition and facilitate linkages among these groups;
14. Conduct and organize capacity strengthening activities for all the project staff and other relevant partners based on gaps identified;
15. Ensure that the project implementation teams (at all levels) are sensitized to gender, youth, nutrition and diversity issues that they should expect and explore in their interaction with the community through regular trainings and sensitization programmes;
16. Interacting with communities to gain better understanding of women's, youth and nutrition issues, perceptions and guiding implementers in approaches to better integrating women, youth into project activities;
17. Reviewing (regularly) participation of women and youth in community development activities and decision making processes and making recommendation to improve processes;
18. Guiding development of youth and women's groups, ensuring adequate representation of women in all project activities, monitoring impact of project activities on status of women, youth as well as monitoring gender orientation of participating agencies and service providers.
19. Support preparation, implementation and monitoring of the gender, youth and nutrition action plans and related activities

#### **4.0 Expected deliverables and timeline**

Expected Output	Timing / Deadline
Develop a road map outlining key activities for the implementation of the	Within 2 weeks of contract signing

gender, youth and nutrition based activities of the Programme	
Update roadmap and present to Programme Coordinator	Consistently every two weeks
Develop the Programmes' Nutrition Strategy	Within 2 months after signing of the contract
Facilitate conversion of gender, social and nutrition inclusion action plans into interventions and work plan activities	Consistently every month
Provide progress reports on implementation of gender, social and nutrition inclusion activities of the Programme	Consistently every month
Participate in stakeholder workshops for the various activities and contribute to the consultation reports	Within one week after each stakeholder workshop

## **5.0 Consultancy Duration**

The duration of the consultancy is one year (twelve months), with a possibility of contract extension for another year, subject to satisfactory performance. The assignment is expected to commence in May 2020.

## **6.0 Reporting, accountabilities and location**

The Consultant will be based at the Programme Coordination Unit (PCU) offices in Nyeri and will report to Programme Coordinator and work closely with the PCU Team for guidance and advice.

## **7.0 Qualifications and Experience Required**

### **i. Education**

- Have an advanced degree (Masters) in Gender, Youth and Nutrition studies, Development Studies, Social Sciences or other relevant field from a recognized university.

### **ii. Work Experience and Competencies**

- The Expert will have not less than 10 years' continuous professional experience in the public and or development sector.

- Minimum 10 years' experience and knowledge in gender, youth and nutrition development, particularly related to food security, agricultural value chains/market systems, or nutrition-integrated agriculture
- Minimum 3 years of relevant professional experience in gender equality, gender mainstreaming, youth integration and nutrition mainstreaming.
- Minimum experience in the last 3 years in social development and project management in the public sector for large donor/GoK funded project
- Demonstrated experience in GoK and donor funded projects, as well as understanding procedures and legislations of the GoK will be an added advantage.
- Good knowledge of project development especially of multilateral financial institutions like IFAD will be an added advantage.
- Excellent communication and report writing skills is essential
- Excellent training skills is essential.
- Proven track record in working effectively within multidisciplinary teams
- Computer proficiency in standard computer office applications

## **8.0 Inputs provided by the Client**

The client shall be responsible for the provision of office space and furniture, and supporting office equipment. The client shall include the consultant in all its procurement arrangements concerning field visits as applicable. All such inputs shall be approved by the ABDP Programme Coordinator. Where travelling individually on programme duties, expenses will be incurred and reimbursed accordingly, in accordance with GOK procedures. All individual travel shall be approved by the ABDP Programme Coordinator.

## **9.0 Terms of Payment**

Payment shall be made upon submission of acceptable deliverables as per schedule outlined in 4.0 and upon submission of completed timesheets.

## **10.0 Selection Method**

Candidates will be evaluated based on their compliance with the requirements stated in the TOR.

**ANNEX I: DEBARMENT DECLARATION FORM**

Date \_\_\_\_\_

**To  
The Programme Coordinator,  
ABDP  
P.O. Box 904 - 10100  
NYERI**

I (name and address)

\_\_\_\_\_

\_\_\_\_\_ declare the following:

- a) Have not been debarred from participating in public procurement.
- b) Have not been involved in and will not be involved in corrupt and fraudulent practices regarding public procurement.

-----  
Name of Applicant

Signature

Date