



**REQUEST FOR EXPRESSION OF INTEREST (REOI)  
FOR INDIVIDUAL CONSULTING SERVICES IN  
GENDER ANALYSIS AND SOCIAL INCLUSION**



**Reference Number: MOA/PMU/IFAD/TCEP/ICS/SC-9/2019-2020**

<b>Country</b>	<b>Liberia</b>
<b>Project</b>	<b>Tree Crop Extension Project (TCEP)</b>
<b>Assignment</b>	<b>Individual Consulting Services in Gender Analysis and Social Inclusion</b>

### **A. Context**

The Gender and Development Act, 2001 establishes and defines the institutional Mandate of the Ministry of Gender and Development, which is the national machinery for promoting gender equality, women's advancement and children's welfare in Liberia. The Liberia National Gender Policy and its accompanying policy objectives and strategies highlight Agriculture as one of the key areas for enhancing the status of women and promoting gender in Liberia.

The Tree Crop Extension Project II (TCEP-II) is designed to build on the achievements and capitalize on lessons learned from the IFAD co-financed Smallholder Tree Crop Revitalization Support Project (STCRSP) implemented in Lofa County over the last five years and which came to an end in September 2017. TCEP-II is part of a programmatic intervention combining attributes from the Tree Crops Extension Project (TCEP-I) ratified on 24 May 2017 and which will be implemented in the neighbouring county of Nimba. Together they will be seen as part and parcel of a larger programme for the area. TCEP-I and TCEP-II will mainstream a comprehensive social inclusion strategy. Specific elements of the strategy include: i) parity of employment between men and women at the PMU/PIU and operational levels; ii) training of all TCEP-I and TCEP-II staff, FMOs/implementing agencies and relevant stakeholders on social analysis and youth and gender sensitive programming; iii) provision of implementation support towards effective social inclusion in project activities, as required; iv) development of gender and youth sensitive human resource policies and procedures for TCEP-I and TCEP-II management; v) establishment of targeting quotas to reach the poor, youth and women, giving special attention to women headed households, including war widows; vi) integrating programme measures to address prevailing gaps constraining women and youth equitable engagement in cocoa farming.

The consulting services will require experienced national/International consultant with extensive experience in gender analysis and social inclusion, child and youth safeguarding policy, gender mainstreaming in agriculture sector, developing gender policy, and gender gap analysis.

## **B. Objective of the Individual Consulting Services**

The objective of this individual consulting service is to generate information on gender gaps as well as needs, constraints and opportunities of women and youth in the project target areas as evidence-based data to develop a gender policy.

## **C. Scope of Work**

The study will identify gender gaps in the agriculture sector in Nimba and Lofa Counties particularly, though not exclusively, for female headed households, youth, people with disabilities and child labor cases. It will also identify percentage of women in management positions in cooperatives, producer groups, and assess to land.

## **D. Detailed Tasks of Individual Consultant**

Gender and Social Inclusion Specialist (National/International Consultant - up to 15 days to conduct gender analysis in the project targeted areas in Nimba and Lofa Counties and report findings). The aim of this gender analysis is: i) To promote gender mainstreaming and youth inclusivity in the agriculture sector, ii) To identify problems women and youth face in accessing land for agriculture production, iii) Recommend measures for the protection of children from child labor and other form of abuses in the project targeted areas.

The consultant will:

- Conduct in-depth assessments of the situation confronting women, youth and children in the agriculture sector particularly in the project areas
- Conduct gender analysis and needs assessment (quantitative and qualitative assessment) of women and men in the project target districts
- Identify gender-based constraints and recommend key elements of a gender policy for ensuring that women, children, youth and men benefit from the project's activities.
- Identify the role of men, youth, women, and children in agriculture activities in the project districts
- Identify who has access and control on productive resources such as: land, labor, capital and credit, and education.
- Propose recommendations on key findings to be implemented by the project to improve the inclusion of gender, youth and other marginalized groups, including highlighting aspects to be included in the gender and safeguarding policy

## **Qualification and Experience:**

The consultant is required to possess:

- a) Degree in Gender, Social Work, Anthropology, Economics or a related field.
- b) Minimum three years of research experience to develop gender monitoring plans or strategies for projects
- c) At least 5 years of experience collecting primary data and field work. Experience in livelihood development in rural areas would be an asset
- d) Demonstrated ability to write high quality, methodologically sound, analytical papers in English
- e) Solid communicate skills and sensitivity to the target group
- f) Exposure to value and principles of the human rights as well as sensitivity to gender, disadvantaged groups and diversity.
- g) Have a good working knowledge of the quantitative and qualitative performance evaluation methods and programming strategies commonly used in agricultural development projects.

**Key competencies:**

- a) Good communication skill in English (oral and written)
- b) Experience in preparing power point presentation
- c) Experience in international best practices in agriculture sector
- d) Ability to present information in a clear, precise, and well-articulated manner

**Please send a soft copy of your expression of interest by 15<sup>th</sup> of June 2020 by 4:00pm to:**

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IFAD PIU/PMU/MOA

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Females are highly encouraged to apply.