Consultancy: Baseline Study on Economic Empowerment of Women in Agriculture

Location: Ghana and Kenya
Duration: 3 Months

This assignment is perfect for someone looking to apply their experience and knowledge within an organization that is focused on helping to deliver 8 of the Sustainable Development Goals: (1) No Poverty; (2) Zero Hunger; (3) Quality Education; (5) Gender Equality; (12) Responsible Consumption and Production; (13) Climate Action; (15) Life on Land; and (17) Partnerships for the Goals.

We live in a world where the demand for multiple land uses constantly rises and climate change places additional stress on the sustainable use of natural resources. While solutions to issues such as hunger and poverty are now within our reach, how we act today will make a big difference to how we live tomorrow.
1. Introduction

PlantwisePlus is a global programme, led by CABI, that contributes to improving the incomes and livelihoods of smallholder farmers by helping them apply sustainable approaches to crop production, leading to safer and higher-quality food in domestic markets. The programme builds on and enhances work done under the programmes Plantwise and Action on Invasives, but also introduces new elements to address gaps and opportunities identified through the lessons learned from implementing those programmes. The programme has four specific objectives to achieve this goal. These are: (1) enhance digital advisory tools to boost climate smart plant health practices; (2) increase supply and demand for safer and higher quality locally produced food in domestic markets; (3) strengthen detection and response to pest outbreaks; (4) enhance availability of safer plant protection products. The programme aims to support 50 million men and women farmers in 20 countries to become more resilient to climate change and to be able to access higher value domestic markets for their products, over the next 10 years. The programme is now completing a three-year proof of concept period, which was implemented from 2020-2023, with interventions in six focus countries (Kenya, Ghana, Zambia, Uganda, Pakistan, and Bangladesh), as well as other PlantwisePlus countries e.g. Nepal, Vietnam. (PlantwisePlus annual report 2022).

2. Purpose of the study

In order to demonstrate the effectiveness of our work under goal three of CABI’s Medium-Term Strategy 2023-25, it is necessary to conduct a baseline study for women’s economic empowerment in agriculture. This will provide a comprehensive understanding of the challenges and opportunities faced by women. It serves as a foundation for evidence-based policy making, targeted interventions, and collaborative efforts aimed at fostering inclusive and sustainable agriculture development. It allows us to gather vital information, establish a benchmark for progress, and design effective interventions that promote gender equality and enhance women’s economic empowerment. By investing in this study, we can take significant strides towards achieving gender equality, empowering women, and realising the full potential of agricultural sectors. This baseline study will serve as a benchmark for PlantwisePlus implementing countries to increase its impact on gender equality and women’s empowerment.

3. Scope of the study

The baseline study will be carried out at the country level in two PlantwisePlus countries: Ghana and Kenya. The study aims to collect information on the following:
1. **Women’s economic empowerment levels**: based on knowledge and awareness of the key gender issues and gendered power dynamics in the target countries, establish baseline data on current levels of women’s economic empowerment in agriculture at a local level, that can also be used at a more general (national) level. Specifically, the baseline will provide data on:
   a. women’s access to and control over farming inputs (land, labour, finance, advice, technologies, etc.)
   b. existing knowledge of women farmers and their capacity to access digital information
   c. women’s capacities and access to information on pest management, plant health
   d. existing gender disparities
   e. barriers women farmers encounter
   f. specific areas where intervention and support are most needed and propose targeted strategies to address their needs.

2. **Income generation**: the baseline will collect data on existing women’s empowerment levels, agricultural productivity, farming income, and market access. The study will also suggest new income and employment opportunities for women and youth as agricultural services providers.

3. **Understand local challenges and context**: the study will develop comprehensive case studies of localities where interventions have been fruitful, explaining key success factors that can potentially replicated. Active engagement with the local stakeholders, such as women farmers community leaders, NGOs, and government officials, will be expected to gain first-hand insights and identify scalable solutions. This approach should deliver a robust understanding of local contexts while delivering broad insights useful for future interventions.

4. **Methodology**

The baseline study should employ a mixed-methods approach, combining qualitative and quantitative research methods. The selected consultant, consultancy team or firm will be expected to adapt a multi-faceted approach in conducting the work including performing cross-content comparisons and thematic analysis across various local contexts to discern shared challenges and successful strategies.

The study should collect data through methods such as household surveys, focus group discussions and key informant interviews. The consultant will apply Pro-WEAI and other suitable tools for data collection on access to equitable extension advisory services and use of agricultural technologies. Specific gender assessments tools should be suggested in the proposal documents. A tailored assessment framework should be developed that can be used across all countries.
5. Deliverables
The consultant will be responsible for delivering the following outputs:

<table>
<thead>
<tr>
<th>No.</th>
<th>Output Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Inception report detailing the study design, methodology, and data collection tools</td>
</tr>
<tr>
<td>2.</td>
<td>Raw data collected from the fieldwork</td>
</tr>
<tr>
<td>3.</td>
<td>Draft baseline study report for review and feedback</td>
</tr>
<tr>
<td>4.</td>
<td>Final baseline study report incorporating feedback received</td>
</tr>
<tr>
<td>5.</td>
<td>Presenting the findings of the study</td>
</tr>
</tbody>
</table>

6. Reporting and coordination
The consultant will provide regular progress updates and reports to the PlantwisePlus management team and CABI's Gender Coordinator.

7. Proposal
Consultants are requested to submit:

1. A full proposal detailing their interpretation of the TOR, proposed methodology including, sampling, sample size, work schedule and detailed plan of activities. The proposal should ideally not exceed 10 pages
2. Proposed budget, including a breakdown of the budget and a justification of expenses. The budget should include only those costs that can be directly attributed to the activities proposed, with an explanation of budget line items. A technical and financial proposal must be submitted separately
3. Copies of all relevant certificates, curriculum vitae and company profile, and submit the affidavit
4. A sample of a similar gender baseline report, completed within the last 18 months (this will be treated as confidential, and only used for assessing suitability for assignment)
5. Three referees (including, one from a most recent assignment). Upon a review of the submission, CABI may require additional documentation to fulfil due diligence requirements. Requests for this will be made on a case by case basis, and a timeframe for turnaround agreed.

In addition to the above, the selection process will also consider the submission of the following:

a) A copy of the Company Registration
b) A copy of the VAT certificate
c) A copy of the tax clearance for the last fiscal year from the Inland Revenue Office
d) All proposed professionals must sign the copy, clearly indicating their proposed position in this assignment.
8. **Timeline**
The consultant is expected to commence the assignment by the early September 2023 and complete the task by December 2023. A draft schedule is provided below, which can be refined through consultation with the consultant.

<table>
<thead>
<tr>
<th>SNo</th>
<th>Activities</th>
<th>Time period</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Contract sign</td>
<td>By 4th September 2023</td>
</tr>
<tr>
<td>2.</td>
<td>Preparatory work (consisting of framework of study, sample design, checklist, methodology, timeline, schedule etc.)</td>
<td>11th September 2023</td>
</tr>
<tr>
<td>3.</td>
<td>Inception report and orientation to enumerators and questionnaire testing</td>
<td>18th September 2023</td>
</tr>
<tr>
<td>4.</td>
<td>Field work, data collection from field – Maximum 30 days</td>
<td>16th October 2023</td>
</tr>
<tr>
<td>5.</td>
<td>First draft report submission</td>
<td>20th November 2023</td>
</tr>
<tr>
<td>6.</td>
<td>Final report submission after incorporating all comments from reviewers</td>
<td>4th December 2023</td>
</tr>
</tbody>
</table>

9. **Expertise and management:**
The consultant selected for the study should possess the following expertise and qualifications:
- Extensive experience in qualitative and quantitative gender research methodologies.
- Clear understanding of similar studies, including baseline, midterm, and end-line assessments.
- Minimum of 10 years of proven work experience in gender studies, socio-economic studies, and similar fields.
- Proficiency in gender analysis, and gender-related assessments and research methodologies, Women Economic Empowerment Agriculture Index (WEAI) and economic empowerment tools.
- Previous experience conducting assessments using the Women's Empowerment in Agriculture baselines.
- Previous work experience in programme areas, particularly in conducting baseline studies related to agriculture, digital tools, access to agri-inputs, markets, and climate resilience.
- Experience in integrating gender and promoting women's empowerment, preferably in agricultural projects would be desirable.
- The consulting team should comprise at least three members, including a Gender and Social Inclusion (GSI) Expert.
- The Gender Expert should have Master's degree in Humanities and Social Science/Social Work/Gender Studies.
- The consulting firm should clearly specify their work experience in the Kenya and Ghana, when submitting a proposal.
10. **Evaluation criteria**

All received proposals will be evaluated based on various indicators, including but not limited to:

- Sound understanding of the assignment
- Competent methodology
- Consistency, coherence, and compliance with the TOR
- Experience of the team leader
- Composition of the team
- Efficient budget planning

11. **How to apply**

All documents must be submitted by email to procurement-africa@cabi.org by close of business 23th August, 2023.
**Africa**

**Ghana**
CABI, CSIR Campus
No.6 Agostino Neto Road
Airport Residential Area
P.O. Box CT 8630, Cantonments
Accra, Ghana
T: +233 (0)302 797 202
E: westfrica@cabi.org

**Kenya**
CABI, Canary Bird
673 Limuru Road,
Muthaiga
P.O. Box 633-00621
Nairobi, Kenya
T: +254 (0)20 2271000/20
E: africa@cabi.org

**Zambia**
CABI, Southern Africa Centre
5834 Mw ange Close
Kalundu, P.O. Box 37589
Lusaka, Zambia
T: +260 967619665
E: southernafrica@cabi.org

**Brazil**
CABI, UNESP-Fazenda Experimental Lageado,
FEPAF (Escritorio de CABI)
Rua Dr. Jose Barbosa De Barros 1780
Fazenda Experimental Lageado
CEP: 18.610-307
Batutut, San Paulo, Brazil
T: +55 (14) 3880 7670
E: y.colmenarez@cabi.org

**Trinidad & Tobago**
CABI, 59 Gordon Street,
Curepe, St. Augustine
T: +1 868 6457628
E: caribbeanLA@cabi.org

**USA**
CABI, 6 Liberty Square #2775
Boston, MA 02109
T: +1 (617) 682 9015
E: h.jansen@cabi.org

**Europe**

**Netherlands**
CABI, Landgoed Leusderend 32
3832 RC Leusden
The Netherlands
T: +31 (0)33 4321031
E: netherlands@cabi.org

**Switzerland**
CABI, Rue des Grilons 1
CH-2800 Delémont
Switzerland
T: +41 (0)32 4214870
E: europe-CH@cabi.org

**UK**
CABI, Nosworthy Way
Wallingford, Oxfordshire
OX10 8DE, UK
T: +44 (0)1491 832111
E: corporate@cabi.org

**CABI, Bakeham Lane**
Egham, Surrey
TW20 9TY, UK
T: +44 (0)1491 829080
E: cabieurope-uk@cabi.org

**China**
CABI, Beijing Representative Office
Internal Post Box 85
Chinese Academy of Agricultural Sciences
12 Zhongguancun Nandajie
Beijing 100081, China
T: +86 (0)10 82105692
E: china@cabi.org

**India**
CABI, 2nd Floor, CG Block,
NASC Complex, DP Shastri Marg
Opp. Todapur Village, PUSA
New Delhi – 110012, India
T: +91 (0)11 25841906
E: india@cabi.org

**Malaysia**
CABI, PO Box 210
43400 UPM Serdang
Selangor, Malaysia
T: +60 (03) 89439321
E: cabisea@cabi.org

**Pakistan**
CABI, Opposite 1-A,
Data Gunj Baksh Road
Satellite Town, PO Box 8
Rawalpindi-Pakistan
T: +92 51 9292062/ +92 51 8434979
E: cabi.cw a@cabi.org