

Terms of Reference for Consultancy Services —conducting a Gender and Social Inclusion (GESI) Analysis and development of GESI Strategy inclusive of GESI action plan

The Youth Entrepreneurship in Agriculture- Rwanda (YEA-R) program in 10 Districts

Districts: Muhanga, Nyabihu, Musanze, Ngororero, Nyamasheke, Karongi, Bugesera, Rusizi, Rutsiro and Rubavu Districts

1. Context

The Kvinna till Kvinna Foundation is a Swedish non-profit organization dedicated to empowering women in conflict-affected areas by enhancing their power and influence. Kvinna till Kvinna Foundation has defended women's rights since 1993 For every woman and girl's right to be safe and to be heard.

Kvinna till Kvinna has been present in Rwanda since 2017 and promotes women's human rights. Together with partners, Kvinna focuses on preventing and responding to Gender-Based Violence (GBV), promoting Sexual and Reproductive Health and Rights (SRHR) and information, supporting conflict resolution, and promoting women's participation in decision-making. Kvinna till Kvinna also supports networking, cooperation and shared learning between women's rights actors from different social backgrounds. The foundation's approach is based on strong local ownership and long-term support.

One of the key focus areas is strengthening women's economic empowerment to enable them to access educational opportunities, enter the labor market, access financial resources, and become financially independent.

Currently, Kvinna till Kvinna Foundation Rwanda is implementing a 5-year MasterCard Foundation funded program under a consortium of partners led by SNV titled **"The Youth Entrepreneurship in Agriculture- Rwanda" (YEA-R)** with a goal of enabling 40,000 young women (70%), People with Disability 5% and men into dignified and equitable work opportunities in the Agrifood sector in Rwanda. This would be achieved by enhancing inclusive market-led economic growth through enabled agricultural SMEs due to better-skilled youth, a well-coordinated sector, and innovative value chains.

The program's three key pathways are:

- Pathway 1: Strengthened Resilience (skills development, climate smart agriculture (CSA) training, financial resilience).
- Pathway 2: Strengthened Business Operations and Linkages to Markets and Financial Services (market access, cooperatives, financial services).
- Pathway 3: Empowerment, Voice & Agency (GESI transformation, youth empowerment, and inclusion of People with Disabilities - PWD).

Under pathway 3 Kvinna till Kvinna intends to conduct a GESI analysis in 10 districts of Rwanda covering all the 5 provinces in the country. The Gender Equality and Social Inclusion analysis will help us understand the different roles, responsibilities, opportunities, and challenges that people of different genders and disability have within the agricultural sector particularly in Horticulture and Poultry value chains. By analyzing gender and disability dynamics, the program can identify inequalities, barriers, and power imbalances that may not be immediately apparent, and work toward creating more inclusive and equitable systems. The analysis will inform the GESI strategy and action plan that will guide the design and implementation of gender-sensitive and targeted disability interventions across all pathways.

The specific program targets are economically disadvantaged and/or financially excluded young people between the ages of 18-35, specifically young women and men, and young individuals with disabilities (5%) mostly living in rural areas (80% of the total participants). YEA-R aims to empower marginalized groups and ensure equitable economic opportunities within the poultry and horticulture market systems by prioritizing inclusivity and diversity.

Despite Rwanda having progressive inclusion policies in Africa particularly in the Eastern and Southern African region, Rwandan women in agribusiness, particularly in rural areas, still face significant barriers that hinder their economic empowerment in both on-farm and off-farm work. These barriers are attributed to persistent negative traditional values, cultural beliefs, and mindsets. Furthermore, women in Rwanda have limited access to various forms of capital, including social and financial capital, as well as knowledge, assets, and experiences that could enable them to transition from subsistence farming to agripreneurship. For young women, and those with disabilities, these challenges are more pronounced. Girls are disproportionately affected by gender-based discrimination and additional obstacles related to disability, age, and lack of access to legal rights.

To overcome these, the program will develop a GESI strategy with an action plan. This strategy will integrate targets, and apply intersectional analysis, to achieve transformative program GESI outcomes, it will also include specifically designed activities to reach, empower, and sustain more equal gender relations at household, community, and institutional levels. YEA-R's Pathway 3 specifically aims to amplify economic empowerment within Agrifood value chains, enabling young women to increase access, agency, and voice. This approach, at the household and community level will engage men as enablers to benefit from gender equality and positive masculinity.

Objectives

The main objective of this consultancy is to conduct a comprehensive Gender Equality and Social Inclusion analysis to identify and understand the different ways in which gender and social factors (such as disability, age, and socioeconomic status) intersect and affect people's experiences, access to opportunities, and their participation in various aspects of society, including economic, social, and political life. Based on the findings of this analysis, the consultant will develop a GESI strategy inclusive of action plan that aligns with the program's goal of promoting inclusive economic opportunities for young women, men, and youth with disabilities in the agrifood sector.

Conduct a Gender Equality and Social Inclusion analysis and developing a GESI (Gender Equality and Social Inclusion) strategy and action plan will ensure the inclusion of women, youth, and Persons with Disabilities (PWD) in all aspects of the program. This strategy aims to dismantle gender, disability exclusion and social barriers, promote equal opportunities, and foster the active participation of marginalized groups in agricultural entrepreneurship. Specifically, it will focus on building individual confidence, reshaping community, business, and institutional perceptions, and enhancing the acceptability of these groups to start and run businesses, raise their voices, and negotiate more equitable relationships within the household and community.

A key outcome of the project is youth empowerment to enable young women and men, as well as youth with disabilities, to influence value chain actors involved in horticulture and poultry. This will result in a more inclusive ecosystem at the household, community, and national level, with a specific focus on young women and young people with disabilities (PWD).

Specific objectives

- Identify gender-based and disability inequalities in access to resources, opportunities, and decision-making power.
- Assess how policies, programs, or projects affect young men and women and youth with disability in different ways.
- Identify contextual specific pathways to promote equal access to resources, services, and opportunities for all genders and youth with disability focusing particularly on marginalized groups.
- Examine gender-based and social exclusionary norms and practices in agribusiness.
- Develop a Gender Equality and Social Inclusion strategy and action plan that addresses the identified barriers and ensures inclusive and equitable opportunities for young women, men, and youth with disabilities in Rwanda's agrifood sector.

Scope of Work

The consultancy will include the following tasks:

3.1 GESI Analysis

The gender equality and social inclusion analysis will focus on the following key activities

- Review existing documents, policies, studies and research on gender equality and social inclusion within the agriculture and youth entrepreneurship sector in Rwanda.
- Analyze the gender and social inclusion dynamics, including social norms and power relations within the agriculture sector, with a focus on young women, men, and PWD in Rwanda, particularly in the horticulture and poultry value chains.
- Identify key stakeholders (e.g., youth groups, financial institutions, community leaders, local governments, youth agriculture cooperatives).

- Assess and identify gender and socio-economic barriers as well as empowerment opportunities, for young women, men, and PWD within YEA-R program. Special consideration should be given to individuals who may face heightened risks of exclusion due to various forms of disability. These include wheelchair users, individuals who are visually impaired (blind), hearing impaired (deaf), persons with albinism, individuals with mental disabilities, little people, and those with multiple disabilities. The assessment should examine challenges and opportunities in accessing training, financial services, markets, entrepreneurship and associations of people with disabilities) and their roles in promoting gender equality and social inclusion within the sector.
- Identify the types of disabilities among participants to enable effective planning and provision of reasonable accommodation, such as sign language interpretation, personal assistance, and other necessary support, where needed.
- Analyze power and decision-making on issues related to agrifood e.g., purchase of farming inputs and equipment, explore who holds power on farm outputs, how investment decisions are made, and who influences or controls key decisions within households, and communities, or broader society to understand how power imbalances affect individuals' ability to negotiate, access resources, and influence change.
- Analyze roles and responsibilities within a community or household to understand task distribution, identify imbalances or inequalities in the division of labor, and highlight how gender related norms influence who performs which duties in family life, the workplace, and community activities.
- Apply an intersectional lens to assess how various forms of discrimination intersect (e.g., gender, disability, geographical location, age, etc.) and impact opportunities for young people.
- Document good practice and case studies of successful youth-led agricultural enterprises that integrate gender and disability considerations.

3.2 Development of GESI Strategy and action plan

- Based on the findings of the gender equality and social inclusion analysis, develop a GESI strategy with an action plan that outlines key interventions to address identified barriers, promote inclusion, and ensure equal access to opportunities for young women, men, and PWD. This would facilitate inclusive implementation of the program. Hence, the strategy should focus on:
 - Providing tailored capacity-building for young women and PWD.
 - Ensuring equal access to financial resources, markets, and technical assistance.
 - Strengthening the leadership and decision-making roles of women and PWD in agribusinesses and cooperatives.
 - Propose interventions that challenge gender and social norms that hinder the participation of young women and PWD in agriculture and entrepreneurship.
 - In collaboration with the MEL team, identify and propose entry points for action and the development of gender-sensitive monitoring and evaluation indicators to track progress toward achieving gender equality and social inclusion objectives within the program.
 - Design a capacity-building plan for implementing partners, stakeholders, and program staff on GESI principles and practices.

4. Deliverables

- The consultant will provide an inception report with detailed methodology, timeline (estimated performance period is between May – August, 2025), and key activities for conducting gender equality and social inclusion analysis and developing the GESI strategy.
- A comprehensive report that outlines the gender and social inclusion context in the target sector, identifies barriers and opportunities, and provides recommendations for program interventions.
- A detailed strategy document that incorporates gender and social inclusion principles into the program design, outlining specific actions, roles, and responsibilities to ensure the inclusion of women, youth, and PWD in the program.
- Provide a final consolidated report summarizing the findings from the gender equality and social inclusion analysis, the GESI strategy, and recommendations for the future implementation of the program.

5. Qualification and experience

a) Education:

Advanced university degree (a master's degree) or equivalent in gender studies, social sciences, law and women's rights, education, sociology, or any other related field.

b) Relevant experience, knowledge and skills:

- At least 5 years of experience in conducting gender equality and social inclusion analysis, developing GESI strategies and action plan, and working with youth, women, and PWD in the agriculture sector.
- In-depth knowledge of gender equality, social inclusion, and youth empowerment in the context of agricultural development.
- Expertise in qualitative and quantitative research methods.
- Ability to communicate findings clearly and effectively to diverse stakeholders.
- Knowledge of gender-sensitive data collection, participatory and data analysis techniques.
- Strong facilitation skills, report-writing, and data presentation skills
- Fluency in English and Kinyarwanda
- Proven experience in conducting gender analyses, especially in youth entrepreneurship and agriculture.
- Strong knowledge of the Rwandan context and agriculture sector

6. Financial Framework

Consultancy fees shall be specified as fees per day including taxes, social security contributions and VAT. The proposal should state the total value of the tender, including expenses such as telephone, internet or postage, expenses for travel related to the assignment. It is not acceptable for the contracted consultants to subcontract the assignment without prior approval. In cases where the expression of interest includes a team of consultants, their division of work should be specified within the submitted proposal.

7. Reporting

- The consultant/team will report directly to Kvinna till Kvinna Programme Manager.
- Regular updates will be required throughout the assignment, with progress meetings scheduled as necessary.

8. Application package

The application file should contain the following documents:

- Technical proposal should not exceed 10 pages, excluding annexes, with a clear description of the proposed methodology detailing how the deliverables will be achieved, timeframe and detailed Curriculum Vitae of the proposed team to carry out the assignment with clear roles and functions in this assignment
- Sample report from similar assignments completed within the last 2-3 years
- Financial offer detailing consultant fees, travel costs (if applicable), and any other expenses associated with the execution of gender equality and social inclusion analysis and GESI strategy development in PDF format.
- The financial proposal must be a separate document from the technical proposal.
- Minimum 3 certificates of similar work done in the past.
- Company profile; VAT registration certificate; RRA tax clearance certificate; RSSB tax clearance certificate.

9. Submission of tenders

Interested candidates should submit tenders (with a detailed technical proposal and financial proposal) to Kvinna till Kvinna not later than 5 May 2025 by email to esperance.umulisa@kvinnatillkvinna.se

Contact

For questions, please contact annette.natukunda.mukiga@kvinnatillkvinna.se