



## Request for Proposals (RfP)

### Consultancy to analyze the gender landscape of the aquaculture industry in East Africa

#### 1. Introduction

Msingi is an independent industry development organization that supports the transformation of high potential industries in East Africa (Kenya, Uganda, Tanzania, and Rwanda) through a range of initiatives such as support to pioneer businesses, technical assistance, policy support, or development of key industry institutions.

One of Msingi's focus industries is aquaculture; Msingi aims to help develop a competitive, inclusive and resilient aquaculture industry over the long term. Msingi believes that East Africa has a strong comparative advantage in aquaculture, with good natural water resources and climate, genetic resources, and a rapidly growing population leading to increasing demand for protein.

Msingi's focus is on facilitating the growth of an inclusive aquaculture sector in East Africa. We believe inclusivity is central to the impact a sector creates. Msingi understands inclusive impact as growth that is equitable in nature, supporting more productive employment and higher incomes for producers, distributed fairly along value chains, creating opportunities for disadvantaged groups. One of our key focuses within inclusivity is gender. Msingi has disaggregated gender data from the farms we work with but acknowledge that this information is not sufficient to draw conclusions on the gender landscape and dynamics of the sector and hence hinders our ability to identify opportunities for improvement. A better understanding of the issues and constraints faced on the basis of gender would enable us to focus our efforts in addressing them.

#### 2. Objectives

The objective of this consultancy is to;

1. Analyze the gender landscape and dynamics in the aquaculture value chain in East Africa – this will include an analysis of different roles played by women and men in the sector, availability of economic opportunities and any inequalities in the distribution of income and benefits generated by the sector.
2. Understand key constraints faced by women and men in participating in the sector.

#### 3. Scope of work

1. Understand and analyze the gender dynamics along the aquaculture value chain in East Africa (specifically in Kenya, Uganda, Rwanda and Tanzania). This would include;
    - Identifying the different roles, circumstances and opportunities for female and male farmers/workers/managers
    - Identifying how these roles, circumstances and opportunities for females and males influence gender dynamics
    - Highlighting the differences in these four countries
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2. Identify and understand individual stakeholders (women groups, farms and NGOs etc.) in the aquaculture landscape and how they influence the existing gender dynamics.
3. Identify and understand the systems/structures (e.g., government, regulatory frameworks etc.) in place that influence gender dynamics. Highlight, where applicable, whether these systems/structures contribute to gender inequity.
4. Identify and understand the underlying constraints and barriers based on gender for those who work in or want to enter the aquaculture value chain. This should also include how they are negatively and positively impacted by the aquaculture sector.
5. Identify interventions, activities or projects that have been executed by other agencies to address gender issues in other East African sectors with similar gender dynamics, highlighting their approach, outcomes and learnings where applicable.
6. Identify what principles a market systems development organization such as Msingi can incorporate into its aquaculture programme and interventions to ensure that the benefits accrued by the market are inclusive for both men and women.

This research will include interviews in the field as well as the use of secondary data, including from Msingi and other sources.

Msingi is open to discussing the scope of work based on feedback from the selected consultant.

## 4. Deliverables

1. An inception report that details a more specific scope of work, a detailed work plan, including the specific components of research that will be conducted and the specific methodology for each.
2. A presentation on the key findings detailed in tasks 1 – 6 above which should highlight opportunities for more inclusive impact with respect to gender. The presentation should be followed by a session where Msingi can ask questions on the findings from the research.
3. A final report detailing 1-6 and incorporating feedback from Msingi will be presented for approval.

## 5. Requirements for consultant/firm

1. Demonstrated experience in undertaking similar or relevant research on gender issues in East Africa, preferably with a background in social science and proven knowledge of gender dynamics in various East African sectors.
2. Demonstrable ability/experience to obtain accurate primary data beyond desk research and experience conducting field research in East Africa.
3. Analytical capabilities: ability to analyse and present data/information in a professional, simple, and straightforward manner.
4. Experience of working with or in economic development programmes – familiarity with the market systems development approach is preferable.

## 6. Consultancy timeline

Msingi estimates that the deliverables 1) to 3) will take a maximum of 5-6 weeks.

## 7. Proposals

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Completed proposals must include the following information:

1. A detailed technical proposal (including timelines) responding to the scope of work for this assignment. This should include an explanation of the consultants' ability and approach to gaining the required information with respect to the aquaculture industry.
2. A profile of the consultant(s) that will be undertaking this study, including their qualifications, capabilities and experience on assignments of a similar nature.
3. A financial proposal of the fee(s) for the delivery of this assignment.

Proposals should be no more than 1000 words.

Proposals must be received no later than **18<sup>th</sup> March 2022**, at the email addresses below.

## 8. Msingi Contacts

The deadline for responding to this posting is **18<sup>th</sup> March 2022 at 5pm EAT**. Inquiries and clarifications regarding these terms of reference are welcomed and should be directed in writing to the email addresses below.

**To: Meshvi Shah, Industry Associate, Aquaculture**  
([meshvi.shah@msingi.com](mailto:meshvi.shah@msingi.com))

**To: Lucy Kimani, Government Relations Manager, Aquaculture**  
([lucy.kimani@msingi.com](mailto:lucy.kimani@msingi.com))

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