



SUSTAINABLE AGRICULTURE TANZANIA
SOLUTIONS FOR A BETTER FUTURE

 Austrian
Development
Agency



CONSULTANCY TERMS OF REFERENCE (TOR) FOR INTERSECTIONAL GENDER ANALYSIS

**Dodoma's Women in Agriculture and Small Business
Initiatives (DWABI)**

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**SUSTAINABLE AGRICULTURE TANZANIA (SAT)
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1. Overview

Sustainable Agriculture Tanzania (SAT) is a local organization that was registered in June 2011 and complying with the NGOs Act 2002 as amended in 2019 with registration number 00NGO/R/833. SAT's vision is that "the majority of farmers are using acknowledged agroecological methods to improve their livelihoods, conserve the environment, and reduce pressure on natural resources". SAT collaborates with other stakeholders including farmers, Ministry of Agriculture (MoA), universities, organizations, companies and government extension officers to be involved in activities that are carried out by SAT. This holistic approach establishes an Innovation Platform, where dissemination, research, application and marketing and networking build the main pillars. SAT headquarters are in Morogoro with branch offices in 4 regions and operates all over Tanzania. SAT runs its operations through a number of donor-funded projects and this is one of them.

SAT is seeking to hire a consultant(s) to conduct an intersectional gender analysis for the Dodoma's Women in Agriculture and Business Initiatives (DWABI) project funded by the Austrian Development Agency (ADA) and Institut zur Kooperation bei Entwicklungs-Projekten (ICEP). The evaluator is free to propose the methodologies and tools that will be used in the evaluation exercise. These Terms of Reference (ToR) serve as a request for proposals from individual consultants/firms interested in conducting this evaluation.

2. Background and Project Context

Women are the majority of the poor due to cultural norms and values, gendered division of assets and power dynamics between men and women. Women and girls bear an unequal burden of unpaid domestic responsibility and are overrepresented in informal and precarious jobs. They produce food for the family, are the primary caretakers of children, the elderly and the sick, and their income and labour are directed towards children's education, health and well-being. Women carry a heavier burden because of tradition, lack property rights, have limited access to capital whereby they fail to establish small businesses which could increase their income, and therefore remain dependent on men. Time use studies consistently show that women spend more hours per day than men in both productive and reproductive activities

DWABI project is focused on poverty reduction, food security and gender equality, working towards the achievement of the Sustainable Development Goals (SDGs). It is in line with the EU Gender Action Plan II (GAP) with its goal to provide women with leadership, train them in agriculture and small business and provide them with access to financing and market information (see GAP III Objective 3.3 & 3.4 and SDG Goals 1, 2, 5, & 8). The project focuses to increase through agriculture and business intervention the income of 2.813 farmers (majority being women) for 10% and for the farmers who will join the model cooperative even by 15%. Moreover, the women will benefit from increased food security, through increased diverse intake, 12 month stored food at household and an intake of 3 meals a day.

DWABI aims at empowering women to have more income generating activities for income increase, securing the land and land use plan skills, women access to finance is still limited and through this project saving and lending skills in groups and Apexes as well as connecting them with financial institutions for loans access, women have only 32% in political positions and through women empowerments will build confidence in grabbing leadership positions in groups, Apexes, cooperative and in local government authorities. This will help in attaining the project

desired outcomes. The project is supported by ADA and ICEP. The project is implemented in Dodoma region in the districts of Chamwino, Mpwapwa and Dodoma city.

The disparities in gender still exist whereby women bear the major responsibility for both subsistence agriculture, especially food crop production, and domestic work. Time use studies consistently show that women spend more hours per day than men in both productive and reproductive activities. Despite the essential role that women in Tanzania play in smallholder agriculture, and the importance of land ownership to agricultural development, women seldom own the land they cultivate, and they own less land than men when they do own land. Women's right to access, control and owning the land is still undermined, women have only 32% in political positions *World Economic Forum (2021), Global Gender Gap Report*.

About 15 **percent of the world's population** are the persons with disabilities (WHO 2011) **80 percent** of all persons with disabilities **live in developing countries** (WHO). They usually belong to the poorest populations, because disabilities are closely linked to poverty. An estimated one in five of the poorest people worldwide live with disabilities.

Although disability is not a gender-neutral experience. It has a different impact both men and women. Further, while all women and girls face inequality, women and girls with disabilities often face additional, severe disadvantage due to discriminatory social norms and perceptions of their value and capacity.

In order to achieve disability and gender equality and truly leave no one behind, we must actively include women facing different kinds of discrimination and people with disabilities in in the project context. This requires us to create an environment that enables all to share their experiences of exclusion and build communities, workplaces and systems that drive transformative change.

This intersectional gender analysis aims to explore the existing gender disparities and disabilities that face project beneficiaries in the project area hence coming up with solid strategies on how to reduce the found gender disparities.

3. Objectives of intersectional gender analysis

3.1 Overall Objective:

The main objective of the **Intersectional Gender Analysis** is to understand variables, structural context and driving forces affecting gender equality in the project area. The findings from the analysis will be accompanied by recommendations that inform the programme in terms of approaches and adjustments to the planned activities to minimize the economic, social, gender-related, environmental dimensions and structural factors that hinder the poorest from participating in the development process and achieving positive changes in their lives.

3.2 Specific objectives

a/ To identify particular barriers, root causes and discriminating social norms that perpetuate gender (men, women, boys and girls and persons with disabilities etc) inequality and social exclusion in the context of the project.

b/ To assess and identify livelihood options/preference identified by gender groups and persons with disabilities that consider fair division of labor and access to and control over income generated.

c/ To identify barriers hindering women and people with disability to have access and control over resources for agricultural production, economic participation and access to finance.

d/ To assess the balance of decision making among gender groups mainly women and men at the household, village and community level.

e/ To recommend possible measures necessary to ensure equal rights, active participation in project activities, accessibility and facilitate social change in the context of the project.

f/ To recommend tools which can be used to scale up the best practices in addressing the needs of men, women, boys, girls, and persons with disabilities in the DWABI project.

Geographical coverage

The study shall be conducted in project areas in Mpwapwa, Chamwino and Dodoma city. The study population are all groups of people in the community ranging from youth to elders, men and women, people with disabilities, local government leaders, village chiefs, tribal leaders, religious leaders, gender activists etc relevant to the project.

4. Methodology

The consultant (s) is/are expected to propose the methodology to undertake the exercise containing the description of how they want to approach the analysis (including methodological outline, timeline and budget).

The selected consultant will have to document the methodology and processes to collect data in the inception report which will be approved by SAT, ADA and ICEP.

5. Expected Deliverables:

- i. Inception report with detailed interpretation of terms of reference, clearly stating the approach, methodology, workplan and instruments/tools for undertaking the exercise including a tabulation plan of how each indicator will be obtained;
- ii. One electronic file of the clean (final) qualitative and quantitative data collected;
- iii. Final analysis report in 3 hard bound copies of final evaluation report, soft copies of the reports and data sets, a summary version of the final analysis report (max.2 pages), copies of the relevant data collection tools, a compendium of photographs of the major scenes observed during evaluation and a snapshot view of individual reports for each District visited.

All of the above-mentioned documents shall be submitted to SAT management team within 15 days after completion of the field work.

6. Reporting Lines, Timelines and Payments:

The assessment will be conducted under the overall supervision and close cooperation with the SAT Management Team and supported by ADA and ICEP. It is expected that the Consultant/s will commence the work on 11th April 2022.

The agreed amount for this assignment will be paid in three instalments as follows:

- 1st instalment: the consultant shall receive 50% of the total agreed amount at the time of contract award and after submission of inception report.
- 2nd instalment: The consultant shall receive the 30% of the total agreed amount after submission of the draft report and having received feedback from SAT, ADA and ICEP. This phase includes presentation of draft intersectional analysis report.
- 3rd instalment: The consultant shall receive the remaining 20% of the agreed amount after incorporating all the feedback from various stakeholders including, SAT, ADA and ICEP and upon submission of the final intersectional analysis report and other required documents as indicated in section 5 above.

7. Consultant(s) qualifications/competencies

- i. The consultant should have a post-graduate degree in Gender development studies, Sociology or another field relevant to this assignment.
- ii. Proven expertise in gender analysis/assessments design and review of programmes focused on gender equality, equity, mainstreaming.
- iii. Proven experience of minimum 5 years in undertaking similar assignments.
- iv. Ability to produce well written, analytical reports in English is essential.
- v. Experience of working with the Governments, international development agencies, local organizations and authorities, experience in and knowledge of participatory approaches and methods

It's to be noted that consultants selected will be expected to sign the contract to adherence of the work and expected outputs at the end of the activity.

8. Application procedure

Interested applicants should submit; (1) a cover letter of expression of interest, (2) curriculum vitae, (3) technical proposal explaining their comprehension of the ToR, and how they would approach this assignment, summarising the methodologies, and approaches they plan to use including a timeline (4) financial proposal outlining their expected fees for undertaking the assignment, (5) a sample of two reports of similar or related evaluations undertaken. Please send your application electronically via consultancy@kilimo.org by 5th April 2022 with the subject line of email **DWABI intersectional Gender analysis**. Review of proposals starts immediately and will continue until a suitable consultant is identified and close on 10th April.