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AGRICULTURE AND PROCESSING PROJECT GENDER INTEGRATION TECHNICAL SUPPORT

1. BACKGROUND

FSD Kenya is an independent trust dedicated to the achievement of an inclusive financial system that supports Kenya's long-term development goals. We work closely with government, the financial services industry and other partners to develop financial solutions that better address the real-world challenges faced by low-income households, enterprises and underserved groups such as women. As a facilitator, FSD Kenya uses the markets systems development (MSD) approach.

FSD Kenya has identified gender and women's economic empowerment (WEE) as one of the strategic drivers in its 2022-2026 strategy. The intention is to shift to a more transformational approach that puts the issues of women's financial inclusion (WFI), women's economic empowerment and economic inclusion at the centre of all activity. This is a significant shift in how FSD Kenya will determine strategic priorities, activities and results tracking to ensure that women's needs, and opportunities are prominent. FSD Kenya thus requires supplemental technical support to build and enhance the team's capacity to make this happen.

Some preliminary support has been provided in this gender integration journey. In 2021, a gender assessment was undertaken, a gender training for the team done, and a gender guide developed. Subsequently, project specific support was provided in undertaking gendered market and sectoral analyses and identification of opportunities for intervention to optimise gender and WEE outcomes as part of FSD project's design process including the Agriculture and Processing (AP) project. Further support was provided in 2022-2023, with a 'How to guide' as one of the outcomes.

There has also been effort to enhance the programme team's capacity through peer-to-peer learning. In addition, the core MSD course which guides the approach FSD Kenya deploys has been enhanced with gender integration, with the first training scheduled for June 2024. The need for ongoing technical guidance to the teams in the design and implementation of the current projects is envisaged to continue until when adequate capacity is developed.

The AP project whose objective is to "accelerate development of value-adding finance to catalyse increased production, productivity and profitability of smallholder female farmers, agricultural traders, and processors" is in its second year of implementation. So far, 5 interventions out of the 6 envisaged have already been designed and various activities (tasks) under these interventions are at varied stages of implementation. The project's work is clustered into four components:

- i) Access to inputs, know-how, mechanisation, and climate smart technologies of smallholder women farmers and processors
- ii) Improved green resilience of smallholder women farmers and processors.
- iii) Access to better output markets through leveraging technology, aggregation and logistics models of smallholder women farmers and processors
- iv) Results, learning & advocacy.

Based on our experience in gender integration, the technical support would be most beneficial if the provider(s) is also well acquainted with the specific project's focal area. FSD Kenya is therefore looking for a gender specialist who has expertise gender integration and a solid understanding of the agriculture sector and the barriers to deriving optimal value especially for women smallholder farmers and processors.

2. OBJECTIVES

The objective of this consultancy is to provide technical support in the integration of gender into FSD Kenya's Agriculture and processing project in relation to intervention activities design and

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implementation, impact assessment and synthesis and communication of lessons and insights.

3. SCOPE OF WORK

3.1 Integration of gender into project and intervention design

The consultant will provide gender integration support in

- Design of project interventions and activities (tasks). This will include supporting the AP project team in undertaking gendered sectoral and financial market analyses to inform interventions and tasks design.
- Implementation of project intervention activities including advisory to project partners (as a member of the AP team)
- Review of the ongoing interventions and activities (tasks) and identify opportunities to effectively integrate gender for optimal WEE impacts.
- Assessment and identification of potential project risks which could hamper WEE outcomes, their impact, and mitigation strategies.
- Review of the projects impact assessment and evaluation framework
- Review of the AP project's results and measurement framework to align with gender integration. This will include suggesting edits on specific WEE metrics/indicators (to add or remove) and ways to measure/monitor them.
- Monitoring of project implementation (tasks) with reference to the results and measurements framework
- Synthesis and communication of lessons and insights from the project

3.2 Build gender integration capacity in AP project team execution.

The desired outcome from this assignment is enhanced capacity by the AP project team in gender integration. While the consultant is expected to provide technical input in gender integration, a deliberate effort in enhancing the team's capacity to be able to subsequently do the work through:

- Mentoring and coaching/handholding the project team
- Providing guidance to the AP team in helping partners to integrate gender into project activities (implementation and reporting)

4. CONDUCT OF THE WORK

The consultant(s) will work closely with the AP project team and in close coordination with the FSD Gender team, reporting to the Senior economic inclusion advisor.

5. OUTCOMES AND DELIVERABLES

The overall outcome of this assignment is a deeper understanding of gender and WEE and enhanced capacity of the team to integrate gender into the FSD Kenya programme. The following specific deliverables are envisaged:

- A detailed workplan on how to deliver the scope of work outlined above (to be developed with input from the AP team)
- A report on the assignment including recommendations for further gender integration capacity enhancement for the team

The copyright for all material prepared under this term of reference will pass to FSD Kenya. It is FSD's practice to publish the reports it commissions in its own house style. There is therefore no requirement for material to be extensively formatted beyond that required to indicate how material should be logically presented in the final report. All final reports should be presented in an electronic format allowing the text and graphics to be manipulated in preparation for publication. Where a final report is presented in a portable document format (pdf) generated from another format (such as Microsoft Word) it should be accompanied by the original file from which it is generated. All representations of graphic material (tables, figures, drawings, charts,

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graphs and photographs) must be able to be reproduced at high print resolution. Tables, figures, drawings, charts, graphs should be provided in Microsoft Excel or Adobe Illustrator format. Photographs must be provided in high-resolution JPG images set to minimum of 300 dots per inch (dpi). Any technical questions regarding these requirements should be addressed to FSD's Communications Officer.

6. REQUIREMENTS

Mandatory requirements		
Demonstrable expertise in gender and agriculture and local (Kenyan) knowledge		
A track record in integrating gender into project design and implementation		
Expertise in undertaking gendered sectoral/market analysis and the ability to apply these in project/intervention activity design		
Financial inclusion experience		
Understanding of the market systems development (MSD)/facilitation approach		
Evaluation criteria		
Criteria, sub-criteria, and point system for the evaluation of Technical Proposals		Points
1	Experience of the Consultant firm	
1.1	Experience in gender integration into programmes: a minimum of 10 years demonstrable expertise in undertaking gendered analysis and translating the findings into interventions design, and in supporting project teams in execution	35
1.2	Strong understanding of the agriculture sector in Kenya especially the smallholders and smaller processors segments	20
1.3	Kenyan based gender expertise and understanding of local gender norms and other nuances	15
1.4	Market systems development (MSD)/facilitation expertise and experience (10 years)	10
1.5	Solid knowledge and experience in financial inclusion and practices (at least 5 years)	10
Total Points for this criterion		90
2	Staff schedule, work and deliverable schedule	
2.1	Adequacy of the proposed staff schedule to meet the needs of the ToR	5
2.2	Responsiveness of proposed work plan in relation to the TOR	5
Total Points for this criterion		10
3	Key Professional Personnel Qualification for the Assignment Note: Bidders to include CVs and supporting certifications of ALL KEY PERSONNEL. To inform scoring for (1) above	
Total Points for the three (3) technical criteria (St)		100
The minimum technical score St required to pass for financial proposal to be scored is		75
Financial Evaluation		
The formula for determining the financial scores is the following:		
$FS = 100 \times F_m / FP$ in which FS is the financial score, F _m is the lowest price and FP the price of the Proposal under consideration.		
The weights given to the Technical (T) and Financial (F) Proposals are:		
T = 80% and F = 20%		

7. TIMETABLE

This work will be undertaken on a draw-down contract basis, from April to October 2024. An estimate of 35 - 40 days of technical support spread relatively evenly throughout this period is envisaged.

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8. SUBMISSION OF PROPOSALS

You are requested to submit your proposal comprising of technical proposal and financial proposal **separately**. Submission of both technical and financial proposals as a single document **will lead to disqualification**.

Proposal documents should be as concise as possible and should not exceed a total of 10 pages (excluding annexes). Tenders exceeding this limit may be disqualified.

The technical proposal may be submitted in any format and should encompass:

- names, curriculum vitae of personnel to work on this project,
- proposed level and timing of inputs (specifying for each individual the total number of days, time in-country and availability),
- relevant technical response (including the method of implementation),
- any qualification to the terms of reference, and
- the provider's relevant previous experience.

The financial proposal shall contain:

- full pricing broken down by level of effort/number of days and daily rate per consultant/team member and including details of reimbursable expenses (accommodation, travel costs etc) envisaged.

If you have any **clarification questions**, please email us at tenders@fsdkenya.org no later than **11th March 2024**. Responses to clarification questions shall be sent by **15th March 2024**.

HOW TO APPLY

Proposals should be submitted by e-mail to tenders@fsdkenya.org as follows:

Technical Proposal:

With the following subject title: **TECHNICAL PROPOSAL- AP Project gender integration support**

Financial Proposal:

With the following subject title: **FINANCIAL PROPOSAL- AP Project gender integration support**

Closing date: Friday, 22nd March 2024 by 16:00hours (East Africa Time).