

Terms of Reference (ToR) for the recruitment of an individual consultant, a team of consultants or consultancy firm to conduct a gender analysis to understand the constraints women face for effective participation in food supply chains and identify barriers affecting citizens' access to healthy diets in Musanze and Nyabihu districts for Kungahara Project.

Project Name	Kungahara - Boosting the production and consumption of healthy, sustainable, and nutritious food in Rwanda's north-western region
Assignment	<ol style="list-style-type: none"> 1) To conduct a Gender Analysis for the purpose of understanding barriers facing women and youth for effective participation in food supply chain and how it effects on accessing healthy diets in Musanze and Nyabihu districts. 2) To develop training manuals to respond to the identified gaps based on the findings of the gender analysis study. 3) To design a coaching and mentorship program to support women producers, processors and vendors to participate in decision making in marketplace governance.
Reports to	Rwanda Programme Coordinator for Good Food for Cities (GF4C) & Country Representative
Level of Effort	<ol style="list-style-type: none"> 1) Gender Analysis: 30 working days 2) Training manuals development: 15 working days 3) Coaching and training program: June – August 2025
Place of Performance	Musanze and Nyabihu Districts
Estimated Period of Performance	<ol style="list-style-type: none"> 1) Gender Analysis: April- Mid May 2025 2) Training manuals development: Mid to End May 2025 3) Coaching and training program: Three months from June – Aug. 2025

About Rikolto

Rikolto is an international NGO with more than **50 years' experience in partnering with farmer organizations and food chain stakeholders** across Africa, Southeast Asia, Europe and Latin America. Through its 5 regional offices, Rikolto is implementing 3 global programmes: Good Food for Cities, Sustainable Rice and Cocoa/Coffee Programme. Under our Good Food for Cities programme, we strive to build interconnections between actors, and to foster collective action mechanisms and inclusive business relationships through participatory, inclusive food governance structures. Sustainable food production, inclusive markets and creating an enabling environment are always at the core of everything we do.

Currently, in Rwanda, Rikolto is leading the implementation of Good Food for Cities (GF4C) programme which is financed by the European Union (EU) through the Kungahara programme. The project is implemented in partnership with Kilimo Trust and The Rwanda Consumer's Rights Protection Organization (ADECOR). Rikolto is also partnering with Kahawatu Foundation to promote economic empowerment for women and youths for sustainable coffee production in Rwanda. The initiative will contribute to the transformational change in coffee industry by co-designing and co-implementing interventions that tackle issues related to sustainable coffee production and marketing, crop diversification and increasing the living incomes of smallholder producers with focus on women and youth inclusion in the coffee value chain.

About Rikolto's project under the Kungahara Programme

Rikolto is implementing a 3-year project “*Boosting the production and consumption of healthy, sustainable, and nutritious food in Rwanda's north-western region*” (2024 – 2026) funded by the European Union's Kungahara programme. The project is implemented in partnership with Kilimo Trust and ADECOR in the districts of Musanze and Nyabihu.

The project's **overall objective** is to enhance sustainable food production by smallholder horticulture farmers, food system resilience, and nutrition security in Rwanda's north-west.

The project has three **specific objectives**:

- 1) To increase the adoption of climate-smart technologies and regenerative agriculture practices to boost productivity, income, and sustainability of smallholder farmers, including women, and reduce postharvest losses in the potato, fruits, and vegetables production systems in Musanze and Nyabihu Districts;
- 2) To enhance market inclusion of smallholders, women, youth, and other vulnerable groups through the development of fair and sustainable business relations, accessible business development services and inclusive market governance; and
- 3) To improve the accessibility and affordability of nutritious foods on local markets and enhance consumer rights and awareness of food safety risks and healthy diets.

The project contributes to the objectives through four outputs:

- 1) Climate-smart agricultural practices in fruits, vegetables, and potatoes production enhanced.
- 2) Increased access to markets and financial services for smallholders, women, youth and vulnerable consumers.
- 3) Increased awareness of consumers on nutritious food and healthy diet; and
- 4) Improved food stock management and distribution systems.

The project aims to benefit at least 6,000 farmers involved in Irish potatoes, fruits and vegetables value chains.

Overview and Scope of the Assignment

Rikolto is seeking to hire an individual consultant, a team of consultants or a consultancy firm to:

- a) Conduct a gender analysis study to understand the constraints women, including young women, face for effective participation in food supply chains and identify barriers affecting citizens' access to healthy diets in Musanze and Nyabihu districts.
- b) To develop training manuals to respond to the identified gaps based on the findings of the gender analysis study.
- c) To design a coaching and mentorship program and conduct training sessions to support women producers, processors and vendors to participate in decision making in marketplace governance.

The consultant/ team of consultants/ consultancy firm will be required to prepare an inception report, that clearly presents the study methodology, data collection tools and the timeline, which will be approved by Kungahara implementing partners. The consultant/ team of consultants/ consultancy firm will also prepare and submit a gender analysis report for review and validation by key stakeholders. In addition, based on the findings of the analysis, the consultant (s)/ consultancy firm will develop training manuals that will be used to coach and mentor women to actively participate in the food supply chain and engage in the governance and decision making in marketplace.

The gender analysis should be completed by the consultant/ team of consultants/ consultancy firm in no more than 30 working days and the development of training manuals in no more than 15 working days. The coaching and mentorship program should be delivered within 3 months from the completion of the training manuals development.

Specific Tasks

For Gender Analysis Study:

- Conduct a gender analysis, also taking into account intersectionality, to identify constraints, strengths and opportunities of women and youth at each node of the food supply chain and in local markets, particularly in the horticulture (fruits and vegetables) and potato value chains. Identify interventions to enhance their full participation, productivity, and economic empowerment.
- Analyse the practical need of women and youth to be addressed to ensure inclusive participation in each node of the food supply chain (Barriers, strengths and opportunities).
- Assess leadership and governance structures in the horticulture and potato value chains to understand the representation of women and youth in decision making.
- Assess how the existing patterns of power and decision-making influence the ability of women and youth inclusive participation in horticulture and Potato Value chain.
- Assess the participation of women in decision-making at the household level (production, income allocation, and investment)
- Analyze gender disparities in access to agricultural inputs, finance, extension services, irrigation water, knowledge & capacity building, skills in agribusiness and decision-making structures.
- Asses the strategic needs of women and youth to be addresses to insure inclusive participation in horticulture and potatoes value chain.
- Provide recommendations to enhance gender inclusivity, leadership & governance participation, and equitable access to resources.
- Develop strategies to strengthen the capacity of women and youth to increase their participation in the food supply chains of horticultural and potato products
- Assess the engagement of women, youth and other actors in the existing value chain structures and marketplaces and their effect on citizens' access to healthy diets.

For developing training manuals:

- Develop training materials based on the gender analysis finding gaps and identified practical needs of women and youth to ensure inclusive and effective participation in each node of the food supply chain of horticultural and potato products.
- Organize a workshop of stakeholders to validate the content of the training manuals.
- Address stakeholders' comments and make any revisions needed to improve the structure or content of the manual.
- Design final artwork of the training manuals in printable formats.

For Coaching & mentorship program:

- Design a coaching & training program to support women and youth producers, processors and vendors to participate in decision making in marketplace governance and support them to self-organize.
- Coach at least 220 women and youth on gender-responsive leadership in horticulture and potato supply chains. The members will be selected from 22 direct beneficiary cooperatives under the Kungahara project.

Deliverables and timelines

Phase	Deliverables	Timeline
Inception phase	Inception report	11 th April 2025
Data collection, Initial findings, Reporting, and Validation	<ul style="list-style-type: none"> • Draft report. • Presentation of key findings and recommendations to stakeholders • Raw and clean database • Pictures and related videos 	30 th April 2025
Final reporting and study completion	Final report	16 th May 2025
Develop training materials for capacity building on leadership & governance for women and youth.	Training manuals	30 th May 2025
Conduct capacity building sessions	List of at least 220 trained women and youth	June-Aug. 2025

Request

Interested candidates should submit an application containing:

- A bid submission letter addressed to Programme Coordinator & Country Representative of Rikolto in Rwanda.
- Technical proposal including a description and background of the independent consultant/ team of consultants or consultancy firm, clear understanding of the ToRs, survey methodology, team composition and expertise (CVs of consultants) and detailed workplan of activities to be conducted.
- Budget: Price offer for the task (should clearly indicate the cost breakdown for all work to be done).
- At least 3 reference letters for completion of similar assignments.

Specific Technical Requirements and Qualifications

- The consultant or consultancy company's team composition (at least the team leader) must possess a Master's Degree in Agribusiness, Agricultural Economics, Rural Development, Gender Studies, or any other related fields.
- At least 5 years of experience in gender analysis, agribusiness, and/or agricultural governance.
- Proven experience in conducting research and assessments in gender and leadership in agriculture value chains.
- Strong qualitative and quantitative research skills.
- Experience in policy analysis and stakeholder engagement.
- Excellent report-writing and presentation skills.

Deadline and address for submission

- The deadline for applications is Tuesday 01st April 2025 at 5:00 PM Rwanda time.
- Applications should be submitted to the following e-mail address: estafrica.recruitment@rikolto.org
- For technical enquires you can reach us through: frank.rugamba@rikolto.org