

CALL FOR PROPOSALS

Assessment of Gender Mainstreaming Efforts for the ISSD Plus Project, Uganda

1.0 About Integrated Seed Sector Development Project Plus (ISSD Plus)

The Integrated Seed Sector Development (ISSD) Plus Project is a four-year project (2017-2020) coordinated by Wageningen Centre for Development Innovation (WCIDI), Wageningen University & Research (WUR), and funded by the Embassy of the Kingdom of the Netherlands, Kampala. The project is implemented by Wageningen UR Uganda (WUU) in collaboration with the National Agricultural Research Organisation (NARO) for public varieties and food crops; and with the private sector for vegetable seed. The project was awarded a 6 months No cost extension that will end June, 2021.

The programme aims to strengthen the development of a vibrant, pluralistic and market-oriented seed sector that is able to address key challenges that hamper the seed sector development in Uganda. ISSD Plus project has four components: a) promotion of uptake of quality seed, b) enhancing the Quality Declared Seed system through supporting Local Seed Businesses (LSBs); c) addressing bottlenecks in early generation seed (EGS) and creating an enabling environment for the seed sector; and d) promoting the use of advanced vegetable varieties.

2.0 Background of Gender mainstreaming by the ISSD Plus project

Women play a big role in Ugandan subsistence farming systems including the seed sector. Women carry out the majority of farming activities related to hard, manual labour such as weeding, land opening, and harvesting. Regardless of the fact that women carry the major burden of agricultural production, it is men who control and make decisions over the use of financial and natural resources. Women may or may not get a share in profits from agricultural produce sold. One of the key ISSD Plus project outputs is to develop functional and sustainable seed producing groups called local seed businesses (LSBs). This includes attention for developing gender inclusive LSBs.

Addressing gender inequality is a key priority of the Dutch Foreign Trade and Development Cooperation policy agenda. Gender mainstreaming within sectors and facilitating standalone gender equality focused policy actions, are two key approaches of the Ministry, for promoting gender equality.

2.1 Gender related issues in LSBs and related households

During implementation of the first project, a number of gender-related issues and problems were observed in some LSBs. These included;

1. Limited access to resources

Culturally, women do not own resources such as land, finances, harvested stock, or income, which results in unequal access to and control over these resources, which leads to unequal decision-making power between men, women and youth (e.g. regarding use of outputs or income). Even when most of the groups have a VSLA savings model, women still face challenges in accessing resources.

2. Division of labor in household farming activities

Interactions with some seed producers during gender mainstreaming trainings in some zones indicated that women do more activities than men yet share little in the proceeds after sale. Marketing of seed and other agricultural products is considered men's responsibility. This also limits women's participation in the seed business as they see little benefit.

3. Participation in LSB trainings

Generally, women’s participation in LSB trainings and skill development was low. Yet training to improve agronomic practices such as pruning, mulching, weed control, fertiliser usage and rainwater harvesting, could significantly impact women’s production. Participation is often low because training is far from the farmer group’s location e.g. at subcounty level. This makes it difficult for women to attend or they need to leave the training early to attend to other family needs.

4. Power imbalances

Issues around gender such as lack of transparency within a household leads to mistrust, stealing of produce among family members and side selling, which reduces household profits. These gender issues may result in limited participation of household members if business does not benefit them.

2.2 Approaches towards gender inclusive local seed businesses

As was done in the first ISSD project (2012-2016), the ISSD Plus project continued implementing gender inclusive approaches to overcome gender challenges within households and in LSBs, enabling men and women to work better together and complement each other at group and household level. These approaches included;

- a) Gender Action Learning Systems (GALS) methodology;
- b) Household approach;
- c) Affirmative action on leadership;
- d) Prudent scheduling of LSB trainings and;
- e) Introduction of gender champions to oversee gender mainstreaming within LSBs.

3.0 Scope of the assignment

3.1 Purpose and objectives of the call for proposals

The purpose of this call is to conduct a systematic and objective evaluation of the changes resulting from the project’s gender mainstreaming efforts which were built on efforts of the previous project (ISSD project). This assessment will take into account indicators defined in the logframe and those of interest to the gender strategy of EKN. It is with this background that Wageningen UR Uganda is searching for a qualified and experienced consultant to conduct this gender assessment. Other relevant gender related information to be generated can also be suggested by the consultant.

3.2 Overview of stakeholders to be targeted for the assessment

This assessment shall cover a sample of active LSB farmers and ‘Gender Champions’ from selected groups in the North, East, Ankole, Rwenzori, Kigezi and West Nile zones. The project recommends that sampling for the assessment be inclusive of all the four categories of LSBs in existence (which is based on performance in seed production). The number of LSBs by category and gender champions in each zone is as below.

Zone	# A Class LSBs	# B Class LSBs	# C+ Class LSBs	# C- Class LSBs	# Gender champions
North	15	15	15	6	51
West Nile	6	20	8	2	36
East	7	9	16	13	45
South West (Ankole)	10	9	13	1	33
South Western highlands (Kigezi)	7	7	11	5	30
Western highlands (Rwenzori)	3	11	19	2	35

The methods used will be subject to the contract depending on what the consultant will offer. The methods should be adequate to analyse the evaluation questions below and answer the indicators highlighted in the

matrix (to be shared later on). A mix of qualitative and quantitative methods is encouraged, including (case) stories. During the gender training participatory, learning oriented tools are encouraged that generate useful information not just for the consultant but also for the people present in the workshop so this can be used as input for further discussions and training. Close collaboration between the consultant and ISSD Plus is required in tool development.

3.3 Research questions of interest

Relevance

- ❖ To what extent has the project effectively contributed to the creation of favorable conditions for gender equality within LSB households and LSB businesses?
- ❖ To what extent and how did the project respond to the practical and strategic gender needs of women and men?
- ❖ To what extent was the approach to addressing gender equality issues among LSBs and related households throughout project implementation logical and coherent?

Effectiveness

- ❖ To what extent was the gender approach used effective in achieving planned results and in achieving gender equality in the LSB businesses and in the LSB households?
- ❖ To what extent did stakeholders (organisations, institutions, indirect target groups) benefit from the interventions in terms of institutional capacity-building in the area of gender mainstreaming and the development of gender competence among their staff? What changes can be observed from these interventions?

Impact

- ❖ What has been the impact of the project's gender mainstreaming efforts on household dynamics and on LSB businesses (including procedures/guidelines/rules and processes) which enhance gender equality? (both positive and negative unintended and intended impacts on gender relations)? More specifically:
 - What have been the main changes (positive and negative) in the lives of women and men targeted by the LSB gender approach?
 - To what extent has the project increased women's access to economic resources and opportunities for seed production through the LSB methodology?
 - To what extent has the project strengthened women's voice and agency in economic decision making at household, group and community level? (including *i) proportion of female LSB members who indicate an increase in level of acceptance of their decisions at home regarding the seed business; and ii) Changes in attitudes towards women participating in LSBs*).
 - What changes can be observed in the number of women taking on leadership positions in LSBs (LSB chairman, committee chairman)?
 - What impacts has the gender champions approach had in enhancing gender mainstreaming within LSBs?

Sustainability

- ❖ To what extent are positive changes in gender equality within households and LSBs likely to be sustained after the project exits?
- ❖ To what extent has the project improved and created an enabling environment (at household, group, institutional and community level) for women's economic empowerment?

Challenges, opportunities and lessons

- ❖ What are the key factors that have helped or hindered the attainment of gender sensitive seed businesses in some LSBs (pre-conditions for achieving a gender sensitive LSB business)?
- ❖ What are key opportunities for further mainstreaming gender in LSBs?
- ❖ What lessons can be learned for future gender mainstreaming initiatives in similar initiatives?

Case stories

- ❖ What are the key examples of women and couples whose lives have changed because of the gender mainstreaming support from the project?

Note: indicators as described in the annex should be integrated in the above mentioned evaluation questions.

3.4 Description of roles and responsibilities of ISSD Plus project

- a) Advise the consultant during process of developing and pre-testing data collection tools
- b) Provide the relevant project gender and seed technical information relevant for planning of the assessment
- c) Provide the list of LSBs, gender champions and sub-counties to be covered
- d) Provide a venue for validation meeting of study findings

3.5 Roles and responsibilities of the contracted firm

- 1) Develop all relevant data collection tools in collaboration with ISSD Plus and avail them in time for use in the field
- 2) Maintain high standards during the assessment
- 3) Provide field reports and regular updates on progress and challenges faced
- 4) Develop a detailed methodology and process for the assessment to be captured in the inception report; budget and work plan;
- 5) Manage and implement data collection and analysis
- 6) Submit an assessment report within the agreed timeline
- 7) Present findings, conclusions and recommendations in a validation workshop

3.6 Timeline and duration of assignment

The assignment is expected to take a maximum of 25 working days (*from planning to reporting*) running within the months of February to March 2021 with a final report being submitted by 30th March 2021.

4.0 Deliverables and reporting

The consultant will deliver the following reports and materials:

- 1) Detailed implementation plan (work plan) at the start of the assignment
- 2) Final data collection tools
- 3) Clean data set in original format and converted into relevant software for analysis
- 4) 1st Draft assessment report
- 5) Conduct a validation meeting with ISSD on assessment findings
- 6) Final assessment report
- 7) A study brief summarizing key findings of the assessment

The consultant will report directly to the Chief of Party, Wageningen UR Uganda, and liaise on a daily basis with the M&E Manager to provide an update on progress of the assessment.

5.0 Minimum criteria for implementation of assignment

The consultant needs to consider the following while preparing a technical and financial proposal;

- a. Enumerators should be diploma or undergraduates with an education background in agriculture and previous experience in data collection for at least three different agricultural surveys or gender surveys.
- b. Selection of enumerators should also depend on language spoken basing on the regions of ISSD influence Ankole, Kigezi, Rwenzori, West Nile, Northern and Eastern.
- c. Data collection needs to be done in such a way that it can withstand scientific rigor. The consultant is responsible for providing rigorous quality checks of enumerators on a daily basis.
- d. The proposal should be based on the geographical coverage of the study and sample size to be considered.

6.0 Eligibility criteria

The Consultant outsourced for this assignment should have the following:

- a) Be a legally recognized consultant in Uganda, which who demonstrated a sound operational record of accomplishment of at least 3 years of operational activities in Uganda

- b) Track record of at least 5 years of data collection, data entry, data analysis and reporting of which at least 3 large household surveys in the field of agriculture, especially in gender
- c) No legal processes ongoing; director not convicted / court case
- d) Good facilitation skills using a number of participatory methods in training and data collection
- e) Experienced in use of real time data collection software
- f) Fluency in English language is essential
- g) Evidence of similar or related work done
- h) Knowledge in gender will be an added advantage.

7.0 Proposal submission

The technical proposal should include:

- Showing understanding of the assignment
- Methodology (mixed methods) of the assignment
- Evaluation matrix, indicating evaluation questions, related indicators and methods for data collection
- Work plan
- Training plan for the enumerators
- Technical background of the consultant(s) and related CVs.

The Financial proposal should be presented in Ugandan Shillings and be inclusive of all taxes and government levies. The proposal should have an itemised detailed budget using the following headings:

- Personnel costs by activity
- Training costs
- Travel costs
- Stationary
- Supervision costs

Submission of recommendation letters is an added advantage.

8.0 How to apply

Interested candidates can send their cover letters, technical and financial proposals, and resumes (max.4 pages) with three referees that can testify on the candidates' competences and skills to handle the gender related task given to **hr@issduganda.org**. Please do not attach Certificates or academic credentials. Proposals should be submitted not later than **3rd February 2021**.