



## Terms of Reference

### Consultancy for Case Study on Gender Integration in the BeninCaju Project

#### I. Background

**TechnoServe** is an international nonprofit organization that promotes business solutions to poverty in the developing world. It is headquartered in Washington, DC and operates in 29 countries worldwide. TechnoServe's mission is to work with enterprising men and women in the developing world to build competitive farms, businesses and industries. It does this by linking people to information, capital and markets. With over 50 years of proven results, TechnoServe believes in the power of private enterprise to transform lives.

The Cashew Integration and Acceleration Program (**BeninCajú**), implemented in partnership with Catholic Relief Services and funded by the U.S. Department of Agriculture, is a five-year, industry-wide initiative to strengthen and expand the cashew sector in Benin into a more productive, competitive, and inclusive industry by working with farmers, processors, and policymakers. BeninCajú conducts trainings on improving farm management and post-harvest handling for producer groups; provides technical assistance for new and existing processing facilities; facilitates financing and market linkages for processors; and builds the capacity of industry associations and public sector agencies. Recently, BeninCajú received additional funding that will allow the project to extend into 2021 to expand the reach and deepen the impact of the program.

The BeninCaju project has, from its beginning, made efforts to ensure it is implemented in ways to address gender inequalities and support women's economic empowerment. The project conducted a gender analysis and has a gender action plan that outlines the action areas across the cashew value chain. It targets women as farmers and members of cashew associations and women as employees in processing plants to advance their economic opportunities, as well as the women and men involved in the various private and public sector institutions that make up the cashew value chain.

In line with TechnoServe's corporate target, the project aims to ensure that 40% of project beneficiaries are women. Over the course of the project, BeninCaju has steadily increased the share of women farmers among its beneficiaries to 34%. This progress has been achieved through a range of activities including but not limited to adopting inclusive recruitment practices, working with key actors, like FENAPAB and municipal governments, to address barriers in access to land and cooperatives, and developing the capacity of staff across the project and its partners. These activities are led by a Rural Finance and Gender Specialist, working in close collaboration with other team members.

The project invested in the conducting a gender analysis to identify gender-based constraints that would reduce the project's ability to reach and benefit women. It developed an action plan to identify specific strategies the project could take to meet its objectives. The action plan includes strategies like identifying gender focal points at the key partner institutions, including ATDA4, which also updated its performance indicators for focal points to include measures of whether individuals are reaching women in their communes. Actions have also been taken in improving women's access to finance. The Services de Financement Décentralisés have received gender

awareness training and have also explored opportunities for how to support women's production activities.

At the processing level, actions have also been taken to improve the processing industry and create jobs, 70% of them for women. BeninCaju is also working with four factories to advocate for improved working conditions. In these factories, which employ over 1,900 people—nearly 1,300 of them women, all are providing ventilated workplaces, childcare services, and mechanized processing, and three are providing meals on site and transportation for staff.

At the start of 2019, BeninCaju had trained more than 30,000 producers and more than 680 members of technical staff in processing firms, had created more than 800 new jobs, supported 8 cashew nut processors, and launched a new cashew apple product with 11, mainly women-managed, processors. Additional results show:

- Women represent 36% of farmers trained
- Women account for 72% of the personnel trained at processing plants
- Women represent 38% of all project beneficiaries.

## **II. Objectives and Scope**

The purpose of this RFP is to identify a consultant(s) to develop a case study on the gender integration efforts conducted in the BeninCaju project. This case study will analyze BeninCaju's women's economic empowerment approach and document the process, results, and lessons learned gained through its efforts to reach and benefit women across the cashew value chain. The case study will examine constraints and opportunities at multiple levels and across the value chain, including those associated with the context and the project. The consultant should draw conclusions about the critical ingredients for the project's progress in advancing women's economic empowerment.

Given current restrictions and limitations on travel, the consultant(s) will need to design a data collection process that can be implemented remotely with support from the BeninCaju team.

The case study should rely on project data and desktop literature complemented by interviews. Data collection and analysis will include, but not be limited to the following:

- Review data, including sex-disaggregated data, to be provided by BeninCaju partners, including attendance at training, adoption of practices, participation in cooperatives, and other.
- Review published sex-disaggregated data available and other literature on men's and women's participation in the cashew sector in Benin.
- Interview and gather perspectives from key BeninCaju staff at Technoserve and other implementing partners, involved in supporting and implementing efforts to reach women.
- Interview and gather perspectives from staff at key organizations in the cashew value chain (e.g., FENABAP, ATDA4).
- The consultant(s) may also recommend to conduct focus groups and/or interviews with a representative set of women and men cashew farmers and cooperative leaders in coordination with BeninCaju staff. The consultant will need to train and coordinate BeninCaju staff to conduct focus groups and/or interviews with women and men cashew farmers and cooperative leaders.

## **Supervision**

The consultant will coordinate the final report production and content with the Gender and Rural Finance Specialist for BeninCaju in coordination with TechnoServe's Global Gender Director.

### **III. Deliverables**

The consultant(s) will submit the following deliverables:

- Work plan with outline for case study and questionnaires
- First draft of case study
- Final draft of case study

The case study is expected to be between 10-15 pages and include the following:

- Brief context of gender issues in agriculture and within the cashew value chain in Benin, and to the extent necessary, within West Africa. This should highlight the specific gender-based constraints that restrict or limit women farmer's participation in and access to benefits from the cashew value chain in Benin.
- Detailed description and timeline of the evolution of the project's work to reach and benefit women
- Challenges and responses in the context and within the project
- Lessons learned and success factors
- Best practices for reaching and benefitting women farmers

### **IV. Level of Effort**

The case study is expected to require approximately 20 days over the period of between 6 – 8 weeks.

No travel is expected.

### **V. Qualifications**

- Graduate Degree in Gender Studies, Anthropology, Sociology, International Development, Economics or closely related disciplines
- Demonstrated experience and knowledge of gender issues in agriculture, value chains, and women's economic empowerment
- Demonstrated experience developing case studies, lessons learned reports or gender assessments/analyses
- Excellent communication and written skills
- Well-organized and detail-oriented
- Ability to work independently, flexibly and responsively, with a strong commitment to excellence
- Able to prioritize and meet deadlines
- Proficiency in English and French, knowledge of West Africa desirable.
- Must have general understanding of the economic, social and cultural characteristics of developing countries and preferably West Africa

### **VI. Submission of interest**

Candidates meeting the aforementioned criteria and interested in being considered for this consultancy should send a cover letter, CV, and writing sample to [cmanfre@tns.org](mailto:cmanfre@tns.org) by November 6, 2020 by 5 pm E.T. Candidates based within the region are encouraged to apply.