



**Terms of Reference (TOR) of Gender Analysis of Agricultural, Fisheries and Livestock Value Chain in District Thatta and Tharparkar**  
**For project titled**  
**“Support for Agricultural Micro-Enterprises and Integration in Value Chains to Increase Food Security in Pakistan”**

Tender Ref #: WHH/ PAK-1144-24/SAFWCO/ IFT-/LPR No. 05

## Background

SAFWCO, a Non-Governmental Organization founded in 1993 under the Society's Act 1860, has established itself as a leading entity in promoting sustainable development across Pakistan. Recognized by the Pakistan Centre for Philanthropy (PCP) as a certified non-profit organization, SAFWCO operates under a Memorandum of Understanding (MoU) with the Economic Affairs Division (EAD) of the Ministry of Commerce. SAFWCO is driven by its vision to create "sustainable communities that achieve equitable economic, social, political, and cultural development." Engaging both rural and urban communities (men and women) to foster sustainable enterprise initiatives aimed at reducing poverty and ensuring food security, strengthening community-based agricultural organizations to support long-term sustainability, and enhancing the participation of women in business development to advance their socio-economic empowerment.

SAFWCO upholds robust operational processes across human resources, finance, procurement, security, data protection, and monitoring. Additionally, SAFWCO maintains comprehensive safeguards against sexual exploitation, child abuse, fraud, and other ethical violations, guided by transparent whistleblowing mechanisms.

Within this context, the Gender Analysis will serve to advance SAFWCO's and SUKAAR's commitment to equitable development by investigating gender-specific roles, challenges, and opportunities within Livestock, agricultural and fisheries value chains.

This analysis aims to foster an inclusive approach that considers both men's and women's contributions, needs, and constraints, thereby enhancing the socio-economic empowerment of women and marginalized groups.

Welthungerhilfe (WHH) was established in 1962. It is today one of the largest private organizations working in the area of development cooperation and humanitarian aid in Germany. The organization is non-profit-seeking, non-partisan and non-denominational. Donations from the population at large fund our work in over 40 countries in Africa, Asia and Latin America. In addition, WHH receives grants from the Federal German Government, the European Union, and the United Nations for International Development.

SAFWCO has partnered with Welthungerhilfe (WHH-an International NGO) project on ***Support for Agricultural Micro-enterprises and Integration in Value Chains to Increase Food Security in Tharparkar and Thatta, Sindh, Pakistan.***

SAFWCO is inviting qualified and experienced suppliers bid for the contract for the supply, by the Contractor of the following items

The project, *“Support for Agricultural Micro-enterprises and Integration in Value Chains to Increase Food Security in Tharparkar and Thatta, Sindh, Pakistan”*, aims to empower smallholder farmers including women, men, youth and other marginalized in Tharparkar and Thatta districts. Recognizing the significant influence of gender dynamics within the Livestock, agricultural and fisheries value chain, this gender analysis will examine how gender impacts participation, decision-making, resource control, and benefit sharing in these sectors. To



create a comprehensive study report that follows each value chain and its gender-related pathways in the respective region independently.

The project aims to prioritize the inclusion of women, youth, and other vulnerable groups—such as persons with disabilities (PWDs), religious minorities, and marginalized farming households—in both assistance and representation. These groups will remain the central focus of this study.

The study report will serve as a foundation for implementation planning, which has yet to begin. It must provide practical recommendations to enhance the proposed interventions, requiring a thorough review of the project proposal. Additionally, the report should clearly outline strategies for integrating gender mainstreaming into the project and guide programs in applying these findings to similar interventions, such as MSMEs, value chains, and representative structures.

### **Gender Hypothesis in the Sector of Agriculture.**

Pakistan is ranked 142nd out of 146 countries in the World Economic Forum's Gender Gap Report 2023. Agriculture is seen as a family business. Both men and women contribute significantly to agriculture, including the cotton industry, animal husbandry and crop production (Butt et al., 2010). The agricultural sector accounts for 68% of all working women. UN Women notes that women are active in small-scale agriculture, livestock farming and fishing, but only 19 % are in paid employment and 60 % work as unpaid labor on family farms. 98.7% of women in rural Sindh do not own land. Thus, although women are highly involved in agricultural activities and food security, they rarely have leadership and decision-making roles. Women are involved to a greater extent than men in livestock farming activities in particular, e.g. barn cleaning, milking, watering, and feeding. However, economic or financial control and decision-making on the development of the farm remains with the male head of household. Gender norms, including limited mobility and the role of provider for the home and family, restrict women's access to input and sales markets, their participation in community decision-making processes and their bargaining power.

### **Purpose of Gender Analysis in Value Chains:**

The purpose of conducting a Gender Analysis in Livestock, agricultural and fisheries value chain is to ensure that SUKAAR and SAFWCO's project promote gender equity and inclusivity. By examining the unique roles, needs, and challenges faced by women, men, and marginalized groups within these value chains, this analysis aims to design interventions that enhance participation, resource access, and economic empowerment. The Gender Analysis will guide SUKAAR and SAFWCO's Livestock, agricultural and fisheries initiatives towards sustainable outcomes that empower communities equitably.

By conducting this analysis, SUKAAR and SAFWCO seeks to create a more inclusive, efficient, and resilient value chain system that not only boosts productivity but also fosters socio-economic empowerment for all community members.

The results of the analysis will feed into further assessments, e.g. the market assessment, and will be used to further adapt activities to achieve more gender-equitable results. This analysis of gender relations in the value chains is intended to highlight the existing roles and opportunities of smallholders along the chain and identify existing or potential barriers and opportunities for both genders. The different positions, participation and decision-making opportunities of men and women in connection with integration into the value chain will be analyzed, as will the different types of benefits that both genders can derive from integration into the value chain. The study will provide concrete and contextually actionable recommendations to adapt project activities as needed.



The project aims to ensure that these 30% women are also represented in the offices of the proposed farmer groups and collectives, which will greatly contribute to strengthening the role of women in decision-making processes. Based on the existing division of labour, gender-segregated targets are set for different activities.

In the project; activities are carried out in a way that enables women's participation, e.g. during a period when women are free from care work, training and meetings for women only or support for women's transport to project activities. The project also invests in mobilizing male smallholders to advocate for women's participation and involvement in decision-making. The project teams will include female staff to support women's participation in the activities and ensure that women can easily voice their suggestions and concerns.

SAFWCO will commission the analysis, WHH will be closely involved in the selection and design of the analysis and will support the application of the results in the project strategy and implementation.

**Objectives of the Analysis:** The primary objective of the consultancy is to conduct a comprehensive gender analysis within the selected Livestock (Small ruminant, MEAT) agricultural (rice) and fisheries value chains. The Do no harm & Gender Analysis will:

1. Identify the existing gender dynamics and do no harm/conflict risks that may impact the implementation and outcomes of the project.
2. Provide practical recommendations for integrating gender-responsive and conflict-sensitive strategies into the project's activities and monitoring processes.
3. Considering above two objectives, a commentary for WHH and partners on the gender-responsiveness in Food value chain and MSME Programming in Pakistan to achieve sustainable Agriculture enterprise outcomes.
4. Assess existing disparities in access to resources, decision-making, and economic benefits between men and women.
5. Participation of women, PWD and other vulnerable gender in the structure of FEG, FMC and VCA.

### **Specific Focus Area/s:**

#### **1. Identify Conflict Dynamics / Contextual Analysis:**

- a. Identify existing and potential Do No harm aspects in the targeted districts that might influence project outcomes.
- b. Identify the impact of these aspects on different community groups, particularly marginalized and vulnerable populations.
- c. Identify coping strategies employed by communities in target areas and their effectiveness.
- d. Provide practical recommendation how to adjust activities to ensure do no harm principle
- e. Provide practical recommendations on how to monitor activities

#### **2. Gender Analysis:**

- a. Briefly examine the traditional gender roles, power dynamics and norms within the targeted communities, with an emphasis on how this impact food security, Livestock, agricultural and fisheries practices, and access to resources.
- b. Determine the opportunities and obstacles for women's participation in project activities, particularly those related to the Livestock, agricultural and fisheries interventions.
- c. Provide practical recommendations on how to make activities more gender responsive and monitor it.

#### **3. PRACTICAL Recommendations:**



- a. Provide data driven and practical recommendations for embedding Do no harm and gender inclusivity into project activities, to better ensure true DO no harm and Gender responsiveness
- b. Inform practical and effective approaches to be included in this project to enhance empowerment of women and other vulnerable gender, and foster meaningful participation in decision making process in FEGs, FMCs and VCA.

#### **4. Gendered Division of Labor:**

- a. Examine the roles, tasks, and responsibilities allocated to men, women, and marginalized groups within the livestock, agricultural and fisheries value chains.
- b. Identify any gender-based labor disparities and assess their impact on productivity, income generation, and time use.

#### **5. Access to and Control over Resources:**

- a. Evaluate the extent of access men and women have to critical resources such as land, equipment, capital, inputs, training, and technology.
- b. Assess who holds control over these resources and the implications of such control on household and community well-being.

#### **6. Market Access and Participation:**

- a. Investigate barriers and enablers for men's and women's engagement in markets, including access to fair pricing, mobility, and knowledge of market dynamics.
- b. Assess factors that may limit or promote women's effective participation in value chain activities and income-generating opportunities.

#### **7. Socio-Cultural Norms and Attitudes**

- a. Examine cultural beliefs, norms, and expectations that shape gender roles and behaviors in livestock, agricultural and fisheries activities.
- b. Understand how these norms may influence access to resources, decision-making power, and overall participation in the value chains.

#### **8. Access to Capacity Building and Training Opportunities**

- a. Assess the availability and inclusivity of skills training, technical assistance, and capacity-building programs for both men and women.
- b. Identify barriers that may prevent women or marginalized groups from accessing these opportunities and suggest ways to ensure more equitable access.

#### **9. Successful phase out and exit strategy or Handing over avoiding conflict**

- a. Identify strategies for fostering effective collaboration among farmers (including women, men, youth, and other vulnerable groups) while minimizing conflict, particularly within the structures of FEGs, FMCs, and VCAs.

#### **Scope of Work:**

##### **1. Desk Review:**

- Review existing literature, project documents, and relevant studies on gender dynamics, gender issues, and food security in Districts Tharparkar and Thatta. Review of the literature which is relevant to the livestock, agriculture and fisheries value chain.

##### **2. Participatory Approach / Fieldwork:**

- Conduct field visits to the targeted district to gather qualitative data through focus group discussions, from community members, including women, men, youth, vulnerable and marginalized groups.
- Gather insights thorough key informant interview from government authorities, project stakeholders and other key stakeholders.



### 3. Data Collection and Analysis:

- Analyze the collected data to identify patterns, trends, and key findings related to gender.
- Use a participatory approach to validate findings with the communities and project stakeholders.

### 4. Stakeholder Consultations:

- Engagement with key stakeholders, including women's groups, chamber of commerce, women market committees, community women institutions, community leaders, government officials, and other relevant actors.

### 5. Reporting:

- Prepare a brief, comprehensive report detailing the findings, including an executive summary, methodology, key findings, and recommendations. This assignment is not looking for a detailed analysis, but for relevant and practical recommendations towards more gender responsive project implementation. The assignment and the reports focus has to be on practical recommendation closely related to project activities.
- Present the recommendations to the project team and relevant stakeholders for feedback and further refinement.

### Deliverables:

1. **Inception Report:** Outlining the methodology, work plan, and key informants for the analysis.
2. **Draft Gender Analysis Report:** Including preliminary findings and recommendations.
3. **Final Gender Analysis Report:** Incorporating feedback from the project team and stakeholders.
4. **Presentation:** A summary presentation of the key findings and recommendations.

**Timeline:** The analysis is expected to take place over a period of 2-4 weeks, with the following key milestones:

- **Week 1:** Inception meeting and submission of the Inception Report.
- **Weeks 2-3:** Field research and data collection.
- **Week 3:** Data analysis and preparation of the draft report.
- **Week 4:** Submission of the final report and presentation of findings.

**Required Expertise:** The consultant/firm team should possess:

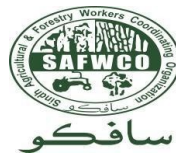
- Advanced expertise in gender analysis in development contexts.
- Experience in conducting similar analyses in Pakistan.
- Strong understanding of the socio-cultural dynamics.
- Proven ability to engage with diverse stakeholders, including marginalized groups.
- Excellent analytical, writing, and communication skills.
- Excellent time management skills

**Reporting:** The consultant/firm, team will report to the Deputy Executive Director and Project Manager of SAFWCO

**Budget:** SAFWCO commissions the assignment by covering consultancy fees in supervision of Welthungerhilfe (WHH) and consultation of SUKAAR foundation.

**Application Process:** Interested consultants/teams are invited to submit their proposals, including:

- A brief outline of the proposed methodology.



- CVs of the lead consultant and key team members.
- A budget proposal.
- Samples of previous work relevant to this TOR.

### Contract and Payments

SAFWCO will sign a consultancy contract with the consultant. 25% of the total amount will be paid upon finalization of the inception report; second instalment of same amount will be paid after submission of draft report within stipulated time and the remaining amount upon approval of the final report and all deliverables.

### Indicative Budget Format

When preparing the budget, the following must be considered.

- Soft and hard copies of relevant documents will be provided by SAFWCO.
- SAFWCO and SUKAAR staff will facilitate entry to the communities and meetings with stakeholders.
- Consultant will use his/her own Laptop for the assessment and analysis.

Item	No of Day	Unit Cost	Total Cost (PKR)
Consultant's Fee			
Other costs (please specify e.g. travel)			
Total			

### Contact Information and Submission Deadline

For further information, please contact:

- General Manager HR and Logistics, Email: [satram.suthe@safwco.org](mailto:satram.suthe@safwco.org).
- Interested Individuals/consultant/firm can submit their Technical & financial proposal to **Procurement Committee SAFWCO Office House No. C-417, Qasimabad Phase-1, Hyderabad, Sindh**  
**Phone No. 022 2650996 not later than 12 December 2024 till 05:00 PM.**

### Standard outline for inception reports

The inception report should be kept short and concise with only 2-6 pages for the main text without cover page, table of contents, abbreviations, and annexes.

### Cover page

States the type of report (inception report), the type of the assessment, the title of the programme, country, name of the evaluator(s)/company, date, and SAFWCO as the commissioning parties.

### Table of Contents

#### Abbreviations and Acronyms (if applicable)

#### 1. Introduction

- Background and context
- Purpose and Scope of the Analysis
- State the purpose and scope, in line with the Terms of Reference. What are the objectives, who are the intended users, what is the geographical coverage and the timeframe covered?
- Suggested adaptations to the Terms of Reference
- Provide brief feedback on the feasibility of the ToR. Will it be possible to answer all analysis questions with the available information and resources? Have any questions been added or deleted during the discussion process? Is there a need to specify/unpack overarching evaluation questions? If yes, what are your suggestions?



## 2. Methodology

- a. Assessment design
- b. This section describes the overarching logic of how the assessment will be organized to answer the assessment questions.
- c. Methods of Data Collection and Analysis
- d. Present all data collection and analysis methods that will be applied during the assessment (e.g. document analysis, questionnaires, interviews, focus group discussions, surveys, direct observation).
- e. Please ensure that, it is important not to confuse designs and methods. Design refers to the structuring of the data gathering and analysis, and method refers to how the data is gathered
- f. Limitations to the Evaluation Design/Methodology
- g. Ideally, the design/methods is determined solely by the assessment questions, but no evaluation design is perfect. The constraints imposed by timing, budget, data availability, and so on limit the options. The options chosen, and the reasons for doing so should be noted in both the inception and final reports.

## 3. Work Plan

- a. Present a timeline including key activities, deliverables, and deadlines.

## 4. Roles and Responsibilities

- a. This section clarifies the roles and responsibilities about the consultant and SAFWCO. The consultant indicates the operational and logistical support required (e.g. scheduling of appointments with stakeholders, provision of transport for field visits, preparation of meeting venue and facilitation materials)
- b. If the assessment is conducted by a team, the roles and responsibilities within the team are defined.

## Annexes

As mandatory annexes, consultant should attach the ToR, and draft data collection tools according to the proposed methods (e.g. questionnaire, guides / key questions for semi-structured interviews and focus group discussions).

1. Terms of Reference (mandatory)
2. Draft data collection tools (mandatory)
3. Questionnaires (if applicable)
4. Key questions for semi-structured interviews (if applicable)
5. Other data collection tools (if applicable)



## Supplier Declaration Form

**Note:** This Supplier Declaration Form, including your certification by signature, is part of the qualification procedure for our suppliers and service providers. If you do not fully complete this form, you may be disqualified from the tender.

### 1. Supplier Information

By signing the certification at the end of this Supplier Declaration Form, you confirm that all information submitted in sections 1.1 and 1.2 below is true and complete.

#### 1.1 Information About Your Business

Please provide the following information about your business and attach a copy of your company’s legal registration document if available.

Business name	
Legal form <i>If the supplier is not a registered company, write "not registered."</i>	
Year founded	
Country where established	
VAT or registration number	
Bank details <i>Includetheaccountholder's name, bank name, IBAN, SWIFT code, and currency used.</i>	
Physical address, email address, and website	
Contact Sales and marketing	
Range of products and services provided (Portfolio)	
Other information	

#### 1.2 Information About Your Managing Officials

Welthungerhilfe upholds high moral standards regarding the conduct of its employees, partners, suppliers, and other service providers. As discussed in part 2.3 below, one of these standards is a condemnation of terrorism and a commitment that no funds or other resources will be used to support terrorists or terrorist activities in any way. Not only is this standard an integral part of how Welthungerhilfe works, but it is also an expectation of our institutional donors and banks that we screen our suppliers and service providers against lists of known and suspected terrorists on a regular basis.

For this reason, we are required to collect certain information about the relevant decision makers of each supplier. In particular, we request information about your top 4 managing officials (e.g., executive board members, managing directors, or heads of department). Generally, these are the individuals listed on your company’s registration document. If your company has fewer than 4 managing officials, please provide details for all of your managing officials and let us know this fact when submitting the form.





The data collected below will only be used for comparison with freely accessible international sanctions lists published on the internet and will be protected in accordance with applicable data protection laws. If you have any questions how your data will be processed or stored, please talk to your contact at Welthungerhilfe or send an email to [screening@welthungerhilfe.de](mailto:screening@welthungerhilfe.de).

Managing official 1			
Full name <i>(given name followed by middle and surname)</i>			
Nationality			
Address <i>(at a minimum, country of residence)</i>			
Gender <i>(optional)</i>			
Birthdate	Date:	Month:	Year:
Managing official 2			
Full name <i>(given name followed by middle and surname)</i>			
Nationality			
Address <i>(at a minimum, country of residence)</i>			
Gender <i>(optional)</i>			
Birthdate	Date:	Month:	Year:
Managing official 3			
Full name <i>(given name followed by middle and surname)</i>			
Nationality			
Address <i>(at a minimum, country of residence)</i>			
Gender <i>(optional)</i>			
Birthdate	Date:	Month:	Year:
Managing official 4			
Full name <i>(given name followed by middle and surname)</i>			
Nationality			
Address <i>(at a minimum, country of residence)</i>			
Gender <i>(optional)</i>			
Birthdate	Date:	Month:	Year:



## 2. Welthungerhilfe Policy Statement

### 2.1 Welthungerhilfe supports the goals of the UN Global Compact

The UN Global Compact is a strategic policy initiative for organizations that are committed to aligning their operations and strategies with the following 10 universally accepted principles in the areas of human rights, labour, environment, and anticorruption:

#### Human rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

#### Labour

- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

#### Environment

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

#### Anti-corruption

- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

Further information about the UN Global Compact is available (in a variety of languages) at <https://www.unglobalcompact.org>

### 2.2 Welthungerhilfe adheres strictly to its own Code of Conduct

Welthungerhilfe's own Code of Conduct builds upon the principles of the UN Global Compact and is an integral lodestone in all of Welthungerhilfe's work. All Welthungerhilfe suppliers are expected to act in accordance with the values of our Code of Conduct, which are as follows:

- The highest standards of personal and professional conduct
  - No religious or political activities when representing Welthungerhilfe
  - No discrimination
  - Responsibility for health and safety
  - No sexual violence
  - Child protection
  - Responsible handling of personal data and information
  - Responsible use of resources.
  - No supporting of terrorism or money laundering
  - No corruption
  - Avoiding conflicts of interest
  - No work under the influence of alcohol or drugs
  - No carrying of weapons
- Obligation to report concerns, suspicions, and knowledge of Code of Conduct violations



The full Code of Conduct is available at the following link: <https://www.welthungerhilfe.org/about-us/transparency-and-quality/code-of-conduct/>

***By signing this Supplier Declaration Form, you explicitly agree to comply with these principles.***

**2.3 Welthungerhilfe (WHH) renounces all forms of terrorism and money laundering**

Welthungerhilfe renounces all forms of terrorism and will never knowingly support, tolerate, or encourage terrorism or the activities of those who embrace terrorism or money laundering. Consistent with guidance issued by the United Nations Security Council and the European Union, Welthungerhilfe is firmly committed to the international fight against terrorism and, in particular, against the financing of terrorism. Accordingly, Welthungerhilfe screens its suppliers and their relevant decision makers against lists of known and suspected terrorists to ensure that none of its or its donor funds are used, directly or indirectly, to provide support to individuals or entities associated with terrorism or money laundering. By submitting an offer, suppliers and service providers agree to this screening process, including the obligation to provide the information required to conduct the screening (see parts 1.1 and 1.2 above).

**3. Supplier declaration**

**We, \_\_\_\_\_ (name of company) hereby declare that**

- a) all of the information submitted in parts 1.1 and 1.2 above is true and complete;
- b) we are not in bankruptcy proceedings, in judicial insolvency proceedings, or in liquidation, and we have not ceased our commercial activities and are not in a comparable situation by virtue of similar proceedings referred to in the national legal provisions;
- c) we have not received a sanction by legally binding judgment for reasons that bring into doubt our professional reliability;
- d) we comply with our duty to pay social insurance contributions, taxes, and other levies in accordance with the legal provisions of the jurisdiction in which we have our office, the jurisdiction of the consignee, and the jurisdiction where the contract is performed; we assure that we will comply with the legislation applicable and common standards in terms of wages, social legislation, and occupational safety and health;
- e) we have not received a legally binding sentence due to fraud, corruption, participation in a criminal association, or another act directed against the financial interests of another legal or natural person;
- f) no serious breaches of contract due to non-performance of our contractual obligations have been ascertained in connection with another contractor or a contract awarded from any institutional donor involved in development cooperation, humanitarian assistance, or other public financing work (hereinafter "institutional donor");
- g) we are providing you with all the information required to participate in a tender, and all information submitted in relation to this tender is true and complete;
- h) in respect of contracts that are ultimately paid for out of the funds of an institutional donor, no one has accused us of breach of contract due to gross violation of our contractual obligations;
- i) we have not been excluded as a contract partner by any institutional donor due to ethical issues;



- j) in the event we are chosen as the supplier for any Welthungerhilfe project, we assure to Welthungerhilfe, to any institutional donor involved in the project, and to auditors engaged by either Welthungerhilfe or such institutional donor that they will have reasonable access on demand to our business and accounting documents for the purpose of checks and audits;
- k) we respect basic social rights and condemn child labor;
- l) we understand that Welthungerhilfe will conduct a check to ensure that neither our company nor our top four managing officials appear on any lists of known or suspected terrorists issued by our institutional donors or the governments of which they are a part;
- m) we support the goals of the UN Global Compact; and
- n) we act in accordance with the values of Welthungerhilfe’s Code of Conduct.

\_\_\_\_\_  
Location, Date

\_\_\_\_\_  
Name, Signature