

Terms of Reference: Environmentally friendly and community driven micro-enterprises analysis of market systems and constraints

Project Title	Tufaulu Pamoja / Succeeding Together
Project Objectives	<p>Women's movements and youth organisations are empowered for effective participation and representation in decision-making and peacebuilding processes at all levels by 2023.</p> <p>Women's movements and youth organisations have a better understanding of evolving laws, identifying gaps and undertaking relevant advocacy, and participating in decision-making spaces at all levels</p> <p>Women and youth in target communities have improved economic empowerment, through enhanced business development skills and participation in community-driven and environmentally friendly micro-enterprises</p>
Location	The project will work in 8 provinces: Kinshasa; Sud-Kivu (Bukavu, Uvira); Nord-Kivu (Goma, Béni); Haut-Katanga (Lubumbashi); Tanganyika (Kalemi); Kasai-Oriental (Mbujimayi); Tshopo (Kisangani); Ituri (Bunia)

1. Background

CAFOD has received funding from the Swedish International Cooperation Agency (SIDA) for a three-year project that starts from May 2020 through to April 2023. This project, called "Tufaulu Pamoja" aims to support Women and youth in target areas of DRC have a strong voice and representation in decision-making and peace processes at all levels, resulting in sound policies and legislation, promoting gender equality, youth inclusion, peacebuilding and their socio-economic development.

By the end of the project it is expected that:

- Rien Sans les Femmes (RSLF) movement has a coordinated strategy that aims to advance gender equality and peacebuilding at all levels
- Community members improve their knowledge on gender equality and can challenge powerful gender norms
- Youth groups have a coordinated strategy that aims to advance their involvement in civic and political affairs
- Women's group members have skills and knowledge with which to hold government to account at all levels
- Women's groups members are holding government to account at all levels, promoting a gender sensitive agenda

- Youth group members have greater skills with which to hold government to account at all levels
- Youth group members are actively engaging with political representatives at all levels
- Women and youth have improved entrepreneurship skills and are putting them into practice via environmentally friendly micro-enterprises

The project plans to undertake series of strategies to initiate this change. These include: - Capacity building, mobilization and organization into more efficient platforms; - Awareness at community level and with other key stakeholders; - The creation of links within and between groups as well as with those who occupy positions of power; - Creation of opportunities for more effective entry into decision-making spaces; - Capacity building in areas such as leadership and advocacy and peacebuilding.

To achieve this change, the project will use a multi-stakeholder approach. Three categories of actors will be involved to contribute to this change, namely the program actors, the social actors and the beneficiaries. CAFOD, Episcopal Justice and Peace Commission (CEJP), RSLF and youth platforms will be at the program level, the sphere of control (catalyst for change). In the sphere of influence, we will be targeting the parliamentarians, journalists, customs/traditional leaders, teachers, representatives of provincial and national governments. The women's empowerment and representation component of the project will be ensured by the RSLF movement in 8 provinces with 11 coordination points: Kinshasa; South Kivu (Bukavu, Uvira); North Kivu (Goma, Béni); Haut-Katanga; Lualaba; Tanganyika; Kasai Oriental; Tshopo; and Ituri). Each of these coordination points has a coordinator and more than 50,000 active members. The youth empowerment components will work with 8 provincial youth platforms and will be implemented in the same 8 provinces.

CAFOD as the project lead will work in partnership with CEJP, which is the main implementation partner of the project. CEJP will equally work in turn in close collaboration with RSLF and youth movements.

2. Project Stakeholders

The main project partner is the DRC CEJP that will coordinate project actions and closely work with RSLF and the youth movements. This include 11 provincial coordination centres of RSLF in 8 provinces, constituting 300 organisations and 1 million women members and 8 provincial youth platforms in 8 provinces, constituting 9,600 youth (1,200 per province).

The project will also work with relevant governmental and local stakeholders.

3. Objective and outputs related to the consultancy work

This consultancy relates to the objective three of the project which stand to: Women and youth in target communities have improved economic empowerment, through enhanced business development skills and participation in community driven and environmentally friendly micro-enterprises. In term of outputs, the project expects the following:

- Environmentally friendly micro-enterprises analysis of market systems and constraints conducted in three locations (South, East and Centre-west) of the 8 provinces
- 500 women and 400 youth receive training in entrepreneurship and business skills

- 80 community-driven microenterprises set up and have become operational within the three selected locations of the 8 provinces

The micro-enterprises are intended to have a long-term duration and will be designed as such, so that they are provided with appropriate support in terms of equipment and skills during the project, which can allow for a strong base in support of ongoing sustainability and livelihood empowerment.

They aim to provide concrete livelihood support as part of the process of empowerment, building on the enabling of their voice in decision-making spaces from earlier activities.

4. Consultancy Objectives

- Scope viable local markets in the project area (8 provinces) for opportunities for Environmentally friendly and community-driven micro-enterprises for identifying 3 cities where entrepreneurs will be supported
- Identify possible opportunities for women and young people in the local economy (in the 3 cities)
- Generate a 'list of options' to be discussed with the beneficiaries so they can identify and decide
- Identify key challenges and opportunities for the options
- Conduct an enabling environment analysis (surface the legal, institutional constraints to small businesses)
- Provide a checklist of assessing Environmentally friendly micro-enterprises and community-driven microenterprises
- Provide next steps and recommendations for partner and beneficiaries to consider in implementation This may include deeper analysis of each selected activity, development of fit-for-purpose business plans to support the business idea

5. Outputs

- A Checklist of assessing Environmentally friendly micro-enterprises and community-driven microenterprises
- A report with a series of eco-friendly enterprise options to be discussed with groups for their final selection
- Recommendations for ensuring the created or strengthened enterprises are sustainable

6. Methodology

- Sampling: help determine sampling methodology in accord with project plan
- Document review
- Interviews and group discussions: give the list of people / services to contact, the justification and how to proceed to conduct the interviews taking into account the context of COVID 19 in the country
- Key informant interviews with traders, intermediaries, business leaders, local gov't
- Mixed qualitative and quantitative methods

- The process must be done with the inclusion of local partners to the extent possible to build their capacity and skills on market analysis. A learning by doing approach with the local partner is encouraged

7. Required qualifications

- Academic qualifications in relevant field (economy, Agro-industry, Business and administration, ect)
- Demonstrated experience in conducting market systems analysis and constraints analysis and developing strategies for small business development
- Understanding of the enabling environment in DRC for small business (legal requirements, institutional opportunities, government support available, challenges etc...)
- Experience supporting participatory processes in market analysis
- Commitments to supporting local market development, environmental stewardship and inclusive/participatory processes
- Experience working with small businesses, with youth and women preferred
- Proven high level skills in development, delivery and analysis of appropriate context, qualitative and quantitative tools and methods.
- Collaborative approach to working with project teams in data collection and/or reflection exercises.
- Knowledge of key UN frameworks guiding participation in politics and decision making such as SDG16, UN security Council Resolution 1325 etc.
- Experience working with international organisations or NGOs, including abiding by their child protection and prevention of sexual harassment, exploitation and abuse policies.
- Willingness to undergo police Check and Working with Children Check and sign and comply with code of conduct and Child Protection Policies.
- Understanding/knowledge of relevant standards and principles in the humanitarian sector, Sphere Standards, Core Humanitarian Standard.
- Understanding and respect for faith-based organisations and traditional belief systems in the Congolese context'
- Ability to perform research in local languages including Lingala and Kiswahili, perform research and interact with stakeholders in French, and report clearly in English.
- Familiar with participatory approaches and remote monitoring; -
- Capacity to effectively carry out the work in a period not exceeding 45 days, including reporting.
- Capacity to carry the work in all targeted provinces

8. About the Team

The work will be led by the consultant. The consultant will report to CAFOD Project Manager supported by:

- Project Staff in DRC
- Project Steering Group and MEAL Working Group
- CAFOD staff based in London
- Local partners and other stake holders