

Term of Reference (TOR) for consultants to conduct a Training Course on Gender Mainstreaming

Job by: Yalelo Uganda in Partnership with Master card Foundation and Private Sector Foundation.

Category: Consultancy and Training.

Career level: Senior Level (5+ Years' Experience)

Job Description.

Term of Reference (TOR) for consultant/s to conduct Training Courses on Gender Mainstreaming.

1.0 Background.

Yalelo Uganda Limited (Referred to as Yalelo) operates in the Aquaculture industry. Yalelo is a pioneer in African aquaculture, combining local resources with world-class aquaculture practices. Yalelo began its operations in 2019 and has grown to become Uganda's market leader in sustainable fish production. Our cages are among the largest in Africa providing an open environment for our fish to swim far and deep against the natural lake currents.

Yalelo's main drive is to lead Uganda in becoming a regional Aquaculture powerhouse by sustainably developing region-wide fish Protein and stabilizing regional food security by sustainably producing reliable and affordable supply of fresh fish.

Yalelo Uganda (YU) in partnership with the Private Sector Foundation of Uganda (PSFU) under the Young Africa Works Uganda program sponsored by Master Card Foundation aims at creating employment opportunities for both the youth and women entrepreneurs in the fish value chain (Advancing Women and Youth 's entrepreneurs in the fish value chain for wealth creation) in the age range of 18-35 years.

YU strives to engage 7215 youth entrepreneurs in different sales channels to avail fresh fish to consumers in the Kampala Metropolitan Areas (KMA), Wakiso, Mukono and then countrywide over the course of the next 3 years

YU, therefore, invites competent consultant/s to implement the assignment on Gender Mainstreaming.

2.0 Purpose of the Consultant.

The purpose of the consultant is to build and strengthen the project's capacity on carrying out activities that actively contribute to increased gender Equality between women and men in the work and marketplaces.

3.0 Scope of the Work.

The training will be implemented in the greater Kampala Metropolitan Area(KMA) , Wakiso, Mukono, Buikwe and Jinja. The assignment aims to train approximately 7215 youth as targeted by the project in three years

4.0 Objective of the Training

The main objective of the training is to create awareness and close out gender pay gaps, and gender disparities, improve the working conditions for women, and create equal opportunities for women in the workforce

By the end of the training, the participants should demonstrate the following skills.

No	Gender Mainstreaming Consultant -Skills attained by the end of the assignment
1	Existence/Development of the sexual harassment reporting guidelines Increased understanding of how to address harassment -Sexual Harassment-Understanding the reporting lines.
2	A better understanding of the rights of women and girls in the market force.
3	Improved knowledge of collective bargaining to eliminate them from being cheated in their businesses.
4	Increased understanding of skill development in terms of setting up their own businesses .
5	Improved knowledge to access to safety, health and social benefits
6	Empowerment of women -In terms of independent decision making in relation to businesses.

5.0 Major Deliverables.

The consultant is expected to deliver the following materials after the completion of the tasks.

No	Gender Mainstreaming consultant deliverable	Timeline
1	Develop a Gender Analysis Guide /Tool And conduct a gender analysis for the Project implemented by Yalelo	29 Sept.
2	Facilitate follow-on training.	Will be ongoing
3	Develop a gender policy for YU Develop a Project Gender strategy for YU in partnership with PSFU.	Share at the end of phase 1
4	Provide concrete recommendations of new activities and how they can be undertaken to close gender gaps within the company and project activities.	Every after a training/engagement session
5	Support the CBOs in developing appropriate strategies for implementing gender mainstreaming strategies.	Quarterly basis

6.0 .Duration.

The actual training activity is estimated to last 7 working Days each month throughout the project lifetime.

7.0 Reporting Lines.

- The consultant shall report directly to the Managing Director (MD), PSFU Case Manager and Project Manager on matters of progress and completion of the assignment who shall be responsible for approving the quality of work and the extent to which the reports fulfil the requirements stated in the TOR before the respective payments are done. For quality Control, the PSFU Gender Specialist shall review the work done by the Consultant.

8.0 Responsibilities of Yalelo.

- Provide ToR for the assignment
- Mobilize all partners and other stakeholders for the assignment
- Providing logistical support for the training
- Support the facilitator in the selection of participants for the training.

8.0 Degree of Expertise and Qualifications.

No.	QUALIFICATIONS	FISH HANDLING CONSULTANT.
1	Education	Bachelor's Degree in Social Science, Political Science, Development Studies and related field
2	Qualification	5 years of experience in gender analysis, and gender mainstreaming with recognized Businesses or Organizations

Application Process.

Interested Consultancy Firms may obtain further information by sending an enquiry to the email procurement@yalelo.ug. Detailed Terms of reference can be accessed on the Yalelo (u) Limited Website www.yalelo.ug

Yalelo (u) Limited will only consider Physical sealed proposals submitted to Steadman Global, 1ST Floor Britam House, Plot 24A, Akii Bua Road – Nakasero by 29th September 2022 before 1600hrs

