



REPUBLIC OF LIBERIA
ENVIRONMENTAL PROTECTION AGENCY
 4th Street Sinkor, Tubman Boulevard
 1000 Monrovia, 10 Liberia
 P.O. Box 4024

CALL FOR EXPRESSION OF INTEREST TO PROVIDE CONSULTANCY SERVICE

Consultancy service to design and establish agribusiness schemes, and conduct training of women in how to manage and optimize these schemes around the Grebo-Krahn national park

TERMS OF REFERENCE FOR NATIONAL CONSULTANT

Job Title		National Consultant/ NGO	
Division/Department		Environmental Protection Agency/EPA	
Programme/Project Number		Energy & Environment Program	
Activity Result		Agribusiness Schemes developed and 100 women targeted in communities trained in how to manage and optimize it	
Assignment		To design and establish agribusiness schemes, and conduct training of women in how to manage and optimize these schemes	
Location		Grebo-Krahn National Park	
Reports to	E&E Program Coordinator-EPA and UNDP	Consultancy Duration:	60 Days (Sept. 30– Nov. 20, 2020)

BACKGROUND

The Environmental Protection Agency (EPA) through the United Nations Development Program (UNDP) Energy & Environment Program/Country Program Support intends to support the Government of Liberia through the EPA to train 50 women into sustainable agribusiness schemes. UNDP in collaboration and consultation with relevant Government of Liberia (GoL) Ministries, Agencies and Commissions (MAC) in recent developed a new Energy & Environment program document; which will be implemented over a period of 5 years, commencing January 2020 up to December 2024. The program is been executed under the UNDP National Implementation Modality (NIM), consistent with its Standard Basic Assistance Agreement (SBAA) between UNDP and GoL, and the Country Programme. The Implementing Partner (IP) for this project is the Environmental Protection Agency (EPA). The IP will be responsible and accountable for managing this project, including the monitoring and

evaluation of project interventions, achieving project outcomes, and for the effective use of UNDP resources.

There is a correlation between climate change and poverty. When natural disaster strikes, the poorest suffer the most and face the longest and hardest road to recovery. This is harder for women and girls who often benefit least from socio-economic schemes; and are restricted in what they can do because of cultural reasons. As such, they are the likeliest to bear the brunt of the effects of natural disaster and negative climate change. In Liberia, the poverty rate is 50.9% and given that females make up a higher percentage of the population, it is highly likely that more women and girls in Liberia are poor.

Sea erosions due to rising sea-levels as well as increased flooding of lowlands and agri-lands affect women greater as since more women are either unemployed or have vulnerable employment. Given that many women, both rural and urban centers, serve as caregivers and contribute to the economic sustainability of the household, they are stretched to the maximum when disaster occurs, and this can have further health implications. In addition, women are at the highest risk of sexual and domestic violence, excluded from decision-making processes and have limited access to hygiene services after a natural disaster occurs. Disaster relief and recovery efforts often discount female healthcare as priority with silent consequences. Girls are more likely to suspend schooling to assist their mothers in the clean-up and recovery process. These factors further affect women's ability to participate in decision-making about climate change solutions.

The Liberian environment is under immense threats from many natural and man-made factors (e.g. human activities) that have imposed enormous negative consequences for the lives, livelihood, safety and health of its populations. Climate change, disasters, pollutions; encroachment and depletion of the rain forest and biodiversity; inadequate energy infrastructures and supplies; unsustainable environmental practices as well as their associated impacts have continued to negatively affect the lives and livelihood of the people and challenge the developmental process of the country. The situations are further exacerbated by the non-existence and limited enforcement of environmental policies; inadequate institutional, financial and technical capacities; and limited knowledge and skills in sustainable environmental practices. These situations significantly contribute to environmental degradation, maintaining and widening of the poverty and inequality gaps among the population and threatens the sustainable socioeconomic development of the country.

With the plethora of challenges, the Energy and Environment (E&E) programme seeks to support the Government's efforts in achieving diversified and inclusive economic growth through investments in sustainable and environmentally friendly agriculture, food security, job creation and improved resilience to climate change and natural disasters. UNDP works to empower the population and build a resilient nation. It supports the government to develop and implement interventions aimed at improving the lives of the people, including women, youth and PWD. Through its Energy and Environment (E&E) Programme, UNDP will support the government through its relevant Ministries, Agencies and Commissions (MACs) to address environmental issues and mitigate their impacts to support the collective growth and development of the country.

The Energy and Environment (E&E) Programme proposes to tackle these challenges within a broader development context that would facilitate synergies amongst the following four thematic/focus areas: 1. Livelihood Diversification, Disaster Resilience and Climate Change; 2. Biodiversity, Conservation Ecotourism and Land Management; 3. Renewable Energy Access; and 4. Waste Management. In line with the CPD (2020-2024), the E&E Programme will provide support to promote diversified, and inclusive economic growth along a low carbon and climate resilient pathway that is underpinned by investments in sustainable and environmentally friendly agriculture, food security, job creation and improved resilience to climate change

and natural disasters in Liberia. The E&E Programme is aligned with UNDP CPD 2020-2024 and Liberia's national development agenda (PAPD 2018-2023), seeks to achieve the following results:

Strategic objective:

By 2024, Liberia has diversified, and inclusive economic growth underpinned by investments in sustainable and environmentally friendly agriculture, food security, job creation and improved resilience to climate change and natural disasters. (UNSDCF Outcome 2 and UNDP CPD Outcome 3)

E&E Programme objective:

To strengthen Liberia's capacity to manage its environment for sustainable development through improved resilience to climate change and disasters, biodiversity conservation, sustainable land and waste management; access to renewable energy and promotion of ecotourism.

E&E Programme outcome:

By 2024, Liberia has improved resilience to climate change and disasters through sustainable management of its land, waste, water and forest resources, and the use of alternative energy sources and/or renewable energy.¹

The UNDP through the EPA as Implementing Entity (IE) intends to recruit the service of a National Consultant who will design and establish a sustainable alternative livelihood and climate smart agribusiness schemes, and conduct training for 100 women in how to manage and optimize these schemes.

According to the 2005 FAO/WFP Food and Crop Assessment Mission to Liberia, the current food and agriculture situation in the country is generally alarming due primarily to prolonged periods of instability, which has disrupted the production cycle and displaced large segments of the farming population. As a result, Liberia remains among the most food insecure countries with less than 10% of the arable land being cultivated. It is estimated that at least 50% of the farming population have not had access to seeds and tools provided by NGOs and UN agencies directly involved in the agriculture sector. Women constitute at least 60% of the farming population and carry out 80% of the farming activities. However, they received less than 50% of the emergency assistance of farming inputs provided by NGOs.

Early rains, coupled with access to markets and production centers resulted to food insecurity in large parts of the country. Mainly imported food commodities were available in local or urban markets but highly unaffordable by a large mass of the population due to high prices. In general, there is no inherent problem in accessing land for farming; although fewer than 20% of the population may have to arrange for farmland through local authorities. Worthy of recognition is the adoption of low input technology by smallholder farmers (cutlasses and hoes), which, coupled with limited or no access to extension services, processing equipment and related inputs, resulted to low agricultural productivity. Additionally, poor infrastructure and transportation network limited marketing and related support services.

The agricultural sector has long played a significant role in the Liberian economy. It accounted for about 37% of the GDP prior to the civil war in 1987. After the crisis, the sector's contribution to GDP stood at 53% (MOA Liberia, 2006; NEPAD-FAO, 2006), owing largely to the decline in iron ore mining, which was the largest contributor to GDP up to 1987. Almost 70% of the economically active population of Liberia is engaged in the agricultural sector (MOA Liberia, 2006; NEPAD-FAO, 2006).²

¹UNDP Energy & Environment (2020-2024 Program Document

²Ministry of Agriculture 2006 Annual Report

The sustainable alternative livelihood and climate smart agribusiness schemes to be developed must provide three options of agribusinesses, taking into consideration the following and as contained in the background:

- Enhancing food security and achieving self-reliance in main staples, particularly increased and stable supply and availability of food products; improvement of access to food for the most vulnerable groups; and enhancement of the nutritional absorption capacity of the population;
- Increasing income of small agribusiness women through improved production, marketing and value addition with emphasis on access to market;
- Reducing vulnerability of women especially against sexual exploitation and abuse;
- Buttressing agribusiness and increasing the overall economic activities of the country
- Enhancing sustainable diversified income sources

Job Responsibilities:

1. Develop three separate sustainable alternative livelihood and climate smart agribusiness schemes in the following areas:
 - a. Poultry Farming (Chickens)
 - b. Ruminants (goats)
 - c. Vegetable Farming (peppers, okras, tomatoes, bitter-balls & eggplants)
 - d. Cassava Farming (value added)
2. Develop separate training manuals for each of the agribusiness scheme and conduct training in each of the area (taking into consideration women with little or no formal education)
3. Develop separate value addition marketing plans for each of the agribusiness
4. Develop separate access to finance strategy for each of the agribusiness

Functional Competencies:

- Excellent and effective communication (verbal and written) skills, including ability to prepare reports and conduct presentations by clearly formulating positions on issues, articulating options concisely conveying maximum necessary information, making and defending recommendations; ability to convey difficult issues and positions to the public.
- Have a considerable knowledge of the proposal development, agribusiness, alternative livelihood and sustainable development

Key Expected Results

1. The targeted beneficiaries have acquired knowledge, values, attitudes, commitment, and skills in the area of agribusiness scheme development and sustainability to create new patterns of behavior.
2. Individuals developed a deeper understanding of agribusiness, self-reliance, sustainable alternative livelihood and how to manage the environment and its natural resources

Output

- 1) Three separate sustainable alternative livelihood and climate smart agribusiness schemes are developed in the following areas:
 - a. Poultry Farming (Chickens)
 - b. Ruminants (goats)
 - c. Vegetable Farming (peppers, okras, tomatoes, bitter-balls & eggplants)
 - d. Cassava Farming
- 2) Separate training manuals for each of the agribusiness scheme are developed and training conducted in each of the area
- 3) Separate value addition marketing plans for each of the agribusiness schemes are developed
- 4) Separate access to finance strategy for each of the agribusiness schemes are developed

QUALIFICATION

Candidate must have at least five (5) years of progressive work experience in the task described in this expression of interest; a Bachelor's degree, but Master's degree will be an added value in agriculture, forestry and other related areas.

OTHER SKILLS

- Excellent team player with good interpersonal skills
- Ability to manage workload with minimum supervision
- Ability to work under pressure and tight deadlines
- Ability to accommodate additional demands at short notice
- Ability to work in a multi-cultural environment
- Oral communication/presentation skills
- Proactive mindset
- | Experience in working with the EPA or UNDP funded activities/projects
-

ATTENTION:

Rebecca E. Doo
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or through email (rdoo@epa.gov.lr), indicating in subject area “Terms of Reference to design and establish agribusiness schemes, and conduct training of women in how to manage and optimize these schemes” Closing date for submission of TOR is 4PM, September 21, 2020. Any submission coming/received after this deadline will not be given consideration. Only submissions that meet the requirement/criteria as contained in the Request for Expression of Interest will be considered for evaluation. The application package must include CV, credentials and Technical and Financial Proposal.

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**CALL FOR EXPRESSION OF INTEREST
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Consultancy services to design and implement fish processing schemes, and conduct training of women in how to manage and optimize these schemes in 4 communities

TERMS OF REFERENCE FOR NATIONAL CONSULTANT

Job Title		National Consultant/NGO	
Division/Department		Environmental Protection Agency/EPA	
Programme/Project Number		Energy & Environment Program	
Activity Result		Fish processing schemes developed, and training conducted for women in 4 communities on how to manage and optimize these schemes	
Assignment		To design and implement fish processing schemes, and conduct training of women in how to manage and optimize these schemes in 4 communities	
Location		Monrovia, Liberia	
Reports to	E & E Program Coordinator-EPA and UNDP	Consultancy Duration:	60 Days (Sept. 30 – Nov. 20, 2020)

BACKGROUND

The Environmental Protection Agency (EPA) through the United Nations Development Program (UNDP) Energy & Environment Program/Country Program Support intends to support the Government of Liberia through the EPA to train 50 women into sustainable agribusiness schemes. UNDP in collaboration and consultation with relevant Government of Liberia (GoL) Ministries, Agencies and Commissions (MAC) in recent developed a new Energy & Environment program document; which will be implemented over a period of 5 years, commencing January 2020 up to December 2024. The program is been executed under the UNDP National Implementation Modality (NIM), consistent with its Standard Basic Assistance Agreement (SBAA) between UNDP and GoL, and the Country Programme. The Implementing Partner (IP) for this project is the Environmental Protection Agency (EPA). The IP will be responsible and accountable for managing this project, including the monitoring and evaluation of project interventions, achieving project outcomes, and for the effective use of UNDP resources.

There is a correlation between climate change and poverty. When natural disaster strikes, the poorest

suffer the most and face the longest and hardest road to recovery. This is harder for women and girls who often benefit least from socio-economic schemes; and are restricted in what they can do because of cultural reasons. As such, they are the likeliest to bear the brunt of the effects of natural disaster and negative climate change. In Liberia, the poverty rate is 50.9% and given that females make up a higher percentage of the population, it is highly likely that more women and girls in Liberia are poor.

Sea erosions due to rising sea-levels as well as increased flooding of lowlands and agri-lands affect women greater as since more women are either unemployed or have vulnerable employment. Given that many women, both rural and urban centers, serve as caregivers and contribute to the economic sustainability of the household, they are stretched to the maximum when disaster occurs, and this can have further health implications. In addition, women are at the highest risk of sexual and domestic violence, excluded from decision-making processes and have limited access to hygiene services after a natural disaster occurs. Disaster relief and recovery efforts often discount female healthcare as priority with silent consequences. Girls are more likely to suspend schooling to assist their mothers in the clean-up and recovery process. These factors further affect women's ability to participate in decision-making about climate change solutions.

The Liberian environment is under immense threats from many natural and man-made factors (e.g. human activities) that have imposed enormous negative consequences for the lives, livelihood, safety and health of its populations. Climate change, disasters, pollutions; encroachment and depletion of the rain forest and biodiversity; inadequate energy infrastructures and supplies; unsustainable environmental practices as well as their associated impacts have continued to negatively affect the lives and livelihood of the people and challenge the developmental process of the country. The situations are further exacerbated by the non-existence and limited enforcement of environmental policies; inadequate institutional, financial and technical capacities; and limited knowledge and skills in sustainable environmental practices. These situations significantly contribute to environmental degradation, maintaining and widening of the poverty and inequality gaps among the population and threatens the sustainable socioeconomic development of the country.

With the plethora of challenges, the Energy and Environment (E&E) programme seeks to support the Government's efforts in achieving diversified and inclusive economic growth through investments in sustainable and environmentally friendly agriculture, food security, job creation and improved resilience to climate change and natural disasters. UNDP works to empower the population and build a resilient nation. It supports the government to develop and implement interventions aimed at improving the lives of the people, including women, youth and PWD. Through its Energy and Environment (E&E) Programme, UNDP will support the government through its relevant Ministries, Agencies and Commissions (MACs) to address environmental issues and mitigate their impacts to support the collective growth and development of the country.

The Energy and Environment (E&E) Programme proposes to tackle these challenges within a broader development context that would facilitate synergies amongst the following four thematic/focus areas: 1. Livelihood Diversification, Disaster Resilience and Climate Change; 2. Biodiversity, Conservation Ecotourism and Land Management; 3. Renewable Energy Access; and 4. Waste Management. In line with the CPD (2020-2024), the E&E Programme will provide support to promote diversified, and inclusive economic growth along a low carbon and climate resilient pathway that is underpinned by investments in sustainable and environmentally friendly agriculture, food security, job creation and improved resilience to climate change and natural disasters in Liberia. The E&E Programme is aligned with UNDP CPD 2020-2024 and Liberia's national development agenda (PAPD 2018-2023), seeks to achieve the following results:

Strategic objective:

By 2024, Liberia has diversified, and inclusive economic growth underpinned by investments in sustainable and environmentally friendly agriculture, food security, job creation and improved resilience to climate change and natural disasters. (UNSDCF Outcome 2 and UNDP CPD Outcome 3)

E&E Programme objective: To strengthen Liberia's capacity to manage its environment for sustainable development through improved resilience to climate change and disasters, biodiversity conservation, sustainable land and waste management; access to renewable energy and promotion of ecotourism.

E&E Programme outcome: By 2024, Liberia has improved resilience to climate change and disasters through sustainable management of its land, waste, water and forest resources, and the use of alternative energy sources and/or renewable energy.¹

The UNDP through the EPA as Implementing Entity (IE) intends to recruit the service of a National Consultant/NGO who will design and implement fish processing schemes, and conduct training of women in 4 communities on how to manage and optimize these schemes.

Since the creation of the National Fisheries & Aquaculture Authority (NaFAA) to among others ensure sustainable management of the fisheries sector; the sector promises to be a potential for national revenue generation and job creation. If the sector is prioritize and properly manage, it will be capable providing increased profitable fisheries, employment opportunities, value-added through opportunities for socio-economic development; contribution to national food and nutritional security and improved living conditions, by upgrading and adopting appropriate, modern and efficient fisheries capabilities for increased fish production while reducing losses through illegal fishing; and deriving net benefits from a vibrant fish trade supported by, value addition systems and fisheries infrastructure for fish landing and export, as well as efficient fishing input supply and distribution systems.

NaFFA has pledged an improved institutional and legislative framework for fisheries management; adaptive research; community and stakeholder participation in capture and culture-based fisheries management and development; effective international, regional, sub-regional and bilateral cooperation for fisheries management; enhanced monitoring, control, and surveillance capabilities; and improve fish quality and value addition technologies for enhanced economic returns in fisheries.²

The development of this fishery processing schemes will buttress the efforts of NaFFA and stakeholders in the sector and contribute to improved fishing and sustainable alternative livelihood. The schemes to be developed will take into consideration the following and as contained in the background:

- Enhancing food security and achieving self-reliance in main staples, particularly increased and stable supply and availability of food products; improvement of access to food for the most vulnerable groups; and enhancement of the nutritional absorption capacity of the population;
- Increasing income of actors within the sector with emphasis on women through improved fishing, marketing and value addition with emphasis on access to market;
- Reducing vulnerability of women in the sector, especially against sexual exploitation and abuse;
- Buttressing the fishery sector and increasing the overall economic activities of the country
- Enhancing sustainable diversified income sources

¹UNDP Energy & Environment (2020-2024 Program Document

Job Responsibilities:

1. Develop a sustainable scheme for women involve in the fishing sector
2. Develop training manuals and train actors within the fishing sector (with emphasis on women and taking into consideration women with little or no formal education)
3. Develop value addition marketing plans for actors within the fishing sector, with women as the main beneficiaries
4. Develop access to finance strategy

Functional Competencies:

- Excellent and effective communication (verbal and written) skills, including ability to prepare reports and conduct presentations by clearly formulating positions on issues, articulating options concisely conveying maximum necessary information, making and defending recommendations; ability to convey difficult issues and positions to the public.
- Have a considerable knowledge of the proposal development, fishery, alternative livelihood and sustainable development

Key Expected Results

1. The targeted beneficiaries have acquired knowledge, values, attitudes, commitment, and skills in the area of sustainable fishery to create new patterns of behavior.
2. Individuals developed a deeper understanding of fishery, self-reliance, sustainable alternative livelihood and how to manage the environment and its natural resources

Output

1. Sustainable scheme for women involve in the fishery sector developed
2. Training manuals developed and actors within the fishery sector trained
3. Value addition marketing plans for actors within the fishery sector developed
4. Access to finance strategy developed

QUALIFICATION

Candidate must have at least three (3) years of progressive work experience in the task described in this expression of interest; a Bachelor's degree, but Master's degree will be an added value in related areas.

OTHER SKILLS

- Excellent team player with good interpersonal skills
- Ability to manage workload with minimum supervision
- Ability to work under pressure and tight deadlines
- Ability to accommodate additional demands at short notice
- Ability to work in a multi-cultural environment
- Oral communication/presentation skills
- Proactive mindset
- Experience in working with the EPA or UNDP funded activities/projects

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