

**Terms of reference**

***Project to strengthen the competitiveness of the honey sector in Zimbabwe (“ZIM-BEE”)***

1. **General information**

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| Assignment name | Development of a Gender Equality and Women’s Economic Empowerment strategy for the ZimBEE project |
| Beneficiary | Project, ZimTrade, & 455 Beekeepers in Matebele North, Manicaland and Mashonaland west |
| Country | Zimbabwe |
| Total estimated number of days | 20 working days. |
| Deadline for submission | 30th June 2025 |

1. **INTRODUCTION**

Expertise France is the French agency for international technical cooperation and it’s a member of the AFD Group (French Development Agency). As the second largest development agency in Europe, it designs and implements international cooperation projects that aim to sustainably strengthen public policies in key areas of development. Together with its partners, it contributes to achieving the Sustainable Development Goals (SDGs).

Expertise France in collaboration with ZimTrade is implementing a project aimed at strengthening the honey value chain sector in Zimbabwe and is recruiting a consultant specialized in the promotion of gender equality and women’s participation in income-generating activities (ADR. The consultant will develop a gender strategy to support the inclusion of women in existing beekeeping communities and new production areas, ensuring gender-responsive implementation of the project in Zimbabwe.

1. **PROJECT DESCRIPTION**

The ZimBEE Project seeks to strengthen Zimbabwe’s honey value chain by increasing productivity, expanding exports, and empowering rural communities, with a focus on women and youth. However, gender disparities in access to resources, markets, and training continue to limit women’s full participation in the apiculture sector. To address these challenges, the project plans to recruit a consultant to integrate gender considerations and promote women’s economic empowerment (WEE) throughout its activities

The project aims to contribute to the sustainable development of the honey value chain, unlocking its potential for: a) reducing vulnerabilities among rural populations, and b) generating exports of higher value-added products. Implemented by Expertise France in collaboration with ZimTrade, the project covers three apicultural clusters comprising 455 producers and is structured around three components:

1) Strengthening the capacities of ZimTrade,

2) Establishing a “Center of Excellence” for honey research, studies, and analysis, and

3) Supporting the structuring of the apiculture sector, with a strong focus on women, under the supervision of ZimTrade, in order to improve the sector’s overall functionality.

Expected Project Impact:

* Improvement in living conditions for populations in the 3 beneficiary clusters:
* 455 honey producers adopt sustainable and environmentally friendly beekeeping practices through training and the provision of equipment, leading to improved living conditions through increased incomes.
* Additionally, honey production in the three clusters increases in both quantity and quality, with new markets and derivative products being developed, thereby fostering diversification of local production. This diversification contributes to the creation of decent jobs within the three beneficiary clusters.

A core pillar of the project is the economic empowerment of women through enhanced participation in beekeeping activities and improved access to productive resources, services, and markets, in line with ADR principles.

1. **MISSION DISCRIPTION**
2. **Mission descriptions**

These ‘Terms of Reference’ aim to recruit a consultant specialized in Gender Equality and Women’s Economic Empowerment to support the objectives of the Zim-BEE project to promote gender equality and strengthen the participation of women in alternative income-generating activities within beekeeping communities.

1. **Objectives of the assignment**

* Integrate gender equality and WEE principles into the design, implementation, and monitoring of the ZimBEE Project.
* Identifying gender-specific barriers and opportunities in the honey value chain.
* Promoting ADR (Access, Distribution, and Redistribution) of resources and opportunities for women.
* Supporting inclusive beekeeping production, processing, and marketing initiatives.
* Strengthening women’s agency and leadership in beekeeping groups and cooperatives.
* Support the development and implementation of gender-responsive strategies and action plans
* Strengthen the capacity of stakeholders to promote inclusive and equitable participation in the honey value chain.

1. **Scope of Work**

Under the supervision of the ZimBEE Project Manager and in coordination with implementing partners, the consultant will:

1. Conduct a gender and social inclusion assessment of the honey value chain.
2. Identify barriers to women’s participation and opportunities for empowerment.
3. Develop a gender mainstreaming plan and integrate gender indicators into the M&E framework.
4. Support the design of targeted interventions for women-led enterprises and producer groups.
5. Deliver at least two capacity-building sessions for project staff and partners on gender equality and WEE.
6. Develop communication and advocacy materials promoting women's success stories in beekeeping.
7. Provide technical support during the implementation of gender-sensitive activities.

***Key Activities***

The consultant will undertake the following tasks:

1. Gender Analysis and Community Engagement

* Conduct a rapid gender assessment in existing and new production areas.
* Map out women’s roles, challenges, and opportunities in beekeeping communities.
* Identify existing structures (cooperatives, associations) for women’s engagement.

1. Design and Facilitate Empowerment Interventions

* Develop gender-responsive strategies to increase women’s participation in beekeeping and honey value chains.
* Facilitate training sessions on gender equality, ADR, leadership, and financial literacy for women and mixed groups.
* Support the development of inclusive income-generating initiatives (e.g. value addition, packaging, cooperative development).

1. Support Institutional Integration

* Advise project teams on integrating gender and ADR considerations in planning, delivery, and monitoring.
* Work with local leaders and institutions to promote supportive norms and policies for women’s economic empowerment.
* Support women’s access to inputs, land, finance, and market information.

1. Monitoring, Reporting, and Knowledge Sharing

Develop indicators and tools to track progress on gender and ADR outcomes.

* Prepare monthly progress briefs and a final assignment report with recommendations.
* Document success stories, lessons learned, and case studies on women's empowerment in beekeeping.

1. **Deliverables**

* Inception report including methodology and timeline
* Gender and social inclusion assessment report
* Gender mainstreaming strategy and action plan
* Capacity-building materials and training reports
* Success stories and advocacy content
* Final report summarizing outcomes and recommendations

1. **Required Qualifications and Experience**

* Advanced degree in Gender Studies, Social Sciences, Development Studies, or related field.
* At least 3 years of experience in promoting gender equality and women's economic empowerment, preferably in rural/agricultural settings.
* Proven experience in applying ADR and intersectional gender approaches.
* Knowledge of value chain development and rural livelihoods.
* Strong facilitation, community engagement, and capacity-building skills.
* Experience working in East Africa and Southern Africa.

1. **Reporting Line and Coordination**

The consultant will report to the Project Manager and work closely with technical teams, implementing partners, and local stakeholders.

1. **General Information**

The mission will take place in Zimbabwe

Applications must include:

* 1CV;
* A financial offer.