

Organisation	SNV
Project	Power for Food Partnership
Assignment	GESI and YEE Assessment
Location	Roosevelt St., Addis Ababa, Ethiopia
Duration	45 working days, spread over 2 and half-months period
Reporting to/working with	Hiwote Teshome, Energy Sector Lead Konjit Negussu, Learning and Insight Advisor
SNV focal point(s)	
Starting date	01 November 2025 to 15 January 2026

1. About SNV

SNV is a global development partner rooted in the African and Asian countries where we operate. With 60 years of experience and a team of approximately 1,600 people, it is our mission to strengthen capacities and catalyze partnerships that transform the agri-food, energy, and water systems to enable sustainable and more equitable lives for all.

1.1. About Power for Food Partnership

The Power for Food Partnership is a regional initiative by the IKEA Foundation, SNV, and partners to transform agri-food and energy systems across Ethiopia, Kenya, Rwanda, and Uganda. Building on years of in-country collaboration and engagement-through projects that have improved agricultural livelihoods and expanded renewable energy access-the partnership seeks to move from scattered “islands of change” to coordinated, scalable impact across Eastern Africa. By aligning national programmes under a shared regional vision, Power for Food Partnership aims to tackle systemic barriers, catalyze innovation, and support communities to build sustainable, climate-resilient futures. The partnership is grounded in three core values: equity, where each partner contributes meaningfully; transparency, to ensure trust and accountability; and shared purpose, to align goals and efforts.

The Power for Food Partnership in Ethiopia, that runs for 5 years, as first phase, seeks a transition toward regenerative, resilient, and inclusive agri-food systems by harnessing the power of regenerative agriculture (RA) and the productive use of renewable energy (PURE). Through this nexus approach, the programme will support the emergence of farmer-led partnership, scale-bundled RA-PURE solutions, and drive systemic transformation through coordinated policy influence, evidence generation, and strategic investment. Our collaborative model/pathways- LEARN¹, LINK²-LEVERAGE³-brings local actors together to create impact that lasts.

¹ Generate and share practice-based evidence and learning. Knowledge exchange, joint learning briefs, digital collaboration tools, regional & international events.

² Build action-oriented collaboration. Nurture RA-PURE champions, connect global & regional partners, cross-border exposure visits, roundtables.

³ Institutionalise and embed ways of working. Influence policies, leverage investment opportunities, strengthen local



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2. Background and objectives of assignment

1.2. Ethiopia's Agriculture and Energy Landscape

Agriculture is the backbone of Ethiopia's economy, contributing around one-third of GDP and employing the majority of the population. However, productivity remains low due to heavy dependence on rainfed systems, degraded soils, and limited access to modern inputs and technologies. Only about five percent of cultivable land is irrigated, and yields are highly sensitive to erratic rainfall and recurring droughts. Soil erosion, nutrient depletion, and post-harvest losses further weaken food security and smallholder incomes. While agriculture underpins national growth, smallholders, who make up most producers, face structural barriers such as limited finance, weak market linkages, and poor infrastructure that restrict their capacity to modernize and diversify.

Ethiopia's energy sector shows similar disparities. Despite national grid expansion and ambitious renewable energy targets, rural electrification lags behind urban areas. Around half of rural households lack reliable electricity, constraining opportunities for irrigation, processing, storage, and value addition in agriculture. Renewable solutions such as solar irrigation, biogas, and solar drying are emerging but remain limited in scale due to high upfront costs, insufficient rural finance, and weak after-sales services. Energy and agricultural policies have traditionally evolved separately, though recent national frameworks-including the 2024 Rural and Agricultural Development Policy and the Climate-Resilient Green Economy Strategy-highlight the need to integrate productive energy use into agricultural transformation.

These interlinked challenges underscore the importance of connecting RA with the PURE to build a more resilient, inclusive, and sustainable rural economy. Integrating these sectors can restore soil health, improve yields, enhance energy access for value chains, and empower women and youth through new livelihood opportunities. The Power for Food Partnership will operate within this context to identify pathways that align agricultural productivity with clean energy adoption, driving systemic transformation across Ethiopia's agri-food and energy systems.

1.3. Objectives of the GESI and YEE Analysis

Overall Objective

To undertake a comprehensive Gender and Social Inclusion (GESI) and Youth Employment and Entrepreneurship (YEE) Analysis for the Power for Food Partnership in Ethiopia, aimed at identifying systemic barriers and opportunities that affect equitable participation of women, youth, and other marginalized groups in RA and PURE at individual, household and system levels. The analysis will inform the design of an inclusive implementation approach and the development of a GESI and YEE Integration and Action Plan for the project. The GESI and YEE Analysis will apply a system transformation lens to assess how power relations, social norms, and institutional structures reinforce inequalities across the RA-PURE ecosystem. The findings will inform strategies for structural change, ensuring that equality and inclusion are embedded within the LINK, LEARN, LEVERAGE pathways of the Power for Food Partnership. The analysis will generate practical insights to inform the design of an inclusive implementation of a GESI and YEE integration and Action Plan for the project.

Specific Objectives

- i. Understand gender and social dynamics
 - Examine how existing gender relations, norms, roles, and social discrimination influence participation and benefit-sharing in the RA-PURE system.
 - Analyse the intersectional dimensions of exclusion including gender, age, disability, livelihood type, and socio-economic status that affect access to opportunities, resources, and decision-making power.
- ii. Assess policy and institutional environment
 - Review national and regional policies, legal frameworks, and institutional mechanisms related to gender equality, youth employment and entrepreneurship, social inclusion, agriculture, and renewable energy.
 - Identify policy gaps, institutional constraints, and areas for alignment with the Power for Food objectives.
- iii. Analyze access, control and participation
 - Identify how women, men, and youth differ in access to and control over productive resources such as land, finance, training, technologies, market information, etc.
 - Assess barriers and opportunities that shape their participation in agricultural value chains, renewable energy solutions, and entrepreneurship.
- iv. Identify economic and livelihood opportunities
 - Map existing and potential economic opportunities for women, youth, and marginalized groups in the RA-PURE ecosystem, including agro-processing, energy services, and green enterprises.
- v. Identify viable sectorial value chains that offer opportunities for young women and men entrepreneurs
- vi. Conduct in-depth mapping of identified value chains, including identifying value chain nodes opportunity and constraints, and potential value addition points to inform strategic interventions suitable for youth participation and competitiveness.
 - Highlight successful models or entry points that can promote equitable participation and economic inclusion.
- vii. Institutional and stakeholder mapping
 - Identify relevant government institutions (including TVETs), private sector actors, NGOs, cooperatives, and networks with mandates and experience in gender equality, youth development, and inclusive energy-agriculture programming.
 - Recommend potential partnerships and collaboration mechanisms for inclusive implementation.
- viii. Assess market systems and social barriers
 - Analyse the inclusiveness of market systems in agriculture and renewable energy.
 - Identify social norms, cultural practices, and power dynamics that restrict women's and youth's participation in value chains or limit their leadership and decision-making capacity.
- ix. Youth economic inclusion
 - Examine opportunities and barriers for youth to engage in regenerative agriculture and renewable energy enterprises.
 - Identify skill and enterprise gaps, market access and financing challenges, and innovation opportunities for scalable youth-led entrepreneurship and green job creation.
- x. Identify risks and safeguards
 - Assess potential gender-based violence (GBV), social exclusion, or protection risks linked



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to project interventions.

- Recommend mitigation measures and strategies to ensure safe and equitable participation.

- xi. Validation and sense-making
 - Facilitate a validation workshop with project stakeholders and community representatives to present findings, capture feedback, and refine recommendations.
 - Support joint prioritization of key gender and inclusion and YEE issues and agreement on next steps.
- xii. Develop GESI and YEE integration and Action Plan
 - Propose practical integration strategies, activities, and interventions to mainstream gender equality, youth inclusion, across project pathways (LEARN, LINK, LEVERAGE).
 - Leveraging practical examples and insights from RAYEE I and RAYEE II, propose appropriate approaches to support scalable youth led enterprises/MSMEs.
 - Develop an action plan outlining key responsibilities, partnerships, and timelines for implementation.
- xiii. Monitoring and indicators
 - Recommend qualitative and quantitative indicators to measure changes in gender equality, social inclusion, and youth economic participation and growth of youth led enterprises.
 - Align proposed indicators with the project's results framework and M&E system for continuous learning and adaptive management.

3. Assignment overview and scope of work / deliverables

Scope of Work

The assignment will be carried out in two main phases:

- (i) a comprehensive GESI and YEE *Analysis*, and
- (ii) the development of a GESI and YEE Integration and *Action Plan* tailored to Ethiopia's Power for Food Partnership, focusing on the RA-PURE nexus.

The consultant will adopt a systems-thinking approach to analyze gender, social, youth and youth led enterprise dynamics at the micro (household), meso (community/market), and macro (institutional/policy) levels, since the GESI Approach emphasises a *Participatory Co-Design Process*, it would be valuable to integrate co-creation at all stages - including design, analysis, and sense-making - in close collaboration between the consultant, SNV focal points and partners for better ownership, while undertaking the following key tasks:

- i. Location
 - The assessment will be conducted primarily in four locations: Sidama Region, Central Ethiopia Region, South Ethiopia Region and Addis Ababa.
 - Data collection will target diverse stakeholders including project implementers, smallholder farmers, technology providers, agri-food consumers, and other relevant actors who contribute to, benefit from, or are affected by the Power for Food Partnership.
 - Appropriate data collection instruments will be developed to capture the perspectives of these different groups across the target regions.
- ii. Conduct GESI and YEE Analysis of the RA-PURE nexus
 - Undertake a desk review of existing literature, studies, and policies on gender, social inclusion, and youth engagement in agriculture and renewable energy in Ethiopia.



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- Carry out field-based assessments in selected Power for Food target regions to gather primary data on gender and youth participation in RA-PURE value chains.

- Analyse national and sub-national policies, legal frameworks, and institutional structures related to gender equality, youth entrepreneurship, social protection, and inclusive energy–agriculture systems.
 - Examine gender norms, cultural practices, and intra-household decision-making patterns that influence participation, leadership, and benefit-sharing among women, men, and youth.
 - Assess access to and control over productive resources including farmland, finance, energy technologies, training, and markets and how these vary across gender, age, and social groups.
 - Identify structural barriers and opportunities that affect women’s, youth’s, and marginalized groups’ agency, voice, and representation in agricultural and energy decision-making platforms.
 - Opportunity mapping shortlist highlighting opportunities for youth employment and entrepreneurship.
 - Value chain mapping identifying promising value chains and potential interventions
- iii. Capacity and institutional assessment
- Assess the capacity of Power for Food implementing partners, local institutions, and private sector actors to mainstream GESI and YEE principles in program planning and delivery.
 - Identify institutional gaps, good practices, and capacity-strengthening needs to strengthen gender- and youth-responsive service delivery, technology adoption, financing, and value-chain engagement.
 - Recommend capacity development approaches, tools, and mentoring mechanisms to enable gender-transformative and youth-inclusive implementation.
- iv. Stakeholder and market systems mapping
- Map key public, private, and civil society stakeholders involved in agriculture, energy, and gender/youth inclusion at national and local levels.
 - Identify actors’ roles, mandates, and potential synergies with the Power for Food Partnership.
- Analyse market systems to identify inclusive opportunities for women and youth entrepreneurs in value chains related to regenerative agriculture, solar irrigation, agro-processing, bioenergy, and allied services.
- v. Development of GESI and YEE integration and Action Plan
- Co-develop a practical, evidence-based integration and action plan informed by field findings and aligned with:
- SNV’s GESI and YEE minimum standards and aligning with the YEE 2030 strategy.
 - National gender and youth strategies
 - Best practices in inclusive agricultural and energy programming
 - Ensure the plan includes concrete interventions, institutional roles, resource requirements, and timelines (that review and linked with the project’s operational plan) to operationalize gender equality and youth employment and entrepreneurship within the Power for Food Partnership.
 - Integrate “do no harm,” social safeguard, and gender-based violence (GBV) prevention principles into the proposed actions
- vi. Validation and learning
- Organize and facilitate one consultative and validation workshops with project partners,



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government representatives, community members (particularly women and youth), and private sector actors to present preliminary findings.

- Lead sense-making sessions to validate findings, prioritize actions, and refine the proposed mainstreaming action plan.
- Document stakeholder inputs and ensure they are reflected in the final deliverables.

vii. Collaboration and reporting

- Work closely with the Power for Food Partnership team (technical specialists in RA, PURE, Learning and MEL) and SNV global GESI and YEE experts throughout the assignment.
- Conduct regular progress consultations and present emerging findings to ensure shared understanding and alignment.

Remark: Integrated and Multi-Level Focus: Both apply a systems-thinking lens, linking LEARN, LINK, and LEVERAGE pathways, emphasizing access, agency, and voice as empowerment dimensions

Table 1: List of deliverables, outputs, and quality expectations

Deliverables	List of outputs per deliverable	Quality expectations
Inception report (5 days)	<ul style="list-style-type: none"> • Detailed methodology and tools, work plan with timeline • Mapping of stakeholders and data sources 	Clear, structured, and aligned with ToR objectives; demonstrates understanding of RA-PURE context and Ethiopia's GESI and YEE priorities
Desk review summary and Data collection tools development (7 days)	<ul style="list-style-type: none"> • Consolidated review of relevant policies, strategies, and prior studies, • Identified information gaps, project documents • Project documents and finalized data collection tools submitted for approval 	Evidence-based synthesis; well-cited and contextualized to Ethiopia's agriculture-energy system
primary data collection and findings (10 days)	<ul style="list-style-type: none"> • Raw and cleaned datasets • Summary of key insights and gender/youth issues and opportunities • Preliminary analysis shared with Power for Food team 	Data collection tools properly applied, inclusive representation of women, youth, and marginalized groups
Draft report (submitted at least 10 working days before validation workshop)	<ul style="list-style-type: none"> • Draft GESI and YEE analysis report • Presentation of preliminary findings 	Comprehensive, evidence-based and aligned with ToR Virtual validation workshop conducted prior to physical co-creation workshop
Validation and Co-creation workshop (6 days)	<ul style="list-style-type: none"> • One day validation and Action Plan Co-creation workshop • Workshop agenda and participant list • Presentation of key findings • Stakeholder feedback summary 	Participatory, inclusive process ensuring inputs from government, private sector, civil society, women, and youth
Final GESI and YEE analysis and integration action plan (10 days)	<ul style="list-style-type: none"> • Final analysis report- GESI and YEE Integration and Action Plan with recommendations indicators • Annexes of validated tools and references 	Final deliverable is evidence-based, practical, aligned with Power for Food objectives, and includes actionable

Deliverables	List of outputs per deliverable	Quality expectations
Validation and final report submission (7 days)	<ul style="list-style-type: none"> Consolidated final report incorporating feedback with executive summary 	High-quality language and format; all comments addressed; deliverable suitable for external publication and partner sharing

4. Copyright and intellectual property rights

All deliverables and related outputs produced under this assignment shall remain the sole property of the Power for Food Partnership / SNV Ethiopia. The consultant shall not use, reproduce or distribute any materials or findings from this assignment without prior written consent from SNV.

5. Evaluation criteria

The selection of the consulting firm will follow a quality and cost-based evaluation approach. Proposals will be assessed based on their technical quality (70%) and financial competitiveness (30%). Only firms scoring 50 points or above (out of 70) in the technical evaluation will qualify for financial evaluation. The final selection will be awarded to the firm with the highest combined score.

Criteria	Maximum score
TECHNICAL EVALUATION (70)	
Relevant qualifications, experience, and expertise of the firm <ul style="list-style-type: none"> Proven experience conducting GESI, YEE, and socio-economic analyses in agriculture, renewable energy, or livelihoods sectors Demonstrated institutional capacity and years of relevant operation Track record of similar assignments for development organizations or government agencies Proof of previous experience conducting comparable studies for recognized organizations (attach 2-3 sample report) 	20
Experience in agriculture / energy sector <ul style="list-style-type: none"> Demonstrated understanding of Ethiopia's agricultural and energy systems, particularly the RA-PURE nexus. Prior experience integrating gender and youth perspectives into agriculture or dairy market systems 	10
Familiarity with relevant policies and frameworks <ul style="list-style-type: none"> Knowledge of Ethiopian and regional gender, youth and social inclusion policies Understanding of institutional and policy frameworks governing agriculture, energy and rural development 	10
Methodology and approach <ul style="list-style-type: none"> Clarity, coherence, and feasibility of the proposed methodology Application of systems-thinking and participatory approaches Integration of intersectional gender and youth dimensions Quality of data collection tools and analysis plan 	15
Team composition and key personnel	10

<ul style="list-style-type: none"> • Expertise, qualifications and complementary skills of the proposed team • Clear role distribution and management structure • Availability of senior experts and local researchers 	
Proven track record of successful GESI and YEE projects <ul style="list-style-type: none"> • Evidence of at least three similar assignments completed in the last five years • Client references or proof of performance 	5
FINANCIAL EVALUATION (30)	
Financial proposal <ul style="list-style-type: none"> • Clarity, completeness, and cost-effectiveness of the financial proposal • Realistic budgeting in line with the scope of work • Cost-efficiency while maintaining quality standards 	30

Final Evaluation and Award

- The total score will be computed as: Final score = (technical score × 0.7) + (financial score × 0.3)
- Only proposals with a technical score of 50/70 or above will be considered for financial evaluation.
- The firm achieving the highest combined score will be recommended for contract award, subject to SNV's internal approval processes and due diligence.

6. Contract project fees and duration

The contract will run for two and half (2.5) months from the date of signature between SNV Ethiopia and the selected Consulting Firm.

The consultant shall receive a fixed total amount (including VAT) agreed with SNV, covering all deliverables, professional fees, taxes, travel, logistics, and related costs. No additional payments will be made beyond the agreed amount.

Power for Food will directly cover expenses for the validation workshop (venue, refreshments, and per diem for partner participants only).

7. Payment terms

Payments will be made on a deliverables-based schedule linked to satisfactory completion and acceptance of outputs by SNV Ethiopia / Power for Food Partnership. The consultant will submit invoices corresponding to the deliverables listed below, accompanied by brief progress notes or evidence of completion as required.

Payment milestone	Linked deliverable	% of contract amount	Timing / conditions
1st Payment (Advance)	Upon submission and approval of the Inception Report, including detailed methodology, work plan, and data collection tools	20%	Within 5 working days of inception report approval.

2nd Payment	Upon completion of desk review, field data collection, data collection tools, and submission of preliminary findings summary	25%	After validation of fieldwork completion and acceptance of interim progress report
3rd Payment	Upon submission and acceptance of the Draft GESI and YEE Analysis Report and presentation of findings during the validation workshop	30%	Following successful conduct of validation workshop and SNV's review of the draft report
Final Payment	Upon submission and acceptance of the Final GESI and YEE Analysis Report and Integration Action Plan, incorporating all feedback from SNV and partners	25%	Within 15 working days after approval of final deliverables

Additional Conditions:

- All payments are subject to approval of deliverables by SNV Ethiopia's designated technical lead.
- Payments will be made in Ethiopian Birr (ETB) to the consultant's designated bank account upon submission of an invoice and corresponding deliverable acceptance note.
- No additional payments will be made for travel, per diem, or administrative costs unless explicitly stated and agreed in the contract.
- If deliverables are delayed or deemed unsatisfactory, SNV reserves the right to withhold or adjust payments until completion meets expected quality standards.

8. Qualification of the Consultant

The assignment requires an experienced consulting firm with a proven record in conducting GESI and YEE analyses within the agriculture, renewable energy, and livelihood sectors in Ethiopia or similar contexts. The firm should demonstrate technical, institutional, and management capacity to deliver high- quality analytical and strategic outputs.

Institutional Qualifications

- Legally registered consulting firm with valid business licenses and tax clearance certificates in Ethiopia (or able to operate in Ethiopia through a local partnership).
- Minimum of seven years of operational experience implementing or providing consultancy services in gender, social inclusion, youth development, or related fields.
- Proven track record of delivering analytical studies, strategy development, and capacity-building assignments for international development partners, government institutions, or NGOs.
- Demonstrated understanding of Ethiopia's agricultural transformation agenda, renewable energy landscape, and related gender and youth policy frameworks.
- Availability of internal project management and quality assurance systems to ensure timely and high-standard delivery of outputs.
- Capacity to deploy a multi-disciplinary team with expertise in gender, youth enterprise, energy, and agriculture.

Team Leader / Principal Consultant	Advanced degree in Gender Studies, Development Studies, or related field; at least 10 years of professional experience leading GESI assessments and strategy design in agriculture or energy sectors; excellent leadership and analytical skills.
GESI Specialist	At least 7 years of experience in gender analysis, social inclusion frameworks, and women's economic empowerment; strong familiarity with Ethiopia's gender policy environment and gender-transformative approaches.
YEE Specialist	Minimum 7 years of experience in youth enterprise development, skills training, and access-to-finance interventions; proven experience designing youth-inclusive business models and entrepreneurship programs.
Market Systems / Livelihoods Expert	Strong background in agricultural market systems, private sector engagement, renewable energy value chains, or sustainable livelihoods; ability to link gender and youth analysis to inclusive market opportunities.
MEL and Data Analyst	Experienced in qualitative and quantitative research methods, data analysis, and indicator development; able to generate evidence-based insights and ensure data quality and disaggregation (sex, age, disability).
Field Researchers / Enumerators	Skilled in participatory data collection and gender-sensitive facilitation; fluent in local languages in target regions.

Additional Competencies

- Demonstrated ability to design and apply intersectional GESI frameworks integrating gender, age, disability, and socio-economic factors.
- Experience facilitating multi-stakeholder workshops and engaging with government agencies, private sector actors, and civil society.
- Proven capacity to deliver high-quality analytical reports and actionable strategies under tight timelines.
- Commitment to ethical data collection, safeguarding, and "do no harm" principles.
- Excellent communication and documentation skills in English, Amharic and other local languages are an advantage.

9. Submission requirements

Both the **Technical** and **Financial** proposals should be sent separately, only through

ettenders@snv.org

Therefore, SNV will expect **two submission emails** that are for **the technical** and **financial offer**. Both email subjects must contain the name of the assignment and proposal type.

Proposals must be received by the SNV no later than **November 24, 2025, 17:00 PM**, close of business.



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For further information/clarification only, please contact using this email:

knegussu@snv.org **SNV in Ethiopia reserves the right to cancel the bid partially or fully.**