Development of the National Fisheries and Aquaculture Authority Gender Equality and Social Inclusion (GESI) Strategy and Action Plan

Mission country: Liberia

Duration: Short term expertise (70 days)

Consultancy firm: Open to local and international consultant firms

Start date: July 15th, 2026

Sector: Business climate and economic integration, agriculture and natural resources

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About Expertise France

Expertise France is the public agency responsible for the design and implementation of international technical cooperation projects and is a member of the AFD Group. Agency operates across four priority areas:

- Democratic, economic and financial governance.
- Peace, stability and security.
- Climate, agriculture and sustainable development.
- Health and human development.

Within these areas, Expertise France (EF) delivers technical assistance and capacity-building support, mobilizes public and private expertise and coordinates projects that combine public-sector know-how with private-sector expertise.

With a turnover of €450 million in 2024 and more than 350 ongoing projects across 140 countries, Expertise France is the leading public agency for French international technical cooperation.

1. About the project

The **Private Sector Development project** in Liberia (PSD Liberia), funded by the EU, is currently in its inception phase. PSD's Overall Objective is to contribute to increase the competitiveness, inclusivity and environmental sustainability of cassava, fisheries and wood processing value chains for enhanced decent job creation, economic growth, and competitiveness of Liberian MSMEs.

The Specific Objective (outcome) aims to ensure that MSMEs, with a focus on enterprises owned by women, youth and persons with disabilities, within the three targeted value chains increase their productivity and production quality so they can offer decent and inclusive job conditions while committing to environmental sustainability standards. However, this may occur only if the general ecosystem, including access to skills and business development services, is improved, therefore requiring policy dialogue at all stages of project implementation, involving the public and private sector, and EU and Liberian MSMEs.

The Action will focus on the two main areas of intervention and the related challenges: private sector development and value chain development (cassava, fisheries and wood).

Three components for the implementation of the Action have been defined as follows:

- Component 1: Improved regulatory frameworks through PPD, including a high-level policy dialogue platform, and institutional capacity development for a more conducive business and investment climate in line with sustainable and inclusive international standards.

- Component 2: Improved skills of MSMEs within the three target value chains, with particular emphasis on enterprises owned by women, youth and persons with disabilities.
- Component 3: Enhanced capacity of national stakeholders for creating employment and improved access to decent work opportunities for all, including marginalized groups (youth, women and persons with disabilities) for better skills, livelihoods and workplace accountability in line with International Labour Standards.

The Action is financed by the European Union and will be co-implemented by Expertise France and the International Labour Organisation (ILO).

2. Background and Description of the mission

Liberia's fisheries sector plays a vital role in national food security and livelihoods. According to the European Commission, about 20% of Liberians depend on fish as a source of animal protein, while more than 33,000 people depend on the sector for their livelihoods and income.
In this sector, Women are present in all phases of fish production, processing, and distribution in Liberia, contributing substantially to wealth generation, ecosystem stewardship, and household food security.
Women significantly contribute across the fisheries value chain, from financing fishing activities to processing and marketing fish products. However, despite their critical contributions to Liberia's small-scale fisheries sector, women continue to face significant gender-based constraints. Traditional norms and beliefs position men as primary decision-makers and owners of land and fisheries assets, while women are largely confined to post-harvest activities and domestic responsibilities. As a result, women have limited access to and control over key assets and remain underrepresented in fisheries and aquaculture governance and decision-making processes (EJF, 2023).

To identify and specifically address these key structural inequities affecting women, youth, and persons with disabilities (PWDs) in Liberia's fisheries and aquaculture sector, The National Fisheries and Aquaculture Authority (NaFAA) aims at undertaking a gender study which will uncover the bottlenecks and support the development of an evidence-based Gender Strategy and action plan.
Based on the findings of the evidence-based study, the strategy and action plan shall identify the barriers, inequalities, and exclusion mechanisms affecting women and other marginalized and vulnerable groups in Liberia's fisheries sector, and propose targeted measures to enhance their participation, access to resources and services, and representation in decision-making processes.

The study shall also identify gender-specific climate risks and vulnerabilities across the target communities, assess their impacts on livelihoods and well-being, and inform recommendations for inclusive adaptation and resilience-building measures.
Previous reports from EJF (2023), on gender inclusion and economic vulnerability in Liberia's small-scale fisheries, as well as on customary governance, highlights persistent structural

barriers, power imbalances, and exclusion mechanisms that limit equitable participation in fisheries governance and value chains.

Building on this evidence, this assignment will deliver a comprehensive GESI analysis and strengthen NaFAA's institutional capacity to mainstream gender equality and social inclusion across its strategies and programmes.

3. Objectives

The overall objective of the consultancy is to support the NaFAA in developing a Gender Equality and Social Inclusion (GESI) Strategy and Action Plan for the fisheries and aquaculture sector in Liberia. This will be achieved through a comprehensive assessment of gender and social inclusion issues across the value chain, coupled with institutional capacity strengthening to enable NaFAA to effectively mainstream GESI considerations into its policies, programs, and operations. For the two phases:

Phase 1: Evidence Generation and GESI Assessment

- Conduct a comprehensive GESI assessment of the fisheries and aquaculture value chain to generate the evidence required for the development of NaFAA's Gender Strategy and Action Plan.

Phase 2: Institutional Strengthening and Gender Strategy Development

- Strengthen NaFAA's institutional capacity to integrate GESI principles into its policies and programs, and facilitate the development of a Gender Strategy and Action Plan informed by the findings of the GESI assessment.

4. Specific Objectives

Phase 1: Evidence Generation and GESI Assessment

Produce a comprehensive, evidence-based GESI analysis of the fisheries and aquaculture value chain in Liberia. Specifically:

1. Analyse women's economic positioning, value capture, financial inclusion, and time poverty constraints across the value chain up to the end consumer , with systematic disaggregation by sex, age, and disability status;
2. Assess social dimensions including education and skills gaps, social and cultural norms and barriers, GBV risks, occupational health and safety conditions, and legal/institutional constraints;
3. Examine environmental dimensions including climate vulnerability, livelihood resilience, and food security outcomes with a GESI lens;
4. Identify systemic barriers, structural gaps, and prevailing myths affecting women, youth, and PWDs across the value chain;
5. Identify potential opportunities to increase the participation of women, youth, and PWDs across the value chain.
6. Produce evidence-based recommendations to guide project implementation under Component 2 of PSD Liberia.

Phase 2 : Institutional Strengthening and Gender Strategy Development

Strengthen NaFAA's institutional capacity to autonomously integrate GESI principles into its sectoral strategy through the Gender Task Force. Specifically:

1. Support the establishment and functioning of a Gender Task Force (Gender TF) within NaFAA;
2. Develop a ToR to guide the work of the task force
3. Develop SOP for the Gender Unit
4. Conduct an institutional capacity gap assessment including the Gender Task Force and the GESI Unit and develop a tailored capacity development plan;
5. Build NaFAA staff competencies in GESI concepts, analytical frameworks, and application to fisheries and aquaculture, gender-responsive planning and budgeting;
6. Facilitate the co-development of a NaFAA Gender Action Plan grounded in Phase 1 evidence;
7. Ensure NaFAA's Gender Task Force is equipped with tools and methodologies to mainstream GESI in future programming cycles.

8. Scope of work

The consultant will undertake a two-phase assignment comprising a Gender Equality and Social Inclusion (GESI) study of Liberia's fisheries and aquaculture sector and the development of NaFAA's Gender Strategy and Action Plan. The assignment will also strengthen institutional capacity within NaFAA to ensure the sustainable integration of GESI principles across the sector.

➢ Phase 1: Evidence Generation and GESI Assessment

For the first part of the assignment, the consultant shall lead the gender study in the fisheries and aquaculture sector, to be conducted across relevant counties, and shall triangulate findings with existing evidence, including the Gap assessment (2026) and studies undertaken by other organisations such as EJF (2023) and UNIDO (2026).

a. Economic Participation and Inclusion Analysis

The study shall assess the economic positioning of women, youth, and persons with disabilities across the fisheries and aquaculture value chain in different counties. The aim is to understand how different groups participate in the sector. The analysis shall include:

- **Participation and representation:** examining the involvement of women, youth, and persons with disabilities in the different segments of fisheries and aquaculture including the types of roles they occupy and their level of decision-making power;
- **Access to resources:** assessing the availability, control, and use of critical assets and services such as land, fishing and aquaculture inputs, technology, equipment, finance, markets, and information, and how access differs across gender, age, and disability groups;
- **Economic benefits:** analysing income levels, profit margins, and distribution of value along the value chain to determine who benefits most and least from fisheries and aquaculture activities, and identifying inequalities in earnings and returns;

- **Financial inclusion:** examining access to and use of financial services, including microfinance institutions, informal savings groups, and digital financial services, as well as barriers to credit and investment for different groups;
- **Time poverty and labour burdens:** assessing how unpaid care responsibilities, household duties, and labour intensity affect the ability of women and other marginalised groups to participate effectively in productive activities and expand their economic opportunities;

a. Social and Institutional Analysis Barriers, Opportunities and Social Norms Assessment

The consultant shall assess the social and institutional factors that influence participation, inclusion, and decision-making within the fisheries and aquaculture sector. This analysis will help identify the non-economic barriers and enabling conditions that shape access to opportunities for women, youth, and persons with disabilities. The assessment shall include:

- **Education, skills, and capacity development:** examining levels of education, technical knowledge, and sector-specific skills, as well as access to training, extension services, entrepreneurship, and business development support, and identifying gaps that limit participation and progression within the value chain, including within NaFAA;
- **Social, cultural, legal, and institutional factors:** analysing how social norms, gender roles, and institutional frameworks influence, constrain, or reinforce the relative power of different stakeholders, and how this shapes participation, access to resources, leadership, and decision-making, including how such dynamics may contribute to GBV.
- **Occupational health, safety, and working conditions:** reviewing working conditions across the value chain, including occupational hazards, differences between formal and informal work, and risks faced by women, youth, and persons with disabilities;
- **Barriers to entry, growth, and leadership in fisheries and aquaculture enterprises:** examining constraints affecting entry, expansion, formalisation, and leadership, including access to finance, assets, skills, information, markets, infrastructure, and institutional support, as well as regulatory, financial, and social barriers;
- **Opportunities for strengthening inclusion:** identifying opportunities to enhance GESI-responsive governance, improve service delivery, strengthen participation in decision-making, and increase economic empowerment and leadership across the sector.

a. Climate Vulnerability & Livelihood Resilience

The consultant shall examine Climate Vulnerability and resilience dimensions through a GESI lens. The aim being to understand how environmental factors differentially affect women, youth, and persons with disabilities within the fisheries and aquaculture sector. The analysis shall include:

- **Climate vulnerability and exposure to environmental risks:** assessing how different groups are exposed to climate-related and how these risks affect their participation and productivity in the sector;
- **Livelihood resilience among women, youth, and persons with disabilities:** examining the ability of different groups to withstand, adapt to, and recover from environmental shocks and catastrophes.
- **Impacts of environmental change:** analysing how environmental degradation and climate variability influence the livelihood resilience, food availability, and dietary quality of the communities, and especially of the vulnerable groups.
- **Food security and nutrition outcomes among fisheries and aquaculture households:** assessing the status of household food security (FIES), and nutrition among fisheries- and aquaculture-dependent households, including patterns of fish and protein consumption within households. The assessment will examine differences in access to and consumption of nutritious foods among women, men, youth, and other household members, and compare food security and nutrition outcomes between fisheries and aquaculture households.
- **Existing coping and adaptation mechanisms:** identifying strategies currently used by communities and households to manage environmental stressors, including livelihood diversification, migration, informal support systems, and adaptive production practices.

b. Recommendations

Based on the findings, the consultant shall develop practical and evidence-based recommendations to strengthen gender equality and social inclusion within the fisheries and aquaculture sector and guide the development of the Gender strategy.

➢ Phase 2: Institutional Strengthening and Gender Strategy Development

The second phase will focus on strengthening NaFAA's institutional capacity and supporting the development of a Gender Strategy and Action Plan based on findings from Phase 1.

a) Support the capacity building of the Gender Task Force
b) Support the capacity building of the GESI Unit

The consultant will support the operationalisation of a Gender Task Force (Gender TF) and the establishment of the GESI Unit within NaFAA, including:

- **Advising on mandate, and terms of reference:** shaping the structure, roles, responsibilities, and reporting arrangements of the Gender Task Force to ensure effective coordination and institutional ownership of GESI within NaFAA
- **Conducting an institutional capacity gap assessment including the Gender Task Force:** identifying existing strengths and gaps in knowledge, skills, and institutional capacity to implement GESI principles in fisheries and aquaculture programming;
- **Developing a tailored capacity development plan:** preparing a targeted roadmap to strengthen technical and operational capacities of the GESI Unit and Gender Task Force

and relevant staff, enabling effective implementation and sustainability of GESI mainstreaming within NaFAA.

a. Capacity Building Programme

The consultant will design and implement a practical capacity-building programme for the Gender Task Force and selected NaFAA staff, combining training, facilitation, and applied learning to strengthen institutional capacity for GESI mainstreaming. The programme will include:

- **GESI training and application to fisheries and aquaculture:** building foundational understanding of Gender Equality and Social Inclusion (GESI) concepts and their practical relevance to the sector;
- **Presentation and interpretation of Phase 1 findings:** supporting participants to understand and use evidence from the GESI assessment for informed decision-making and planning;
- **Training on gender-responsive planning, programming, and MEAL tools:** strengthening skills in integrating GESI considerations into planning, implementation, monitoring, and adaptation processes;
- **Facilitated workshops for co-development of the Gender Strategy and Action Plan:** guiding participatory sessions to translate evidence and learning into strategic priorities and actionable interventions;
- **Peer learning sessions:** promoting knowledge sharing and institutional learning within NaFAA to sustain GESI integration beyond the assignment.

b. Gender Strategy and Action Plan

The consultant will facilitate the development of a NaFAA Gender Strategy and Technical Implementation Plan 2027-2031 through a structured, sequenced capacity building and hands-on support provided to the Gender Task Force.

The overall objective is to ensure that, by the end of the assignment, the Gender Task Force is fully capacitated to independently develop, review, and update the Gender Strategy and Technical Implementation Plan without external support.

The Documents will:

- Define strategic priorities for gender equality and social inclusion in the fisheries and aquaculture sector;
- Set measurable targets, indicators, and monitoring and evaluation arrangements;
- Clearly assign institutional roles, responsibilities, and resource requirements for implementation;
- Align with relevant national and international frameworks, including Liberia's National Gender Policy, the VGSSF Guidelines, and the Sustainable Development Goals (SDGs).

9. Methodology:

The consultant is expected to propose a rigorous mixed-methods approach in the Inception Report.

The methodology will be guided by the following mandatory principles:

- **GESI lens applied throughout the process:** integrated across design, data collection, analysis, reporting, and capacity building;
- **Participatory and inclusive methods:** ensuring safe and meaningful participation of women, youth, and persons with disabilities (PWDs);
- **GBV-sensitive approach:** adherence to international ethical standards for safe data collection;
- **Triangulation of data:** combining primary field data with secondary sources including studies, statistics, and institutional documents;
- **Do No Harm principle:** ensuring no harm or risk to participants or enumerators;
- **Knowledge transfer orientation:** ensuring active involvement of NaFAA's Gender Task Force to build ownership and institutional capacity.

Data collection will be conducted in seven jointly selected representative counties, based on their relevance to fisheries and aquaculture activities.

a. Questionnaire development

The consultant will develop the data collection methodology and tools required for the GESI assessment. All instruments shall be designed to capture information relevant to the study objectives and ensure systematic disaggregation by sex, age, and disability status.

The consultant shall develop structured guides and questionnaires for Focus Group Discussions (FGDs) and Key Informant Interviews (KIIs). The tools shall be gender-responsive, disability-inclusive, culturally appropriate, and aligned with ethical standards and GBV-sensitive data collection principles (see questionnaire guide in the annexes).

To ensure technical quality and alignment with national gender policies and standards, the draft data collection tools shall be discussed with NaFAA and the Gender Task Force for feedback prior to field deployment.

b. Enumerator training

The consultant will design and deliver a comprehensive training programme for enumerators who will be responsible for field data collection. The training will equip participants with the practical skills required to effectively administer the data collection tools and ensure high-quality, ethical, and inclusive data collection.

The training, which is expected to last **three to four days**, will cover:

- Objectives and methodology of the GESI assessment;
- Principles of Gender Equality and Social Inclusion (GESI) and their application to the fisheries and aquaculture sector;
- Ethical considerations, safeguarding measures, confidentiality requirements, data security and GBV-sensitive data collection protocols;

- Facilitation techniques for FGDs and conduct of (KIIs;
- Use of Kobo Collect and digital data collection procedures;
- Data quality assurance processes, including interview verification, consistency checks, error identification, and reporting requirements.

The training will adopt a practical approach and include exercises, role plays, mock interviews, and guided discussions to ensure that all participants fully understand the objectives of the study, the content of the questionnaires, and the expected standards for data collection. Any challenges or ambiguities identified in the data collection tools will be discussed and addressed during the training to ensure a common understanding among all enumerators. The training would also be used to pilot the tools and make any final adjustments that may be needed.

Where necessary, the questionnaires and discussion guides will be translated into relevant local languages during the training process to ensure consistency and alignment with the original versions while facilitating effective communication with respondents.

c. Data Collection Process

Data will be collected using **digital tools**, ensuring accurate data capture, traceability, and real-time monitoring of field activities. The use of digital data collection will facilitate data validation, reduce entry errors, and improve the overall efficiency of the fieldwork process.

The data collection instruments will combine **closed and open-ended questions** to capture both quantitative information and qualitative insights relevant to the GESI assessment objectives. Interviews and discussions will be designed to gather information on participation, opportunities, barriers, perceptions, institutional challenges, and recommendations related to GESI in the fisheries and aquaculture sector.

d. capacity building and certification

The assignment will include a capacity-building component aimed at strengthening the knowledge and skills of the NAFAA Gender Taskforce in Gender Equality and Social Inclusion (GESI) while supporting the development of a Gender Strategy for the fisheries and aquaculture sector.

The training will be aligned with the policy frameworks of the Ministry of Gender, Children and Social Protection and relevant International Labour Organization (ILO) standards. It will cover key gender concepts, gender analysis, social inclusion, and practical approaches for integrating GESI into policies, programmes, and institutional processes.

Particular emphasis will be placed on building the Taskforce's capacity to lead the development of the Gender Strategy, including identifying priorities, defining objectives and actions, and establishing mechanisms for implementation and monitoring. The training will combine practical exercises, discussions, and sector-specific examples to ensure participants can apply the knowledge in their day-to-day work.

Participants who successfully complete the programme will receive certificates recognizing their enhanced capacity in GESI and gender-responsive institutional development including include gender responsive planning and budgeting.

1. Deliverables:

To achieve the objectives of the assignment, the consultancy team shall deliver:

1. **Inception Report**, including the methodology, workplan, sampling approach, draft FGD and KII guides, and quality assurance procedures. The report shall be submitted within seven (7) days of contract signature and demonstrate a clear understanding of the assignment and approach.
2. **Data Collection Tools and Enumerator Training**, including the development, review, and validation of the FGD and KII guides with NaFAA, the Gender Task Force, and the Ministry of Gender, Children and Social Protection, as well as the training and pre-testing of enumerators.
3. **GESI Assessment Report (Draft)**, including findings on:
    - Economic participation and inclusion;
    - Social and institutional factors;
    - Environmental and resilience dimensions;
    - Barriers, opportunities, perceptions, myths, and social norms affecting women, youth, and persons with disabilities.
4. **Validation and Consolidation Workshop** with Expertise France, NaFAA, the Gender Task Force, and relevant stakeholders to discuss findings, validate results, and agree on recommendations.
5. **Capacity Gap Assessment and Capacity Development Plan** for the Gender Task Force and relevant NaFAA staff.
6. **Capacity Building Programme**, including training materials and facilitation of learning sessions for the Gender Task Force and selected NaFAA staff.
7. **NaFAA Gender Strategy and Action Plan**, developed through a participatory process and including:

- Strategic priorities for gender equality and social inclusion;
- Measurable targets and indicators;
- Institutional roles and responsibilities;
- Monitoring and implementation arrangements.

8. **Final GESI Assessment Report**, incorporating comments received during the validation process and including an executive summary, findings, conclusions, and recommendations.
9. **Final Presentation and Gender Mainstreaming Roadmap**, summarising key findings, strategic priorities, and recommendations for implementation of the Gender Strategy and Action Plan.
10. **Raw Data and Supporting Documentation**, including cleaned datasets in Excel format, final data collection tools, training materials, and workshop reports.

Key deliverables, including reports, presentations, and strategic documents, will require prior validation by Expertise France and NaFAA. Therefore, timelines and procedures for submission and review shall be agreed upon with Expertise France during the inception phase.

2. Submission of Proposal

Interested consultancy firms shall submit a separate technical **and** financial proposal in accordance with the requirements outlined above. Proposals should be submitted clearly labelled with <<Value_chain_analysis_PSD_2026_Name consultancy>>

a. Technical Proposal

The technical proposal should demonstrate the consultancy firm understands of the assignment and approach they would like to use to deliver expected results. It should include, but not be limited to, the following:

1. **Understanding of the Assignment:** the consultancy firm should present its comprehension of the objectives, scope, and expected outcomes of the assignment.
2. **Methodology:** this includes a detailed description of the proposed methodology, data collection, data cleaning and analysis plan as well as the tools to be used.
3. **Team Composition and CVs:** Details of the proposed team, including qualifications, relevant experience, and CVs of key personnel.
4. **Timeline:** A clear work plan showing key activities, deliverables, and timelines for completion.
5. **Previous Experience:** Examples of similar assignments undertaken, including references and evidence of successful implementation.

b. Financial Proposal

The financial proposal should be submitted separately and include the following:

1. **Budget Breakdown:** A detailed breakdown of costs, including:

Category	Nature	Examples	Purpose
Main Costs	Core professional fees	Honorary, consultancy fees	Pay for expertise and deliverables
Ancillary Costs	Operational & logistical expenses	Travel, training, materials, data collection	Support implementation and fieldwork

2. **Taxes and Other Charges:** Please note that the project will **not cover any taxes or overhead charges**.

c. Maximum Budget: All costs must be presented in United States Dollars and should not exceed 40.000 USD.

Consultancy firms will be selected based on technical and financial evaluations, with preference given to the proposal representing the best combination of technical merit and cost.
The consultancy firm will be evaluated on:

- Technical approach to 40%,
- Team expertise – 30%,
- Financial proposal – 30%

Proposals must be submitted by 20th March 2026. Late submissions will not be considered. Both technical and financial proposals should be complete, signed, and formatted according to the instructions in this document.

3. Project Responsibilities

The project team is responsible for providing all relevant documentation necessary for the consultancy. Documents include, but are not limited to:

- Project reports, data, and prior studies relevant to the assignment.
- Access to stakeholders, partners, and institutional actors as needed.
- Any other documents or materials necessary for the consultant to successfully carry out the assignment.

The consultancy will use this documentation to ensure that outputs are accurate, consistent, and aligned with project objectives.

4. Consultant's Responsibilities

The consultant will be responsible for:

- Implementing the data collection and analysis as required by the contractor;
- Preparing clear and comprehensive reports, summaries, and presentations ,
- Ensuring that all data collection is accurate and follows the described methodology,
- Engaging with institutional actors, stakeholders, and relevant communities ,
- Submitting deliverables within the timelines and incorporating feedback ,
- Maintaining confidentiality and integrity of all project data and information.

5. Deliverables and Reporting Schedule:

The different deliverables shall be submitted in accordance with the timeline presented in the table below.

Activities	Timeline
Inception meeting, document review, and submission of Inception Report	Week 1
Stakeholder consultations and gender assessment	Weeks 2–5
Capacity-building training for the NAFAA Gender Taskforce	Week 5
Analysis of findings and development of the draft Gender Strategy and Action Plan	Weeks 6–8
Validation workshop and presentation of the draft Gender Strategy	Week 9
Submission of the final Gender Strategy, Action Plan, and assignment report	Week 10

Annexe I : Job descriptions

a. Team leader:

The Team Leader shall be responsible for:

- Providing overall leadership and coordination of the assignment,
- Designing the methodology and supervising data collection and analysis,
- Oversight of quality assurance and the production of evidence-based findings,
- Coordinate and supervise team members.
- Assign tasks, monitor performance, and ensure effective collaboration within the team,
- Engaging stakeholders and maintaining effective communication with the project ,
- Provide technical guidance and resolve challenges,
- Coordinating and adjusting the strategic implementation of activities as needed,
- Delivering high-quality reports.

Qualifications

- Hold at least a Master's degree in Aquaculture, Fisheries Economics, Agricultural Economics, Agribusiness, Rural Development, or a related field. A PhD will be considered an asset.
- Demonstrate a minimum of 10 years of professional experience in aquaculture development, fisheries management, or agricultural value chain development;
- Have proven experience in leading aquaculture value chain mapping and market systems analyses in Liberia;
- Solid understanding of private sector development and inclusive market systems approaches in Liberia;
- Experience integrating gender, youth inclusion, and environmental sustainability into sector analyses;
- Be a senior aquaculture and market systems expert with demonstrated experience in aquaculture value chain analysis in West Africa
- Solid understanding of project cycle management and results-based management principles.
- Excellent communication skills in English.

Soft skills:

- Strong leadership and Team coordination: to guide, and manage a team effectively,
- Strong problem-solving and critical thinking abilities to support the processing
- Good Communication Skills to ensure suitable communication with all stakeholders

- Good ability to do teamwork and to mediate disagreements, foster a positive work environment, and maintain team harmony.

Theme	Key Elements	Guiding Questions
ECONOMIC DIMENSION – Value, Access, Livelihoods, Productivity		
Gender Roles & Value Chain Mapping	• Value chain mapping of gender roles across harvesting, post-harvest, processing, trading, and marketing • Women's participation in formal and informal fisheries activities • Contribution of child labour and women's unpaid labour • Inequalities in access to economic opportunities	• Who does what across the value chain? Where are women, men, youth, and children concentrated? • How is unpaid labour recognised or ignored? • How do post-harvest losses affect different groups? • What drives existing inequalities in participation?
Value Distribution & Profitability	• Gender-based value chain profitability analysis (who captures economic margins) • Barriers to women's upward economic mobility • Women's access to productive resources, equipment, technologies, markets, and services	• Where is value created and captured? Who benefits most economically? • Why are women concentrated in lower-value segments? • What barriers limit upward mobility into higher-value segments?
Financial Inclusion & Digital Access	• Types of finance accessible to women (savings, loans, microfinance, community-based finance) • Access to mobile banking and other digital financial services • Role of VSLAs in improving access to finance and empowerment • Barriers preventing women from accessing formal credit and digital financial services	• What financial services are currently accessible to women and fisheries actors? • To what extent are mobile money and digital tools being used, and by whom? • What role do VSLAs play in economic empowerment? • What opportunities exist to strengthen financial and digital inclusion?
Time Poverty & Care Burden	• Impact of unpaid domestic and caregiving responsibilities • Trade-offs between productive and care work • Mobility constraints and time poverty	• How does unpaid care work limit time for income generation? • How does time poverty affect leadership and business growth? • What support systems could reduce care burdens?

Theme	Key Elements	Guiding Questions
SOCIAL DIMENSION – Well-being, Equity, Protection, Human Conditions		
Education, Skills & Capacity Development	• Literacy, education, and skills levels among women, youth, and fisheries actors • Access to technical training, extension services, entrepreneurship, and business development • Adequacy and inclusiveness of existing capacity development programmes	• Who has access to training and capacity-building opportunities? • What barriers limit women's participation in extension and training? • Do existing programmes adequately address gender and inclusion gaps?
Social, Cultural, Legal & Institutional Barriers	• Socio-cultural norms limiting women's mobility, ownership, and leadership • Legal and institutional gaps affecting women's protection and inclusion • Gender responsiveness of fisheries policies and institutional systems • Intersectionality: how overlapping identities affect access and participation	• How do legal and institutional frameworks support or constrain inclusion? • To what extent are fisheries policies and systems gender-responsive? • What barriers limit women's participation in governance and leadership? • How does intersectionality affect access to services, infrastructure, and support?
Gender-Based Violence (GBV)	• Cultural norms that favour or normalise GBV in fisheries communities • Risks affecting women and vulnerable groups within fisheries and aquaculture communities • Availability of support and reporting mechanisms	• Do cultural norms increase GBV risks for women in fisheries communities? • What systems exist to prevent, report, and respond to GBV? • How does GBV affect women's participation and economic outcomes?
Safety, Occupational Conditions & Decent Work	• Occupational health and safety risks in fisheries and fish processing • Exposure to hazardous conditions (smoke, poor sanitation, unsafe transport) • Informality of work and limited labour protections • Specific risks for women processors, traders, and post-harvest actors	• What are the main occupational health and safety risks for women, youth, and PWDs? • How do working conditions differ between formal and informal actors? • To what extent are labour protections enforced or absent? • How do unsafe environments affect productivity and well-being?
ENVIRONMENTAL DIMENSION – Climate Vulnerability, Livelihood Resilience, and Food Security		
Climate Vulnerability & Livelihood Resilience	• Exposure of women, youth, and PWDs to climate and disaster risks	• Who is most exposed to climate and disaster risks in fisheries communities?

Theme	Key Elements	Guiding Questions
	• Impacts of changing fish stocks, coastal degradation, and extreme weather on livelihoods • Disproportionate effects of climate shocks on women-led businesses • Access to alternative livelihoods, income diversification, and adaptive coping strategies	• How are women-led fisheries businesses differently affected by climate shocks? • What alternative livelihoods and coping strategies are available?
Health, Nutrition & Food Security	• Access to health facilities and healthcare services in fisheries communities • Food security and nutrition outcomes among fisheries and aquaculture households, including intra-household differences in food consumption and dietary diversity. • Effects of climate-related shocks on household food availability and dietary quality	• How accessible are health services in fisheries communities? • How does income variability from fisheries affect household food security? • Which groups are most vulnerable to health and food insecurity, and why?

References:

EJF (2023): Leaving no one behind. A community-based analysis of gender inclusion and economic vulnerability in Liberia's small-scale fisheries.

EJF (2023): Leaving no one behind. A community-based analysis of gender inclusion and economic vulnerability in Liberia's small-scale fisheries.

And EJF (2023): Who decides? Stakeholder and network analysis of customary governance in small-scale fisheries of Liberia