



FORESTRY DEVELOPMENT TRUST
UENDELEZAJI MISITU TANZANIA

20 BALOZI ROAD, GANGILONGA, IRINGA, PO BOX 2
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TERMS OF REFERENCE
CONSULTANCY TO CONDUCT A STUDY ON THE CONTRIBUTION OF
COMMERCIAL FORESTRY SECTOR TO EMPLOYMENT BEYOND PRIMARY
PRODUCTION.

Background

The Forestry Development Trust (FDT) is an independent institution established in 2013 by the Gatsby Charitable Foundation, with a Memorandum of Understanding with the Ministry of Natural Resources and Tourism. The Trust aims to transform the commercial forestry sector in Tanzania by facilitating changes at the sector level that will enhance and build competitiveness, inclusiveness and resilience, the trust aimed at working with central and local government, local and international partners and all levels of commercial forestry tree growers. To achieve its goal the trust implementation team is focusing on specific areas in working with both private and public stakeholders.

Genetic Resources: is responsible for the design and implementation of the Tree Improvement Programme (TIP). Intended as a long-term collaborative R&D initiative, the TIP seeks to conduct research on new species of trees, disseminate information between stakeholders, and enable the domestic production and sale of improved planting material. This will increase genetic diversity and quality of planting material in Tanzanian forestry through inclusive arrangements whereby even small farmers can access improved seedlings, strengthening the competitiveness by driving a step change in productivity and increasing resilience of the sector in the face of changing market forces and threats of pests and disease. Key developments in the last year have been the establishment of breeding populations with key partners that are the first step towards locally produced improved seeds.

Tree Grower Services: focuses on service provision to small-scale tree growers – specifically tree nurseries, seed suppliers, contractor services and the provision of advisory with the aim of driving woodlot productivity and quality gains. Over time, C2 has moved from direct delivery of farmer training towards facilitating other actors and has managed to build the capacity of a seed supplier to now directly import and distribute improved seed to nurseries and retail outlets.

Markets: focuses on increasing the value that growers receive at harvest, facilitating upstream improvements in value chains and catalysing the development of new/evolving value chains. Having lagged behind the components focused on productivity, C3 is now in a position to pilot a set of interventions to drive increased value for growers with the development of marketing services, and to increase total value added to the sector by catalysing investment in processing.



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Policy: straddles other components to drive a more conducive policy and enabling environment. It is doing this through a focus on sustainable institutional arrangements for tree improvement (C1), advocating for private and public roles in support of input supply and planting (C2), and supporting stakeholders to influence policy and regulations affecting the sector competitiveness (C3), most recently through the National Forest Policy and the eucalyptus pole value chain.

The trust interventions are designed and implemented using the Gatsby approach which essentially looks at the sector conditions that support the sector to become competitive, inclusive and resilient. This model which is an adjustment of Porter's Diamond framework includes: market demand conditions, firm structure and rivalry, availability and quality of local service and input providers, government commitment and sector governance and production factors (land, labour, capital) and the extent of coordination within the sector. Interventions includes activities that will be implemented by the team and other activities that will be facilitated with different partners within the sub-sector.

Commercial forestry sector is key pillar in supporting growth of other sectors such as power and energy, transportation, manufacturing just to mention few. In accomplishing all these, labour requirements at different stages is critical and will increase as the productivity of commercial forest increases. FDT has analysed contribution of commercial forestry sector to paid non-family employment at plantation establishment and management level. FDT is now looking for individuals/firms/institutions to perform further analysis to understand employment beyond plantation establishment and management.

Objectives

The objectives of this study are:

- Understand the contribution of commercial forest sub sector to employment in the following areas:
 - Harvesting of the plantations. (Logging)
 - Wood Products Transportation & Logistics
 - Power and energy
 - Small and Medium Primary Wood Processing
 - Small and Medium Secondary Wood Processing
 - Construction sector
 - Large wood materials processing industries.
 - Wood Products Trading
- Understand age categories of the employee in the sub-sectors:
 - Harvesting of the plantations. (Logging)



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- Wood Products Transportation & Logistics
 - Power and energy
 - Small and Medium Primary Wood Processing
 - Small and Medium Secondary Wood Processing
 - Construction sector
 - Large wood materials processing industries.
 - Wood Products Trading
- Categorise employment in commercial forestry as:
 - Direct
 - Indirect
 - Induced.
 - Second order jobs.
 - Conduct a desk review of FDT employment study at production stage of commercial forestry (employment at woodlots)
 - Understand the quality of employment within commercial forestry value chain.
 - Estimate potential employment growth if the production of wood materials/demand increases.
 - Estimate potential employment growth if the demand of wood materials increases.
 - Identify opportunities for employment growth in the value chain and what can be done to harness the opportunities
 - Identify skills gaps of employees at the different points of the value chain
 - Identify mechanisms/opportunities for linkages between small and large players in the value chain which can produce/lead into more employment opportunities in the sector.

Deliverables

Three specific deliverables expected include:

1. Report of desk research of FDT labour study at production stage of the commercial forestry sector
2. Study report showing the quantified amount of labour force supported by commercial forestry per each sub-sector in FTE by gender and age category.
3. Narrative definition of categories of labour supported by commercial forestry from plantation establishment to sub sector level.
4. Narrative support plan on how should FDT track labour going forward (beyond plantation).
5. Recommendation and practical steps on how to harness potential employment opportunities in the value chain
6. Categorization of employment output into 'current situation and potential employment' capacity.



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Consultants required

FDT is looking for Consultant(s), or Institutions that has specialised in labour related studies or research and has links to government agencies that are managing labour matters locally.

Management and Support to the Consultant

The consultant will be working with SML Manager/Markets Interventions Manager to whom he/she will be reporting to, but he/she will be required to provide progress updates if requested by any management team member on the status of the activities and challenges in case the responsible person is not around for specified reasons.

Arrangement of stakeholders to be visited will be facilitated by FDT for all selected stakeholders by consultant and FDT team.

Guidance to Bidders

Required skills and experience

The consultant is required to demonstrate strong credentials in the following areas:

- Experience and understanding of labour laws, regulations, issues and practices in the context of Tanzania and East Africa in general.
- Experience in consulting, conducting economic impact studies and research
- Detailed understanding of the International Labour Organisation (ILO) labour standards and definitions and Labour law and regulations of the government of the united republic of Tanzania.
- Experience in stakeholder consultation and engagement in the context of market systems development.

Budget and Payments

The overall budget for the study (including all components), including travelling cost and enumerators should be clearly justified in light of the study objectives stated above. The contract will be an output-based contract, with payment offered upon submission of satisfactory deliverables, an advance of 40% will be offered and the rest will be paid after finalisation of the reports.

Proposal Content and Submission

The bids should contain detailed proposal of proposed approach and methodology in response to the above terms of references, including and outline of table of contents for each deliverable. However, elaboration, revisions and modifications to the methodology and approach are expected after the inception meeting with FDT. In addition, bids should contain details of proposed team composition and proposed level of effort by each team member.



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Proposals should be submitted as MS word or PDF documents to nicodemus.msika@forestry-trust.org and William.Mato@forestry-trust.org by 05th June 2019. Any queries regarding the terms of reference should be directed to nicodemus.msika@forestry-trust.org and William.Mato@forestry-trust.org

Proposal review and Award of Contract

Proposal will be review by the FDT procurement committee and one other consulted Gatsby Africa Monitoring and Evaluation Team Leader during the week of 3rd June 2019 and will be communicated on the 14th June 2019. Proposal will be judged following these criteria:

- Overall strength and feasibility of proposed methodology.
- Successfully completed similar works before.
- Strength on analytical and expertise in development of relevant recommendations
- Value for Money