



Youth in Sustainable Aquaculture

TERMS OF REFERENCE FOR A CONSULTANT TO CONDUCT RISK ASSESSMENT IN TWELVE (12) BEACH MANAGEMENT UNITS (BMU'S) AND DEVELOP STRATEGIES TO SAFEGUARD THE SAFETY OF YOUNG WOMEN WHILE SIMULTANEOUSLY MITIGATING ENVIRONMENTAL DEGRADATION AND HUMAN-WILDLIFE CONFLICTS.

1.0 Introduction.

Echo Network Africa Foundation (ENAF) is a Pan-African philanthropic institution that works with like-minded stakeholders to empower, position, and advocate for girls and women in Africa. Founded in 1982 as Kenya Women Holdings (KWH) and later re-branded in 2018 to Echo Network Africa (ENA), the vision of ENAF is an inclusive society where girls and women enjoy full rights and participate in the life of the society. ENAF intentionally focuses interventions on girls and women with special attention to young women, women with disabilities, and women from marginalized communities.

In its 2023-2027 Strategic Plan, ENAF articulates a retention, growth, and expansion strategy aimed at replicating and scaling program initiatives from Kenya to other countries in Africa. In addition to the decision made by the Board of Directors in 2024 to re-brand ENA to ENAF, the first Country Office was incorporated in Kenya taking over the implementation of program initiatives formally undertaken by ENAF. ENAF, known simply as The Foundation, is therefore solely responsible for resource mobilization and management as well as Coordination of Country Offices and Associates, while Country Offices, including the Kenya Country Office are responsible for program Implementation. ENAF has retained the catalyzing approach whose core is to work with Local Implementing Partners (LIPs) to maximize on impact and accelerate the attainment of results.

Current programme and anchor initiatives include Community Resilience and Livelihoods; Women's Leadership, Political Participation and Governance; Peace and Conflict Resolution; Women's Financial Inclusion and Girls Excel Initiative.

1.1 About the YISA Programme.

The *"Empowering Youth for Sustainable Aquaculture Markets and Job Creation Program"* is a partnership between the Master Card Foundation and a consortium of implementing partners that include Echo Network Africa Foundation (ENAF), Aquarech, Lattice Aqua, Hydro Victoria Farm Limited, Ramogi Institute of Advanced Technology, and Livingwood Consultants, with Farm Africa as the lead partner. With a partnership period between 1st April 2024 to 30th November 2028, the program will target Kakamega, Kisumu, Homabay, Busia, Siaya, and Kilifi counties.

With an overall impact of enhancing resilient livelihoods through innovative Aquaculture practices, enabling work opportunities for young women and men. Its goal is to facilitate 150,000 (One Hundred and Fifty Thousand) inclusive, meaningful, and dignified employment opportunities for women, youth and the marginalized and vulnerable communities such as the internally displaced persons (IDPs) and people living with disabilities (PLWDs) in Kenya's Aquaculture and Mariculture sectors. This will include intersectional considerations that may increase vulnerability and injustice in privilege and power.

The program's impact is supported by a series of systemic changes resulting in increased quality fish production and productivity, expanded work opportunities for young women and men, growth and expansion of aqua enterprises owned by young women and men, and increased market share for young women and men in the Aquaculture Value Chain.

2.0 Context.

These Terms of Reference (TOR) outline the consultancy to assess Twelve (12) Beach Management Units (BMUs) in the Counties of Kisumu, Siaya, Homa Bay, Busia, Kakamega, and Kilifi, to minimize environmental risks caused by human activities. BMUs are local, community-based organizations designed to sustainably manage fisheries resources at landing sites. The consultant will review current BMU practices and their environmental impact, identify gaps, and propose capacity-building measures to promote sustainable fishing practices and minimize risks that are caused by Human and wild animal conflicts.

Kenya's Lake Victoria and coastal and marine resources support livelihoods for thousands of people, particularly those engaged in fishing, tourism, and related industries. Human activities, including fishing with prohibited gears, unmanaged waste disposal, and coastal development, threaten this fragile ecosystem. BMUs were established to address these challenges through community co-management. However, their effectiveness has been limited by weak institutional structures, insufficient funding, and a lack of technical capacity.

This consultancy will undertake a comprehensive risk assessment aimed at strengthening the 12 Beach Management Units (BMUs) mapped across the Six Counties where the YISA programme operates. The assessment will ensure that these BMUs function effectively and provide robust support for young women engaged in aquaculture. In addition, the consultancy will review existing policies from Kenya Wildlife Services (KWS) and Kenya Marine and Fisheries Research Institute (KEMFRI) that address human–wildlife conflicts and environmental degradation, with the goal of promoting sustainable co-existence and safeguarding natural resources.

2.1 Purpose of the Rapid Assessment.

The overall objective of this consultancy is to conduct a comprehensive risk assessment to evaluate the safety and well-being of young women engaged in Sustainable Aquaculture in the 12 BMUs. The assessment will focus on identifying potential risks arising from key activities undertaken around the BMUs, including fishing, washing clothes and utensils, swimming, and other socio-economic activities such as the presence of hotels and their contribution to environmental degradation. The study will also examine human–wildlife interactions and conflicts that occur across the 12 BMUs.

The overall objective of the consultancy is to strengthen the capacity of BMUs to minimize environmental risks from human activities by assessing current practices, identifying gaps, and developing a sustainable action plan for improved management.

Specifically, Consultant will undertake the following:

- Conduct a comprehensive assessment of the current operations and activities conducted by young women in the BMUs and highlight the following risks and propose mitigation measures;
 - **Physical risks:** Wildlife attacks, boating accidents, unsafe equipment, e.g. Cuts and lacerations from nets, hooks, knives, cages.
 - **Environmental risks:** Waste disposal, pollution, climate-related hazards, e.g. Oil spills / fuel leaks from boats.
 - **Social risks:** Harassment, exploitation, gender-based violence, and exclusion, Stigma or social backlash for women taking non-traditional roles, Conflict between groups (ethnic, inter-BMU disputes) that women become vulnerable to, Sexual exploitation tied to access to fish, credit or market preferential treatment.
 - **Psychosocial risks:** Trauma, stress, and mental health vulnerabilities. Burnout from overwork and lack of rest, Social isolation and stigma causing depression. Substance abuse as a coping mechanism.
- Evaluate the institutional and operational strengths and weaknesses of BMUs in implementing safeguarding measures especially for young women.
- Develop a safeguarding plan for use by young women and BMUs to enhance protection of life and the environment
- Based on the Safeguarding Plan, conduct a training for Members in the selected BMUs.

3.0 Scope of Work

The consultant will undertake the following tasks:

- **Prepare an Inception Report** outlining the proposed methodology, detailed work plan, stakeholder engagement strategy, and budget.
- **Conduct a desk review** of relevant documents, including the YISA Safeguarding Policy and BMU regulatory frameworks, to establish existing safeguards and identify gaps in the protection of young women and other BMU users.
- **Engage key stakeholders** through key informant interviews (KIIs) and focus group discussions (FGDs). Stakeholders will include BMU leaders and members, county and national fisheries officials, the National Environment Management Authority (NEMA), conservation organizations, and other beach users.
- **Collect primary data** using questionnaires, observation checklists, and other tools to assess BMU operations, fishing practices (including the use of illegal gear), waste management practices, and the operational safety of cages, boats, and landing sites.
- **Analyze collected data** to identify the main drivers of physical, environmental, social, and psychosocial risks, and assess BMU performance against their mandated functions and governance responsibilities.

- **Develop a Risk Mitigation and Capacity-Building Plan** addressing identified gaps, with a focus on risk management, occupational health and safety, safe boating and cage operations, financial management, emergency response, and the adoption of sustainable practices.
- **Draft a Risk Management and Mitigation Plan** with actionable and prioritized recommendations for strengthening BMU governance, risk prevention, enforcement mechanisms, and monitoring frameworks.
- **Facilitate a Validation Workshop** with stakeholders to review the draft findings, risk mitigation strategies, and capacity-building program, and incorporate their feedback.
- **Prepare a Final Comprehensive Report** integrating assessment findings, validated recommendations, an action plan, and a monitoring framework to support safer and more sustainable BMU operations.

3.1 Expected Impact

The findings of this assessment will provide YISA with evidence-based guidance to identify, prioritize, and mitigate risks affecting program participants, particularly young women engaged in BMU activities. The assessment will inform strategies to strengthen safety protocols, reduce exposure to physical, social, psychosocial, and environmental risks, and enhance overall safeguarding measures. Additionally, the results will support the capacity-building of BMUs and contribute to reviewing and improving relevant policies, including those of the Kenya Wildlife Service (KWS), to better manage conflicts between human activities and natural habitats along the shores. The final report, produced in both soft and hard copies, will be written in English and will include practical recommendations and an actionable risk mitigation framework.

4.0 Qualifications.

The consultancy is open to individuals or a firms provided they meet with the following qualifications:

- **Lead consultant:** A master's degree or higher in Environmental Management, Natural Resource Management, Marine Biology, or a related field.
- **At least one or more Consultants** must possess expertise and experience in development of safeguarding policies for women and other vulnerable populations
- **Relevant experience:** At least ten years of proven experience in environmental and social impact assessments, fisheries governance, or coastal resource management in Kenya.
- **Knowledge:** Strong understanding of Kenya's environmental legislation, including EMCA and fisheries regulations, as well as blue economy strategies.
- **Expertise:** Demonstrated experience in conducting stakeholder analysis and capacity-building programs.

5.0 Safeguarding Measures.

The Consultant must, in writing, commit to and adhere to MasterCard Foundation, Farm Africa, and ENAF's safeguarding guidelines and policies to protect the identities of respondents with confidentiality, discretion, non-discrimination, and respect, which also includes appending a

personal declaration on the same.

6.0 Terms of payment.

ENAF will pay the consultant a rate based on the scope of work and the time of engagement upon submission of all the relevant reports. Consultants are encouraged to send their expression of interest with a Quotation for consideration by **2nd Nov 2025 to Procurement@enafrica.org**.

7.0 Timelines.

The duration of the short-term consultancy is 30 working days upon signing of the contract. The estimated commencement date is **5th Nov 2025**.

Inception Phase

- Document review and desk research.
- Inception report and meeting with the YISA team.
- Development and pre-testing of tools.
- Submission and approval of inception report/work plan.

Data Collection

- Approx. **2 days per county** (FGDs, KIIs, surveys – YISA participants).
- Separate sessions for women, men, youth, and PWDs in each county.
- Engagement with county officials, BMUs, aquaculture groups, gender desk/focal points and male champions.

Data Analysis & Validation

- Quantitative and qualitative analysis, disaggregated by sex, age, disability, and county.
- Drafting preliminary findings.
- Stakeholder validation workshop (virtual or in-person).

8.0 Report Writing & Submission

The consultant will be expected to produce the following deliverables:

- Inception Report: Outlining the proposed methodology, detailed work plan, and stakeholder engagement approach.
- Risk Assessment Report: A comprehensive document presenting the findings of the field assessment and analysis of physical, environmental, social, and psychosocial risks affecting young women in BMUs.
- Capacity-Building Plan: A structured plan highlighting training modules, timelines, and resource requirements to strengthen safety, resilience, and inclusive participation within BMUs.
- Risk Management and Mitigation Plan: A strategic document with prioritized recommendations and practical measures to address identified risks and enhance BMU operations.

- Validation Workshop Report: A summary of stakeholder feedback and how it was incorporated into the final outputs.
- **Final Comprehensive Report:** A consolidated report that integrates the assessment findings, proposed mitigation strategies, recommendations, and an actionable implementation roadmap.