

COMMISSION DU BASSIN DU LAC TCHAD



LAKE CHAD BASIN COMMISSION

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Termes of Reference:

« Recruitment of a Consultant for Strengthening Women's Economic Capacity in Fisheries Value Chains and Promoting Women's Representation and Leadership in Natural Resource Governance in the Lake Chad Basin »

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I. Context and justification

The Lake Chad basin is a vital ecosystem for millions of households, providing essential natural resources, particularly through fishing and its associated value chains. Fishing in the Lake Chad basin is an important economic and cultural activity for the communities living around the lake (Chad, Cameroon, Niger, and Nigeria).

Women play a fundamental role in fisheries activities in the Lake Chad basin, both in fishing and in various aspects of downstream value chains, including the sale of fresh fish, processing, storage, transportation, and marketing of processed fishery products. Their involvement in the fisheries value chain is essential to food security and household economies in most communities along the lake's shores, although their role is often downplayed because it is less visible than that of men, who are frequently regarded as the primary actors in the sector. They engage in various types of capture fishing, either individually (beach fishing) or collectively (fishing in flooded pools), and are primarily responsible for processing fishery products, particularly through drying and smoking—essential for preserving fish in the absence of a cold chain. They are also often responsible for storing and transporting processed fish to national and regional markets.

Women thus run small family businesses centered on fishery products, often generating the largest share of household income. However, most of these businesses are informal and therefore lack the recognition needed to access credit and technical assistance services.

In some communities, women also play an important role in the management of fishery resources. They may be involved locally in community management practices, such as monitoring areas and off-fishing periods. Finally, they make an essential contribution to educating children and youth about fishery resources, fishing practices, and fish preservation methods.

Despite their central role in the fishing economy, women in the Lake Chad basin face several challenges that limit their effectiveness and autonomy in this sector.

It is in this context that the Technical Support Project for the Restoration of Ecological and Economic Functions in the Lake Chad Basin (PARFEBALT) has launched a call for proposals to “recruit a consultant to strengthen women’s economic capacities within fisheries value chains and promote women’s representation and leadership in natural resource governance.”

These Terms of Reference (TOR) have been developed for this purpose to describe the services expected within this framework, to enable the selection of the CSO Consultant based on a fair evaluation of proposals.

II. Objectives

II.1 Overall Objective

To contribute to strengthening women’s economic capacity within fisheries value chains and to promoting their representation and leadership in the governance of natural resources in the Lake Chad basin.

II.2 Specific Objectives:

- Analyze the constraints and opportunities for women in fisheries value chains (fishing, processing, storage, transportation, and marketing).
- Analyze the role of women in fisheries governance mechanisms, as well as in intergenerational knowledge transfer processes.
- Develop strategies to strengthen women’s economic capacities within these value chains.

- Promote women’s participation in natural resource governance processes, particularly in sectors related to the management of water and fishery resources in Lake Chad, as well as in vocational training programs for youth.
- Design and implement programs to strengthen women’s leadership in communities and governance structures.

III. Expected Results

- A detailed analysis of the constraints and opportunities for women in fisheries value chains.
- A mapping of key stakeholders (public, private, civil society, and community institutions) involved in fisheries value chains and natural resource governance in the Lake Chad basin.
- Recommendations for integrating women into decision-making processes related to natural resources.
- A plan to strengthen women’s economic and leadership capacities in communities around Lake Chad.
- A final report with concrete proposals to improve women’s representation in natural resource governance.

IV. Duration and Zone of Intervention

- **Duration:** four (04) months.
- **Zone of Intervention:** Lake Chad Region.

V. Tasks and Responsibilities

1. Diagnostic Analysis:

- Collect and analyze data on the status of women in fisheries value chains in the Lake Chad basin.
- Identify the socioeconomic and cultural barriers faced by women in these sectors.
- Identify existing best practices and growth opportunities for women in these sectors.

2. Design of strategies and tools:

- Develop strategies to strengthen women’s economic capacity within fisheries value chains.
- Develop strategies to increase recognition of women’s role in governance mechanisms and capacity-building initiatives within the fisheries sector.
- Design training modules and support programs to strengthen women’s skills in these sectors.
- Propose mechanisms to promote women’s leadership and participation in natural resource governance processes.

3. Implementation and monitoring:

- Organize workshops and training sessions to build women’s capacity in key sectors.
- Collaborate with local and regional stakeholders to facilitate women’s access to resources and economic opportunities.
- Collaborate with local and regional stakeholders to promote recognition of women’s role in the governance of the sector and in the process of transferring skills.
- Support the establishment of inclusive and participatory governance mechanisms in natural resource management.

VI. OSC Consultant/Firm Profile

The Consultant must demonstrate:

- Proven experience in gender issues and women's economic empowerment.
- Strong knowledge of fisheries value chains, including fishing, processing, marketing, and fisheries resource governance.
- Experience in natural resource governance, particularly in community and environmental contexts.
- Ability to design training modules tailored to women working in fisheries value chains.
- Proficiency in facilitating, monitoring, and evaluating training sessions.
- Demonstrated experience in skills development, adult education, and community support.
- Ability to work in a cross-border context, including Cameroon, Nigeria, Niger, Chad, and the Central African Republic.
- Demonstrate work experience in multicultural environments and with public, private, and community stakeholders.
- Have experience in socioeconomic analysis and the development of empowerment strategies.

VII. Composition of the Team

Head of Mission

- Advanced degree (Master's or Ph.D.) in economics, rural development, or natural resource management.
- At least 10 years of experience managing projects related to gender and economic development.
- Leadership skills and ability to coordinate multidisciplinary teams.
- Knowledge of institutional and regulatory frameworks in the lake basin;
- Design of training modules;
- Facilitation and monitoring of training sessions;
- Experience in teaching and skills development.

Responsibilities: Overall coordination, oversight of methodology, validation of deliverables.

Key Experts:

1. Expert on Gender and Women's Leadership

- Minimum master's degree in Sociology, Environmental Studies, Gender Studies, Community Development, or a related field
- Experience in promoting women's leadership;
- Knowledge of natural resource governance policies;
- Gender specialist with 5 years of experience in implementing programs to strengthen women's economic and social empowerment and integrating gender into development projects, including those related to natural resource governance.
- Designing training modules ;
- Facilitating and monitoring training sessions;

- Experience in teaching and skills development

2. Expert in Fisheries Value Chains

- A master's degree or higher in Fisheries Science, Agricultural Economics/Rural Economics, Natural Resource Management, or any other equivalent field;
- Specialist in fisheries management, with 5 years of experience in analyzing fisheries value chains (fishing, processing, distribution, marketing) or developing artisanal fisheries sectors, or in implementing or monitoring fisheries projects in cross-border contexts;
- Experience in supporting professional organizations or women's groups in fishing and processing;
- Design of training modules;
- Facilitation and monitoring of training sessions;
- Experience in teaching and skills development

VIII. Deliverables

- Initial/inception report.
- A needs assessment report accompanied by training modules.
- A strategic capacity-building plan.
- Final report with recommendations.