



LIBERIA WOMEN EMPOWERMENT PROJECT (LWEP)
CAPITOL BYE-PASS, MONROVIA-LIBERIA
(P173677)



AN ADDENDUM TO THE PREVIOUS PUBLICATION

**REQUEST FOR EXPRESSIONS OF INTEREST
(CONSULTING SERVICES – FIRMS SELECTION)**

REPUBLIC OF LIBERIA

Liberia Women Empowerment Project (LWEP)

Loan No./Credit No./ Grant No.: P173677

Assignment Title: Mixed-method Agriculture Research Survey

Reference No: LR-MOGCSP-427294-CS-CQS

1. The Government of Liberia through the Ministry of Gender, Children and Social Protection (MGCSP) has received a grant of 44.6 million dollars from the International Development Association (IDA) of the World Bank to implement the Liberia Women Empowerment Project (LWEP). intends to apply part of the proceeds for consulting services.

The LWEP is structured around five key components for which details are available [here](#)¹ and Component Four details are available [here](#).

The Detailed Terms of Reference can be accessed through the link below:

<https://mogcsp.gov.lr/reoi-and-tor-mars/>

2. The Ministry of Gender, Children, and Social Protection now invites eligible consulting firms to indicate their interest in providing the Services. Interested firms should provide information demonstrating they have the required qualifications and relevant experience to perform the Services.
3. The shortlisting criteria are

¹ See details on the LWEP Project Components 1-5 available here:

https://drive.google.com/file/d/1Zy7otR9YiLobP83c0q2BnABPCOyyWg_e/view?usp=sharing

The firm/ company submitting Expression of Interest must fulfill the following requirements:

- A. A minimum of five years of research experience in designing and managing large research or data collection initiatives is required
 - B. Experience in climate or agriculture-related projects is required.
 - C. Demonstrated experience in conducting gender inclusion and sex-disaggregated data collection, gender-sensitive research, and or surveys is required
 - D. Experience in conducting research studies in Liberia or similar contexts is required.
 - E. Certificate/certified document of accreditation from the Liberian government allowing the entity to perform gender and social inclusion assessments and investigations, **(This will not be used as part of evaluation criteria. However, the MGCSP would ensure that the successful Firm complies with this document as required by the Government of Liberia)**
 - F.** Clean Tax Receipts/ clearance from the Liberia Revenue Authority (LRA) is required, **(This will not be used as part of evaluation criteria. However, the MGCSP would ensure that the successful Firm complies with this document as required by the Government of Liberia)**
 - G. Demonstrated ability to engage and work with women groups, governmental agencies, development partners, and local communities.
 - H. Experience with World Bank-funded projects implementation or management is desirable.
4. The attention of interested consultant firms is drawn to paragraphs 3.14 to 3.17 of the World Bank's *Procurement Regulations for Investment Project Financing, for Procurement of Goods, Works, Non-Consulting and Consulting Services*, July 1, 2016, November 2020, revised in September 2023 setting forth the World Bank's policy on conflict of interest.
 5. Firms may associate with other firms to enhance their qualifications but should indicate clearly whether the association is a joint venture and/or a sub-consultancy. In the case of a joint venture, all the partners in the joint venture shall be jointly and severally liable for the entire contract, if selected.
 6. A Firm will be selected by the Consultants Qualification Selection (CQS) method set out in the Procurement Regulations.
 7. Further information can be obtained at the address below during office hours *from 0900 to 1700 hours*.
 8. Expressions of interest must be delivered in a written form to the address below (in person, by mail, by fax, or by e-mail) by **17:00 GMT** on or before October 20, 2024. **Envelopes or subject of emails must be marked "Ref: EXPRESSION OF INTEREST FOR CONSULTANCY SERVICES FOR THE PROVISION OF MIXED-METHOD AGRICULTURE RESEARCH SURVEY (MARS) UNDER THE LIBERIA WOMEN EMPOWERMENT PROJECT".**

Ministry of Gender Children and Social Protection
EJS Ministerial Complex
Congo Town, Montserrado County
Monrovia, Liberia
Attention: Human Resources Department
Tel: +231(0)770-115-545
Email: hr@mogcsp.gov.lr cc: nigbamargaret8@gmail.com teah.reaves@yhoo.com

**TERMS OF REFERENCE (TOR)
TO CONDUCT MIXED-METHODS AGRICULTURAL RESEARCH /
SURVEY IN LIBERIA (MARS)**

BACKGROUND:

Climate change is evident in influencing many areas of life and the economy of nations. The most vulnerable human activity remains agriculture as it drives economic growth and provides nutrition for the nation. The climate in West Africa, and specifically in Liberia, is expected to change towards a higher number of hot nights, where the temperature does not fall from 28C, increase in average annual rainfall, and rise in sea level of up to 0.56m (USAID, 2017²).

On the other hand, according to the 2022 **Gender Index**, the Sustainable Development Goal number thirteen, **SDG-13³: Take Urgent Action to Combat Climate Change**, is one of the three worst-performing Sustainable Development Goals (SDGs) in terms of gender equality, showing no significant progress since 2015. This evidence calls for urgent and stronger efforts to better integrate gender issues into climate actions.

Within its mandate to mainstream gender and ensure gender transformative results for women and men in Liberia, the Ministry of Gender, Children and Social Protection (MOGCSP), collaborates with other ministries, in this case, with the Ministry of Agriculture (MOA), to establish sex-disaggregated statistics and evidence for gender transformative policymaking.

² USAID, 2017, Facts Sheets - Climate Change Risk Profile: Liberia. June 2018. Available at: https://www.climatelinks.org/sites/default/files/asset/document/2017_USAID%20ATLAS_Climate%20Risk%20Profile_Liberia.pdf accessed 30 June 2024.

³ See detailed progress on SDG-13 here: <https://www.un.org/sustainabledevelopment/climate-change/> accessed 12 Aug 2024.

With funding from the World Bank, MOGCSP is implementing the Liberia Women Empowerment Project LWEP (2022-2027). This project aims to improve gender equality norms and livelihood opportunities for women, while also enhancing the institutional capacity of the Government of Liberia (GOL) to promote gender equality.

The LWEP is structured around five key components for which details are available [here](#)⁴ and Component Four details are available [here](#).

WOMEN AND AGRICULTURE:

Agriculture is regarded as the foundation of Liberia's economy, providing employment, income, food, and livelihood security for two-thirds of the population and contributes over 60 percent of the gross domestic product (GDP).

Most women in the workforce are employed in the agriculture and service sectors, with a very small representation in professional, managerial, technical, or skilled labor positions, which restricts economic growth potential. In some areas, such as food crop production, women's participation surpasses that of men. However, women in agriculture are often seen as unempowered due to significant barriers, including limited autonomy in production. Insecure land ownership, limited access to information, low literacy rate, and tenure further restricts their access to credit, inputs, and ultimately, their productivity and financial empowerment (**USAID, Gender Assessment, 2018**)⁵.

Liberia Gender Equality Profile⁶, (UN-Women, 2021) has found that 70 percent of the workforce in Liberia derives a portion of their cash income from an agriculture-related activity with a tendency for women's participation to decrease during the past years as the sales and service sector continued growing.

The majority of farmers, especially women and single-headed households remain poor and resource-constrained resulting in low productivity and high food losses, losses from pests, diseases, and rainfalls, this results in Liberia being a net importer of grain mainly rice (**Comprehensive Africa Agriculture Development Programme, CAADP, 2013**)⁷.

⁴ See details on the LWEP Project Components 1-5 available here:

https://drive.google.com/file/d/1Zy7otR9YiLobP83c0q2BnABPCOyyWg_e/view?usp=sharing

⁵ USAID. 2018. Gender Assessment, June 2018. available at: https://pdf.usaid.gov/pdf_docs/PA00WB3Z.pdf accessed 30 June 2024.

⁶ Liberia Gender Equality Profile, 2021, UN-Women, available here: <https://datapopalliance.org/new-report-liberia-country-gender-equality-profile-cgep/> accessed 30 June 2024.

⁷ The Comprehensive African Agricultural Development Programme (CAADP) is an Agenda 2063 continental initiative that aims to help African countries eliminate hunger and reduce poverty by raising economic growth through agriculture-led development. See details here: <https://caadp.org/#> accessed 12 August 2024.

While both **urban agriculture and rural agriculture** can contribute to food security, rural women, in particular, play essential roles throughout agri-food value chains and are vital agents of change in combating rural poverty, hunger, and malnutrition, and building resilience. While both women and men in rural areas increasingly face the challenge of adapting their production systems in the face of climate change and natural resource degradation, they experience climate change impacts differently.

Research conducted in Lofa, Bong, and Nimba (Witinok-Huber, 2021), confirmed that despite significant work to enhance women's empowerment in agriculture, women remain marginalized not only in Liberia but also across the globe. Researchers used the Local Agricultural Potential Index or L-API to analyze the four domains: farmer's access to resources, leadership opportunities, household power, and time allocation and concluded that there are important **gender gaps in agricultural extension and advisory service implementation** that can lead to inequitable resource and knowledge access by farmers, specifically women.

However, gender does not exist in isolation; it is place and time-specific. For example, the **Country Gender Profile (UN-Women, 2021)** stipulates that even though local markets exist in rural areas, big markets are far from villages and rural areas do not have access to the main roads. Men and women are negatively impacted by the long distances they must cover to market their produce. However, the situation is worse for women, who have to also toad children on their backs while marketing their perishable produce such as fruit and vegetables, as opposed to rice, palm oil, and other cash crops sold by men.

The *Gender Assessment of the policy environment about the cocoa, oil palm, rubber, and timber value chains in Liberia*⁸ (Zinah, M. et al, 2020) and **Gender-aware Programs and Women's Roles in Agricultural Value Chains**⁹ (Benfica, R. et al, 2010) confirmed that women play significant roles and responsibilities along the various agricultural value chains, including land preparation (land clearing, de-stumping, land layout, irrigation, creating water access, and leveling), planting, harvesting, post-harvest management, processing and marketing, and that Liberia has made significant strides in establishing policies that remove barriers and promote gender equality.

However, both researches emphasized that it is necessary to conduct gender-smart mapping and analysis to be able to understand the roles and responsibilities of men and women and the specific challenges and needs of women to be able to include women

⁸ Zinah, Moses M, et all. (2020). Gender Assessment of the policy environment in relation to the cocoa, oil palm, rubber and timber value chains in Liberia, PROFOREST, February 2020.

⁹Benfica, Rui & Ofosu-Amaah, Waafas & Tehmeh, Andrew. (2010). Prepared by the World Bank's Gender and Development Group (PRMGE) in collaboration with the Ministry of Gender and Development of Liberia (MOGD) Liberia Gender-aware Programs and Women's roles in agricultural Value Chains.

in value-chain governance and management. **Improved gender-aware data collection is key for evidence-based policy design, implementation, monitoring, and evaluation.**

Women are disproportionately affected by climate change due to higher poverty levels, lower education, reduced engagement in decision-making and planning, and limited access to climate-related information and labor-saving and **Information and Communication Technology (ICT)**. Some initial studies on the usage of **ICT** confirm that both women and men in West Africa mostly use TV, Radio, and mobile phones to obtain information on agriculture and weather¹⁰ (Zougmore and Partey, 2021). Mobile phones have an added value because they are for sales and financial transactions, like mobile money.

However, women's low literacy, low income, and limitations in controlling household financial responses were identified as significant barriers to access to ICT which may contribute to the achievement of gender outcomes in agriculture and climate response because once they have access to the inputs and resources, women can better implement agro-advisories.

The findings relevant to West Africa were confirmed by Liberian women who stated the radio *'is for the man in the home'* and *'the gadgets are controlled by my husband.'* Further, women reflected technical skills as a barrier to ICT access: *'I can only receive calls and don't know how to make calls'* (Witinok-Huber et al., 2021)¹¹. The same research focus group and open-ended survey responses suggested that almost half of the respondents (44 percent) consider women as more trustworthy. *'I think that women are not corrupt to sell fertilizers to farmers. Most women are transparent'* and *'women are aware of the challenges in the home and the field.'*

According to the same study women farmers in Liberia have limited access to technology, agricultural resources, and information compared to their male counterparts. Additionally, women face higher combined burdens of productive and domestic labor. Both male and female farmers expressed a desire for more female extension officers. The study recommends enhancing the overall understanding of how intersecting factors, such as gender and location, influence access to extension services and farmers' capacity to adapt to changes.

¹⁰ Zougmore, R.B.; Partey, S.T. Gender Perspectives of ICT Utilization in Agriculture and Climate Response in West Africa: A Review. Sustainability 2022, 14, 12240. <https://doi.org/10.3390/su141912240> Special Issues Special Issue: Gender and Socially Inclusive Approaches to Technology for Climate Action, Edited by Dr. Sophia Huyer and Dr. Arun Khatri-Chhetri.

¹¹ Rebecca Witinok-Huber, Steven Radil, Dilshani Sarathchandra & Caroline Nyaplue-Daywhea (2021) Gender, place, and agricultural extension: a mixed-methods approach to understand farmer needs in Liberia, The Journal of Agricultural Education and Extension, 27:4, 553-572, DOI: 10.1080/1389224X.2021.1880453

Therefore, government commitment to gender-sensitive climate-smart agriculture and going from agriculture to agrifood systems (**State of Food and Agriculture Report, 2021**) is particularly timely. Despite enjoying over two decades of uninterrupted peace and democracy, Liberian women continue to face challenges in realizing their full potential and accessing equal opportunities in storage, aggregation, post-harvest handling, transportation, processing, distribution, marketing, disposal, and consumption of all food products including those of non-agricultural origin.

Climate change only underlines challenges. For example, Liberian women have already experienced a reduction in their income (**Environmental Protection Agency of Liberia (EPA), 2023; UNDP GEP Project, 2019**) from agriculture and fishing activities and struggle to meet household expenditures, including educational fees for children. This reduction in income heavily influences decisions and practices around food and nutrition practices and multiplies malnourishment reproduces poverty, illiteracy, and poor health outcomes, and lowers life expectations and fulfillment among women and children, especially in rural areas.

National Gender Profile of Agriculture and Rural Livelihoods–Liberia (FAO & ECOWAS Commission¹², 2018) confirmed that the division of labor implies that there is gender-specific knowledge along value chains. Also, there is often conflict between men and women over rights to access and the ability to control productive resources – land, inputs, and information, including mobile phones.

At the individual farmer level, the **National Gender Profile of Agriculture and Livelihoods, (Ibid, 2018)** confirmed that there is a high illiteracy rate among rural people, especially women. According to the **World Gender Gap Report 2024** (Global Gender Gap Report, 2024) Liberia is yet to address and close over 48% of the literacy gap, same as Guinea, Chad, and Mali (*Ibid*, page 26)¹³.

Farmers and farmers’ organizations lack basic knowledge and skills in land and water management, the use of modern inputs, agribusiness, food preservation, and marketing. Lack of markets, coupled with high post-harvest losses, high costs of inputs, lack of value addition, and poor access to suitable land have combined to undermine the effectiveness of agricultural extension services.

¹² FAO and ECOWAS Commission. (2018). National Gender Profile of Agriculture and Rural Livelihoods – Liberia. Country Gender Assessment Series, Monrovia. Accessed on 30 June 2024, the report is available here: <http://www.fao.org/3/i8444en/I8444EN.pdf>

¹³ World Economic Forum. 2024. Global Gender Gap Report: Insight Report, June 2024. Available at: <https://www.weforum.org/publications/global-gender-gap-report-2024/> accessed 24 July 2024.

METHODOLOGY:

The Government acknowledges the importance of transitioning from merely setting gender targets in agriculture to developing programs that cater to the economic and social needs of women.

Gender analysis by the Government of Liberia has revealed that previous programs had limited impact on gender equality. This was partly because donor-funded initiatives focused mainly on achieving percentage targets for women beneficiaries, instead of designing projects to effectively address critical gender gaps including access to land, and control of finances among others. (Liberia Women Empowerment Project, 2022)

Many of the documents reviewed in the **Liberia National Gender Profile of Agriculture and Rural Livelihoods (FAO, 2018)** did not discuss the gender implications of extension services. However, the country's food and agriculture policy appears to outline an established and functioning system, through which women receive **extension services aligned with their traditional gender roles.**

Consequently, one of the main recommendations was that the GOL should conduct gender-sensitive data collection and apply a two-pronged approach by 1) Mainstreaming gender, and 2) Creating standalone initiatives and investments for women in agriculture.

This new research titled **Mix-methods Agricultural Research / Survey (MARS)** should enable the Government to acquire a systemic approach to ensure a sustainable and equitable impact of policies, projects, and actions on men and women. It should enable effective and sustainable government planning and investments to be informed by sex-disaggregated data that analyze the different realities of women and men.

Therefore, it is important to seek information from women themselves. They may face different conditions that may remain invisible without adopting a gender perspective a making a specific effort to reach out to those who have additional responsibilities and cannot attend focus groups. The representation of local female stakeholders in climate discussions and negotiations is crucial, as well as the recognition of women's role as key actors and change-makers in climate change adaptation and mitigation in agriculture.

The precondition for the success of this approach is that existing national and international documents on gender should inform the gender assessment, as they will provide gender-disaggregated data or the gender dimension of the thematic area: *food security and nutrition, rural development planning, representation in rural organizations, rural finance, agricultural value chains and markets, agricultural labor, agricultural extension and rural advisory services, agricultural technologies, social protection, land and water, forestry, fisheries and aquaculture, animal production and*

protection, crop production, rural infrastructure, climate change, and climate caused disaster risk reduction and management. The final list of areas to be researched will be approved by the Project Implementation Unit and Ministry of Agriculture (MOA).

Climate actions must be planned in consultation **with both women and men** to identify and address their specific needs and priorities, their abilities to respond and cope with shocks and build their adaptive capacity, and to better understand additional household, child, and elderly care responsibilities women face.

This approach will help build women's leadership and negotiation skills, provide equal opportunities, and improve their agri-food systems, livelihoods, nutrition, and overall national health.

GOVERNMENT ACTION

Early in 2024, the newly elected Liberian Government reaffirmed its dedication to sustainable development, tackling key challenges, and maximizing the use of resources while also drawing on the expertise and backing of international development partners.

The National Development Plan (NDP) known as the ARREST Agenda, prioritizes investments in ***Agriculture, Roads, Rule of Law, Education, Sanitation/Health, and Tourism*** which will drive development, and access to services and should ensure life-changing results for 5.2 million women and men in Liberia (Liberia Institute for Statistics and Geospatial Information Services (LISGIS), **(Liberia National Census, 2023)**).

The ARREST Agenda is intended to act as a comprehensive framework for governmental initiatives, promoting synergy among sectors and stakeholders, and a driving force towards fulfilling government obligations under international treaties and achieving Liberia [National Vision 2030](#), [Africa Vision 2063](#), and [Sustainable Development Goals \(SDG\)](#). Agriculture, as the driver of Liberia's economy, is linked to several goals, especially SDG-1 (No Poverty), SDG-2 (Zero Hunger), SDG-5 (Gender Equality), SDG-13 (Climate Action) and SDG-17 (Partnership for the Goals).

While the comprehensive data is being analyzed and compared among the Liberia Agriculture Survey 2016, [Liberia Population and Housing Census 2022](#), and the Liberia Digital [Agriculture Census 2024](#), the Government is committed to further consulting communities and diverse groups of women and men to identify specific needs and priorities, establish, verify and validate the different impact of climate change and coping mechanisms deployed by women and men in Liberia.

In response to the observed climate change, the Environmental Protection Agency of Liberia (EPA) adopted the **National Climate Change Response Strategy**, (EPA,

2018¹⁴), **Liberia 1st Adaptation Communication to the United Nations Framework Convention on Climate Change (UNFCCC) (2021)¹⁵ (2020-2030)** and **Liberia National Adaptation Plan (2022)¹⁶** The Ministry of Agriculture developed the second phase of the **Liberian Agriculture Sector Investment Program (LASIP II) for 2018-2022¹⁷** all of which emphasize the role of gender equality in achieving food security, preventing malnutrition, and driving economic growth.

As the first step, the Liberian government has developed and validated an ambitious **National Agriculture Development Plan (NAPD) titled “Liberians Feed Yourself Agenda”¹⁸** (supported by FAO) which aims to help farmers, increase productivity, and enhance efficiency through agricultural infrastructure, technology, and research investments. Within this NAPD, the Government plans to train farmers in modern agricultural technologies and empower them with resources for large-scale cooperative farms. *The NAPD will revolutionize agricultural practices, making it a smart and profitable business that attracts many Liberians, especially our youth.*”

THE OBJECTIVES OF THE ASSIGNMENT/ ACTIVITY

The primary aim of this **Mix-methods Agricultural Research/ Survey (MARS)** is to support the Gender and Social Development Unit of the Ministry of Agriculture (MOA), the Forestry Development Agency (FDA) to strengthen its function in addressing gender gaps in agricultural production, processing, and marketing and to enable it to take a leading role in guiding MOA, the Cooperative Development Agency, and other Ministries, Agencies, Commissions (MACs), and various departments active in the agricultural sector on gender inclusion and the needs of women in agriculture.

This research should enable the MOA to access sex-disaggregated data and access evidence for the design and implementation of sustainable gender-transformative policies, strategies, legislation, and investments that will empower women and men of Liberia to implement mitigation measures and to adapt to climate change within the agriculture sector and agrifood systems.

By applying **gender-transformative approaches** that actively challenge gender norms

¹⁴ Environment Protection Agency, 2018, Republic of Liberia National Policy and Strategy on Climate Change, 2018, Liberia, available at:

https://unfccc.int/sites/default/files/resource/First_Adaptation_Communication_AdCom_LIBERIA.pdf

¹⁵ Environment Protection Agency, 2021. Republic of Liberia - Liberia’s First Adaptation Communication to the United Nations Framework Convention on Climate Change (UNFCCC) Environmental Protection Agency of Liberia Government of Liberia Monrovia, Liberia

¹⁶ Republic of Liberia, National ADaptation Plan 2021, UNFCCC, United Nations Framework for Combating Climate Change, accessed 31 July 2024 available at: https://unfccc.int/sites/default/files/resource/LIBERIA_%20NAP_%20FINAL_%20DOCUMENT.pdf

¹⁷ Republic of Liberia, 2018. Second Phase Liberia Agriculture Investment Plan (2018-2022) LASIP II, available at: <https://www.fao.org/faolex/results/details/en/c/LEX-FAOC211625/> accessed 05 July 2024

¹⁸ Liberians Feed Yourself Agenda – National Agriculture Development Plan (2024-2030), July 2024.

Available at:

<https://drive.google.com/file/d/1dqARgVg4dTTQPkkuLCWLK7LHp1ZcpBCv/view?usp=sharing>

and power inequities MARS research should bring knowledge about effective and efficient methodologies and approaches which will be tested to make a sustainable impact of women's empowerment interventions. Gender transformative approaches target an entire community or household to build structural support and buy-in on interventions. Behavior change communication that targets men and women, for example, may allow women to better communicate with their male counterparts to improve familial support and adopt positive nutrition behaviors, such as improved feeding practices.

This **Mix-methods Agricultural Research/ Survey (MARS)** will start with a Desk review in **Part One** 1) Identify stakeholders and actors and identify and analyze policy framework, existing studies and their recommendations for example: key guidelines, and gender assessments, of MOA, MOGCSP, and the World Bank and other development partners, such as Liberia Climate Risk Country Profile, World Bank Country Climate and Development Report for Liberia-2024 and Gender Assessment: Enhancing Climate Information Systems (CIS) for Resilient Development in Liberia among others.

In **Part Two** of the Desk Review the selected entity is expected to analyze, in collaboration with LISGIS and MOA 2) the existing statistics and data with a gender lens, from **Liberia Agriculture Census, 2022/2023**, and **National Population and Housing Census 2022**, and ongoing **digital Agricultural Survey (2024)** and **planned Food Security and Nutrition Survey (2024)** and to identify gender-based gaps and establish needs for further data analyses and sex-disaggregated data collection.

Findings from the Desk Review should be summarized and presented in the form of an Annex to the Inception Report titled Possibly updated **Liberia Agricultural Profile, containing existing agricultural sex-disaggregated data, infographics, and other presentation of selected indicators**, policy environment with a summary of current recommendations, and identified data and policy gaps.

In the next Phase, **after Desk review and analyses** of the available sex-disaggregated data, the **Mix-methods Agricultural Research/ Survey** will establish a Framework and identify the most appropriate gender-transformative methodology to be applied and to fill in data gaps and collect additional data from and about women and men practices in agriculture to identify and **establish gender-sensitive climate resilient solutions**.

As a result of MARS research, the Government should receive **strategic recommendations** on how to create a supporting environment for women's meaningful participation in the agriculture and agrifood systems and sectors, ensuring gender equality, and promoting women's empowerment in Liberia's economy, with clear parameters and indicators to measure gender-responsive climate investment.

The **MARS** must work in close collaboration to avoid duplication with existing

initiatives conducted by the Liberia Institute for Statistics and Geo-Spatial Information (**LISGIS**) and generate **sex-disaggregated data** that will assist the Ministry of Agriculture and related agencies deciding on policies in the agricultural sector especially in production, processing, and marketing to address **gender gaps and needs in climate-smart agriculture**.

SCOPE OF WORK AND METHODOLOGY:

The objectives of this assignment are to **conduct Mixed-methods Agricultural Research / Survey (MARS)** that will enable insights into different contributions of grassroots women and men in planning the response to climate change, steps for the integration of gender issues in climate-related policies and investments, and establishing the role of government in empowering women and girls.

MARS research will help foster evidence for gender-transformative and inclusive approaches of different voices to inform government policies, frameworks, legislations, and investments more specifically of the Ministry of Agriculture which aims to develop its gender-transformative strategic priorities and mobilize resources for the development of gender-inclusive programs and policies and establish sex-disaggregated data.

APPROACH

The MARS research will apply a **systemic approach** by analyzing the legislative framework (at international, regional, and national levels), and consider the knowledge, norms, experience, capacity, needs, and priorities of Liberian women and men who are affected by climate change and food insecurity.

The Ministry of Agriculture team will guide in identifying the stakeholders and relevant policy and legislative environment that should enable fast and effective independent analyses of existing data to identify gender-related gaps and niches, complement existing findings, and build further knowledge on the experiences of women and men in agriculture in Liberia. The resulting evidence will be instrumental in developing gender-responsive plans and strategies.

Liberia Institute for Statistics and Geospatial Information Services (**LISGIS**) will collaborate with the selected entity via the LWEP Project Management Unit and MOA to provide existing national sex-disaggregated statistics and will cater to the list of climate, agriculture-related, and other relevant indicators currently in the pipeline or already available.

Having in mind that empowerment and gender are broad and context-specific terms, the selected applicant/ entity selected to conduct the research/ survey should examine

and explore the possibility of calculating the Women Empowerment in Agriculture Index (WEAI), or Local Agricultural Potential Index or L-API, based on the existing data, alike surveys and policy documents (WB¹⁹, 2021). The WEAI is not the primary goal of this research but if it can be calculated from existing data, or if the gaps can be identified for its calculation or any alike recommendation, it will be welcomed.

The entity should consider the possibility of defining the meaning of “empowerment” in the context of Liberia (Akire et All, 2013). This definition would help understand women's heterogeneities between regions, socioeconomic status, marital status, age, ability, and ethnicities.

The MARS research results should go beyond statistics and identify and recommend practical policy options and mechanisms for women's empowerment in climate-smart agriculture and identify the role of each institution in supporting women in agriculture.

Adopting a **gender-responsive approach** in Climate-Smart Agriculture (CSA) implies addressing the different needs and constraints of women and men in designing and implementing any climate action and equally engaging them in planning.

Besides appropriate quantitative methods, qualitative methods are valuable for gender-sensitive agricultural research, and deeper gender analyses offer insights into how men and women perceive their lives and roles (Rubin, 2016²⁰). Among various techniques, such as gender-sensitive Participatory Rural Appraisal (PRA), Participatory learning action (PLA), Participatory Vulnerability Assessment (PVA), Climate-Smart-Village (CSV) approach, one of the mentioned or other similar participatory gender-transformative methodologies are expected to be proposed by the entity submitting the expression of interest.

Specific tools for gender analysis include village resource maps, seasonal calendars, daily activity clocks, farming systems diagrams, capacity and vulnerability analysis matrices, Venn diagrams on institutions, institutional profiles, changing farming practices, seasonal food security calendars, climate-related risk management practices, women and men focus group discussions, life histories, and key informant interviews among men and women, wealth ranking, resource mapping, activities-resource-benefits, in-depth household interviews, separate women-only and men-only focus group discussions/group interviews, participant observation, gender resource mapping, confirmation survey, gender-disaggregated seasonal activities calendar, gender-

¹⁹ Dillon, A., Carletto, G., Gourlay, S., Wollburg, P., & Zezza, A. (2021). *Agricultural Survey Design: Lessons from the LSMS-ISA and Beyond*. Washington DC: World Bank.

²⁰ Rubin, D. C., Berntsen, D., Ogle, C. M., Deffler, S. A., & Beckham, J. C. (2016). Scientific evidence versus outdated beliefs: A response to Brewin (2016). *Journal of Abnormal Psychology*, 125(7), 1018–1021. <https://doi.org/10.1037/abn0000211>

sensitive community program monitoring (Thomas-Slayter et al., 1993²¹), time-use diagnostics focus groups, climate impact chains, and other sensitive gender-sensitive methodologies. This methodology is expected to provide a better understanding of wealth profiles in the communities, livelihood activities, and gender roles, especially work burden and unpaid work for women and girls.

The entity submitting the Expression of interest is expected to propose the most appropriate methodology which will provide an opportunity to explore gender roles in various aspects of community life and to understand the diversity of perceptions and opinions about climate change by providing evidence on who does what agricultural activities, contributions to income, decision making, access to and control of resources, analysis of constraints and opportunities in climate changed environment (Paris, 2016). See for example guidelines provided by UNICEF for GBV consultations applicable in the context of agriculture, too. ([UNICEF, s.a. GBV Consultations Tips Sheet](#)²²)

Focus groups may also be used to generate history timelines for communities, to diagram men's and women's perceptions of community institutions, and to make trend lines for resource issues such as rainfall, crop production, population, deforestation, and health.

While the selected firm is invited to propose the research design and relevant data collection instruments based on the objectives and research questions outlined in the TOR, it is expected that the qualitative component for primary data collection will require a **minimum of 20 focus group discussions (FGDs) and 50 key informant interviews (KIIs)**.

The firm should ensure adequate variation and representation of key actors and stakeholders including men and women directly engaged in the agricultural sector, local farmers/ producer groups or associations, civil society organizations, relevant authorities, and other key experts and stakeholders in agriculture supply and value chain. The firm may propose additional data collection methods as deemed necessary.

Through primary and secondary data collection, analysis, and documentation, the selected entity is expected to provide evidence and document insights into climate vulnerabilities, risks, and capacities with a focus on qualitative information and factors affecting decision-making, particularly among women.

Understanding the barriers and opportunities women face in owning land and other assets is crucial for promoting gender equality in agriculture. Overall, qualitative

²¹ Thomas-Slayter, B., Esser, A. L., & Shields, M. D. (1993). Tools of gender analysis: A guide to field methods for bringing gender into sustainable resource management. Available at: <https://vtechworks.lib.vt.edu/bitstreams/d9b9d0ad-3349-4168-89a8-965992b5c106/download>

²² UNICEF, s.a.. Tipsheet: Consulting with women and girls available here: <https://drive.google.com/file/d/15nBwmHJcbQ3YSkv239Vow5L1n5EQ2wGX/view?usp=sharing>

gender-sensitive research in agriculture plays a vital role in uncovering gender dynamics, power hierarchies, and inequalities within the sector.

By utilizing feminist methodologies, developing sensitive indicators, and considering gender biases in project design, researchers can contribute to more inclusive and equitable agricultural practices.

SAMPLING:

Without explicit targeting measures, woman-headed households and women with various identities and youth may end up being left out of development processes and have limited access to opportunities in areas in which adult men control community-level processes. (IFAD²³, 2019). Qualitative data from nine research studies underline the importance of contextualizing interventions and addressing entrenched social norms.

The entity selected to conduct the research/survey is expected to explain in detail not only the sampling methodology but the ways also to **reach out to the most vulnerable and diverse women** and avoid “elitism” by targeting only women and men leaders.

Rather than post-hoc consideration and extracting data on women, the research team must plan for a sample size of women, separate/ individual interviews with various women identities, and women with vulnerabilities.

RESULTS AND OUTPUTS

Supporting farmers with isolated methods or siloed approaches is unproductive. Governments can better address farmers' needs and tackle cultural gender inequalities through local agricultural extension services by adopting a comprehensive, intersectional approach that considers the needs of both women and men farmers (Witinok-Huber *et al.*, 2021)²⁴.

The qualitative part of the MARS research should provide concrete examples of how women are empowered and disempowered in selected communities as seen by men and by women themselves and define **“empowerment” for Liberian women**.

²³ IFAD, 2019, President’s Report, Proposed Financing Republic of Liberia: Smallholders Agriculture Transformation and Agribusiness Revitalization Project, Rome 10-12 September 2019.

²⁴ Rebecca Witinok-Huber, Steven Radil, Dilshani Sarathchandra & Caroline Nyaplue-Daywhea (2021) Gender, place, and agricultural extension: a mixed-methods approach to understand farmer needs in Liberia, *The Journal of Agricultural Education and Extension*, 27:4, 553-572, DOI: 10.1080/1389224X.2021.1880453

The MARS research should apply full gender analyses²⁵ to jot down and explicitly identify and validate social roles and relations by offering evidence and explanation on how each woman operates within her household and her community and verify potential and desirable interventions to meet women's and men's gender-based constraints, needs, and opportunities, thereby increasing agricultural research's impact and the effectiveness (Meijerink, Odame & Holzner, 2001²⁶) and making a lasting and sustainable impact on the quality of life.

It is expected that the findings and recommendations from **MARS** will be summarized in at least two policy briefs with accompanying infographics.

THE LIST OF TASKS AND DELIVERABLES INCLUDE:

The primary goal of this research is to generate knowledge and evidence on gender dimensions of climate change and its impact on women and men, to collect data on their awareness of sustainable and resilient agriculture and climate-proof agriculture production systems, and women and men's access to climate-smart agriculture information, technologies, and extension services.

It will also generate sex-disaggregated data and generate evidence on gender-differentiated climate-risk metrics, such as women's and men's access to and use of early warning systems.

The final report will most specifically respond to the following requests either by desk and literary review, by consolidating existing data and providing new knowledge in the following areas:

1. Generate knowledge and evidence on gender dimensions of climate change and its impact on women and men in Liberia by socio-economic factors (age, education, civil status, farming experience, and other factors)
2. Assess gender-differentiated awareness of sustainable agriculture and gender-differentiated usage of climate-smart or climate-proof agriculture production systems in communities
3. Document insights into gender-specific climate vulnerabilities, risks, and capacities with a focus on qualitative information and factors affecting productivity and decision-making, particularly among women.
4. Understand the gender division in household responsibilities, agricultural labor, and decision-making.
5. Collect data on women's and men's awareness of sustainable and resilient agriculture and climate-proof agriculture production systems, coping strategies, and value chains. Analyze women's and men's access to agriculture assets,

²⁵ Meijerink, G., Odame, H. H., & Holzner, B. M. (2001). Tools for gender analysis. In *Planning agricultural research: a sourcebook* (pp. 253-262). Wallingford UK: CABI Publishing.

²⁶ Meijerink, G., Odame, H. H., & Holzner, B. M. (2001). Tools for gender analysis. In *Planning agricultural research: a sourcebook* (pp. 253-262). Wallingford UK: CABI Publishing.

financial resources (e.g., income, credit, insurance, etc.), and agriculture-smart information, technologies, and extension services, including capacity-building opportunities.

6. Identify gender barriers including formal and informal policies, norms and behaviors toward women, and opportunities to design gender-responsive agricultural policies and programs.
7. Identify opportunities to enhance female farmers' visibility, and participation in decision-making and strengthen their voice and agency, especially in accessing assets and services.
8. Identify gender-specific practices that contribute to climate change and identify alternative sources and practices to reduce and mitigate risks for gender-specific climate contribution.
9. Identify the role of women in value chains and incidents of sexual harassment in the workplace.
10. Identify the gender-segregated impact and coping strategies of women and men on agricultural livelihoods.

The analysis of the proposed research questions should be conducted in the context of key macro agricultural and environmental trends in Liberia to be outlined in the background section of the final report.

INSTITUTIONAL ARRANGEMENTS /REPORTING RELATIONSHIP

The hiring entity will work under the direct guidance of the Ministry of Gender, Children, and Social Protection (MOGCSP) through the Project Management Unit (PMU) in collaboration with the World Bank, with technical supervision from the Ministry of Agriculture (MOA) in close collaboration with LISGIS.

The selected entity shall report and submit all deliverables to the LWEP Project Coordinator at MOGCSP through LWEP PMU. The PMU will then share these deliverables with MOA for review. Final documents will be submitted after incorporating feedback by using the Audit Trail Form.

In addition, the selected entity will be required to share regular updates through online calls and meetings with the MOGCSP, PMU, MOA, and the World Bank.

DELIVERABLES

The payments will be released in three installments upon the delivery of the outputs and review and approval by the PMU as defined below:

#	Tasks	Duration/ Timeline
.	Inception Report	
	DESK REVIEW	2 weeks

#	Tasks	Duration/ Timeline
	<ul style="list-style-type: none"> a) Conduct a desk review of the policy and legislative environment and relevant documents - policy and legislative framework and relevant actors, b) Stakeholders and their roles c) Bibliography - Identify relevant research studies and consolidate a summary of recommendations for various agriculture and climate change interventions. d) Analyze available existing sex-disaggregated statistics from women's modules of census/ surveys etc (with LISGIS), specifying the source and specific variables used. e) Prepare the list of missing sex-disaggregated data/questions, establish the list of missing data/ indicators, knowledge and research gaps, and recommendations and/or hypotheses that need to be verified with communities and grassroots women and men. f) Design a survey for key decision-makers institutions and development partners. g) Design gender transformative mixed-methods methodology for working with women and men in communities and at the household level, as applicable. h) Propose gender transformative data collection: methodology, sampling, ethical guidelines, data protection protocols, proposed methodology for community outreach, collaboration and relationship management, proposed surveys/questionnaires, topics and research questions to be addressed, i) Facilitators recruitment and training process and agenda, facilitators guidelines, timelines, guidelines, and questionnaires for selected methodology especially Key informant Interviews and Focus Groups, and other applicable methodological protocols for facilitators. j) Facilitator job description, facilitator training curriculum and agenda, and facilitator guidelines including reporting protocols, and proposed Facilitators satisfaction survey and feedback workshop Agenda. 	
	<p><i>a) Feedback from the LWEP team and stakeholders – incorporation of the feedback and Inception Report approval. - 1 week</i></p>	
2.	<p>Field data collection- 3 weeks:</p> <ul style="list-style-type: none"> a) Ethics clearance for primary data collection b) Training of facilitators workshop 	<p>3 weeks</p> <p>2 weeks</p>

#	Tasks	Duration/ Timeline
	<p>c) Data collection: Field Work – surveys with key actors, key informant interviews, research and focus group discussions</p> <p>d) Data cleaning, analysis, and first draft report submitted – 2 weeks</p> <p>First Draft of the Report Content:</p> <ul style="list-style-type: none"> A. Background, B. Policy framework (infographics) C. Available sex-disaggregated data on women and men in agriculture (if possible, infographics) + list of missing data D. List of Key actors and list of stakeholders reached/interviewed E. Approach and methodology and how gender was addressed F. Key findings + infographics G. Key recommendations. The recommendations should address strategic priorities for the Ministry of Agriculture, policy mechanisms to support women in agriculture, and proposed resource mobilization strategy including financial investments <p>Draft Presentation of the research process and Preliminary Findings Dashboard or Flyer/Infographics with preliminary findings</p> <p>Recordings and transcripts of qualitative interviews should be stored, managed, and shared in line with ethics guidelines, ensuring confidentiality and password-protected storage, and enabling interoperability and reusability.</p> <p>Evidence on data triangulation should be available to the PMU.</p> <p>Feedback workshop with facilitators to identify lessons learned and recommendations for alike studies and research in Liberia.</p> <p>Feedback from the LWEP team and stakeholders explaining how the comments were addressed via Audit Trail Form.</p>	
	<p><i>b) Feedback from the LWEP team and stakeholders – incorporation of the feedback and Inception Report approval. - 1 week</i></p>	
3.	<p>Validation Workshop preparation and presentation</p> <p>Present findings and receive comments from the LWEP stakeholders and Workshop stakeholders</p> <p>Final Report incorporating feedback from the Stakeholders Validation Workshop and LWEP stakeholders including recommendations to achieve a gender-responsive agricultural policy sex-disaggregated data system.</p>	1 week (Half-day workshop)
4.	<p>Final Report with recommendations on the strategic priorities, financial investments for women empowerment, and proposed resource mobilization plan.</p> <p>Final Report Content (1-3):</p>	1 week

#	Tasks	Duration/ Timeline
	<p>1. The final report content will correspond to The First draft report contents - with possible suggestions for annexes as documented in the Audit Trail Form comments. Additional specific chapters will be reconfirmed.</p> <p>2. Recommended sustainable and gender-transformative climate-smart investments to advance gender equality and empower women and youth in the agriculture and food security sectors</p> <p>3. Identified lessons learned and methods for collecting and analyzing sex-disaggregated data for sustainable planning and implementation of gender-responsive agricultural policies in Liberia.</p> <p>Develop and submit a print-ready e-document of Mix-method Agricultural Research/survey (MARS) based on the validation workshop, and in consultation with LWEP, MOGCSP MOA Liberia, and LISGIS, and two policy briefs and infographics</p> <ul style="list-style-type: none"> • Develop and submit the Final PowerPoint presentation. • Develop and submit a short administrative report (1-3 pages) confirming the progress made, brief facilitators satisfaction survey results, and any gaps/challenges and lessons learned from facilitators in implementing gender-transformative research. <p>-Additional infographics, if applicable.</p>	
	<i>Review and Approval of the Final Report-1 week</i>	
	TOTAL:	45 days over three months.

Payments will be made based on the specific and measurable deliverables as specified in the payment and deliverables plan 30+40+30 percent upon the approval of the submitted deliverables.

PAYMENT SCHEDULE

The Assignment is expected to consume 45 working days over three months.

Milestones	Deliverables/ outputs	Payment Schedule
1. Inception Phase	<p>Inception Report comprised of:</p> <p>1. Background: List of key stakeholders and list of all existing national surveys, censuses, and sex-disaggregated statistics and data, for example, to possibly complete the format of the indicators for updated gender sensitive Liberia Agricultural Profile or infographics or policy paper. The mentioned infographics should be based on the already available information from existing statistical data from LISGIS. The MOA will determine the final list of the selected indicators and stakeholders.</p>	Upon approval of the Inception Report 30 %

Milestones	Deliverables/ outputs	Payment Schedule
	<ol style="list-style-type: none"> 2. Reference list/ Bibliography of gender-sensitive and agriculture-related studies, and research reports, related to Liberia. The timeline of the publications will be agreed to capture available reports, studies for example since 2004, or 2010 or 2015 (to be determined) 3. Consolidated summary and list of existing research findings and recommendations and setting out key hypotheses to be checked with communities and women, men and children under the age of 15. 4. Proposed methodology – how women will be reached, sampling methodology, timelines, community reach out, proposed questionnaires, etc 5. Facilitators’ job description, guidelines, training manuals, feedback workshop agenda. 6. Research Ethics / Bias and 7. Data Protection protocols (for a minimum of 20 FGDs and 50 Key informant interviews from diverse groups of women and men) 8. Other relevant documentation 	
<p>2. Data collection and first draft Report Development</p>	<ol style="list-style-type: none"> 9. Training of Facilitators – (of whom at least 60% have to be women, preferably youth, university graduates, local rural women, staff of MOA, with a track record of women’s rights advocacy or members of grassroots women civil society organizations or networks) 10. Field Work timeline and field work schedule per proposed communities/counties 11. Data collection, analyses, consultations synthesized in the draft report on Findings of the Mixed-method Agriculture Research/ Survey (MARS) Findings. 12. Facilitators post-research satisfaction survey results and post-research debriefing – identifying any gaps/challenges and lessons learned from facilitators in implementing gender-transformative research in Liberia. 	<p>Upon approval of the First Draft of the Report 40%</p>
<p>3. Finalization and Dissemination</p>	<ol style="list-style-type: none"> 13. Presenting of the First Draft of the Report, and synthesis of the current two policy briefs validation workshop + incorporating comments from report validation workshop, 14. Final report submission with policy briefs and infographics (as applicable). 	<p>Upon approval of the Final Report 30 %</p>

REQUIRED QUALIFICATIONS AND EXPERIENCE:

The firm/ company submitting Expression of Interest must fulfill the following requirements:

- I. A minimum of five years of research experience in designing and managing large research or data collection initiatives is required
- J. Experience in climate or agriculture-related projects is required.
- K. Demonstrated experience in conducting gender inclusion and sex-disaggregated data collection, gender-sensitive research, and or surveys is required
- L. Experience in conducting research studies in Liberia or similar contexts is required.
- M. Certificate/certified document of accreditation from the Liberian government allowing the entity to perform gender and social inclusion assessments and investigations, if any.
- N. Clean Tax Receipts/ clearance from the Liberia Revenue Authority (LRA) is required, if any.
- O. Demonstrated ability to engage and work with women groups, governmental agencies, development partners, and local communities.
- P. Experience with World Bank-funded projects implementation or management is desirable.

TEAM LEADER PROFILE:

Education:

- Advanced university degree (a master's degree) in climate change, environmental science, Agriculture / Agricultural economics, natural resource management, meteorology, social and economic development, or related areas. PhD desirable.
- Bachelor's degree in relevant disciplines could be considered with an additional two years of relevant work experience.
- Strong understanding of gender mainstreaming practices and processes, gender analyses and gender transformative research methodologies.
- Certification in Gender Equality and Women empowerment in agriculture courses is desirable (see FAO training academy website for example)

Professional experience:

- A minimum of seven years of directly relevant work experience with research design and implementation, data analyses, and strategic and policy advice in agriculture, statistics, natural resource management, international development, or related fields is required
- Expertise and experience in international climate change action and climate adaptation policy is highly preferred.
- Familiarity with agriculture and climate change context and policies in Liberia is required.
- Knowledge of gender equality and women empowerment and social inclusion policies and context in Liberia
- Experience working with a variety of stakeholders and partners related to agriculture, and climate change, including grassroots women networks, governments, women's rights, civil society organizations, and development partners.

- Demonstrable analytical and data analysis skills and excellent report-writing skills.
- Excellent, proven management and communication skills
- Ability to coordinate, convene stakeholders, and report in a timely manner and to provide policy recommendations.
- Excellent organizational skills, service-mind, punctual, self-motivated, proactive, reliable and demonstrated ability to work in harmony with diverse staff members of different backgrounds.
- Strong communication skills including effective and focused presentation skills.
- Proven capability to meet deadlines and work under pressure.
- Knowledge and/or experience with World Bank safeguard policies on women and social inclusion is desirable
- Fluent in written and spoken English. Knowledge of local languages is a plus.

GENDER AND SOCIAL INCLUSION EXPERT PROFILE:

Education:

- Master’s degree (or equivalent) in a social science, agriculture, international development, economics, gender and women's studies, or other relevant discipline
- Specialized studies on gender, with obtained diploma or certificate (e.g. Women and Gender Studies, or at least UN-Women training center or FAO academy gender-sensitive agriculture courses certificates)

Experience:

- A minimum of 5 years of progressively responsible experience in gender and social inclusion, gender research, and gender programming, with experience in gender equality and women’s rights with an international organization, government, or civil society organization is required
- Proven experience in facilitating gender-sensitive research design, implementation, and policy advice in a variety of contexts with specific experience in mixed methods studies, with sex-disaggregated data collection and analysis.
- Gender transformative research and analysis experience in agriculture, statistics, natural resource management, climate change, and international development is preferred
- Experience working with a variety of stakeholders and partners related to gender equality and women’s empowerment, for example grassroots women networks, governments, women’s rights, civil society organizations, development partners.
- Familiarity with global gender context and context in Liberia and Africa
- Demonstrable analytical skills and excellent report-writing skills.
- Excellent, proven management and communication skills
- Ability to coordinate, convene stakeholders and report in a timely manner.

- Excellent organizational skill, service-mind, punctual, self-motivated, proactive, reliable and demonstrated ability to work in harmony with diverse staff members of different backgrounds.
- Strong communication skills including presentation skills.
- Proven capability to meet deadlines and work under pressure.
- Knowledge and/or experience with World Bank safeguard policies on women and social inclusion.
- Fluent in written and spoken English. Knowledge of local languages is a plus.

FACILITATORS (MINIMUM 60% MUST BE FEMALE)

- Basic facilitation skills and a bias-free attitude
- Strong ethics, respect, and excellent listening skills for working with underprivileged women and men
- Willingness to listen and not influence respondents
- Strong communication skills and willingness to acquire new knowledge
- Willing to travel to remote communities in the project counties.
- Fluent in English, and/or the local language is an added advantage.
- Comfortable using tablets and mobile phones
- Strong willingness to learn or enhance facilitation, data collection and reporting skills and to meet Job Description requirements.
- Women and girls are strongly encouraged to apply regardless of IT skills.
- MOA staff will be also used as facilitators as a part of on-the-job training performance appraisal

In addition to these specialists, the firm will propose other experts, e.g., enumerators, survey personnel, data manager and data analysts as required to conduct all the tasks in a satisfactory manner.