The global mandate of the Food and Agriculture Organization of the United Nations (FAO) is to improve nutrition, increase agricultural productivity, raise the standard of living in rural populations and contribute to global economic growth. Achieving food security for all is at the heart of FAO's efforts – to make sure people have regular access to enough high-quality food to lead active, healthy lives. The FAO Representation in Uganda needs to fill the following consultancy position as detailed below;

<table>
<thead>
<tr>
<th>Vacancy Announcement No:</th>
<th>FRUGA/04/GLO/100/MUL</th>
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</thead>
<tbody>
<tr>
<td>Post Description:</td>
<td>Consultancy to conduct a case study for addressing policy and legal gaps for creating Decent Youth Employment in the Fisheries and Aquaculture Sub-Sector in Uganda</td>
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<tr>
<td>Duty Station:</td>
<td>Kampala (With possible travels upcountry)</td>
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<tr>
<td>Duration of the assignment:</td>
<td>70 days (When Actually Employed)</td>
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</table>

Job Purpose, Duties and Responsibilities

Uganda’s total labour force grew at an annual average rate of 4.7 percent between 2009/10 and 2012/13 with an estimated labour force of 16.4 million people whereas total employment grew only by 2.96 percent. The youth constitute a significant proportion (57%) of the total labour force and most of them (79%) live in rural areas where poverty levels are relatively high and agriculture is the major economic activity. It is known that a significant proportion of rural youth and sometimes children, are involved in fish farming, fishing and fishing related activities. What remains unclear is the status of their involvement and access to decent employment. This calls for the need to examine the status of youth employment in Fisheries and Aquaculture from production to all along the value chain. This would help to shape better policies, laws and strategies to streamline employment of youth in fisheries and aquaculture.

It is against this background that the Food and Agriculture Organization of the United Nations (FAO) in collaboration with Ministry of Agriculture, Animal Industry and Fisheries (MAAIF) through the Integrated Country Approach (ICA) for Decent Rural Youth Employment project intends to conduct a study on youth employment in the Fisheries and Aquaculture subsector. The consultancy is expected to run for 70 days starting in July. The study will be conducted among youth selected around the water bodies of Lake Victoria, Kyoga, Albert, George and Edward. Efforts will be made to trace youth employment status from production to other segments of fish value chain.
II. **Overall Objective of the Assignment:**

The case study will give description of good approaches including FAO interventions that are addressing the gaps established in the ongoing fisheries policy discussion. The study will also address legal gaps hindering decent employment of youth in fisheries and Aquaculture.

I. **Specific Activities and areas of the study coverage**

1. A brief narrative of the employment status of youth in the fisheries and aquaculture sector. This should elucidate the working conditions of young people in the fisheries sector, opportunities and challenges; Employment challenges and opportunities of youth in Fisheries or aquaculture. A clear statement of what is most preferred by youth, either capture fisheries or aquaculture should be made. Reference should be made to owning cold storage facilities, dealing in fish seed and feed and progress as much as those producing fish itself. The study should look at opportunities for entry points for decent employment under each stage.

2. The case study should give a brief narrative of the current fisheries policy gaps that have been addressed in the current revised fisheries policy (with support from the ICA project) but also recommendations of the legal barriers that need to be addressed in the upcoming bill to make the bill sensitive to youth employment and decent work.

3. The main focus should be made on the profile of FAO’s Africa Solidarity Trust Fund Project as the key fisheries intervention in Uganda and how the ICA project complements it in addressing Youth employment especially aspects of decent work (in reference to FAO definition of decent work), key aspects of occupation safety and health hazards and general labour aspects.

4. Engage and present the study results in all relevant policy dialogues organized by FAO.

5. The consultant should fast enough to produce results that will guide and inform a policy discussion of members of parliament and other stakeholders on the upcoming fisheries bill.

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**Expected Outputs:**

Successful performance of this assignment will be based on production and timely submission to the Technical Working Group of the following deliverables;

1. **An inception report.**
   
   This should elaborate the methodology to be applied. Preference is for both qualitative and quantitative methods. The inception report is expected in the 1st week of the contract duration.

2. **A first Draft report** for internal discussion and comments is expected in the third (3rd) week of the contract duration.

3. **A National Stakeholders Workshop to validate the report** will be conducted in the 4th week of the contract duration.

4. **A Final report** and **policy brief** to be produced at the closure meeting in the sixth (6th) week.
Required Competencies

PhD/Master’s Degree in Agriculture/Fisheries, Development studies, Development Economics, Public Administration and other related subjects

Experience and skills

- Should show excellent analytical and research experience related to Policy work in the Fisheries and Aquaculture subsector or a related field;
- Successful previous consultancy with any UN Agencies, will be an added advantage;
- Should have excellent understanding of the Ugandan agriculture sector-status, programme, policy and institutional frameworks
- Should have experience in policy formulation and review processes involving policy and law makers

Qualified candidates who meet the requirements above are requested to submit applications together with detailed curriculum vitae (CV), copies of their academic certificates and a completed FAO Personal Profile Form that can be accessed via http://www.fao.org/employment/irecruitment-access/en/ in a sealed envelope, quoting Vacancy Announcement no. addressed to; The Country Representative, Food and Agriculture Organization of the United Nations (FAO) in Uganda. Envelopes should be registered at the reception of the FAO offices at Plot 88 Buganda Road, Wandegeya, Kampala not later than 2.00 pm on the closing date of application. Closing date: 21st July 2017

Incomplete applications or applications received after the closing date will not be considered. Only shortlisted candidates will be contacted.

Note: FAO does not charge applicants any fees at any stage in the recruitment process.