

EXPRESSION OF INTEREST FOR CONSULTANCY FOR ENDLINE AND TRACER STUDY OF ILO SUSTAINING COMPETITIVE AND RESPONSIBLE ENTERPRISES (SCORE) SME PRODUCT CERTIFICATION PROJECT, LIVELIHOOD ENHANCEMENT WITH NAELP AND PIGGERY FOR JOBS.

CONSULTANCY FIRMS REQUIRED

BACKGROUND AND OBJECTIVES

GIZ has been commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) to implement the Special Initiative "Decent Work for a Just Transition, which operates under the brand 'Invest for Jobs'. The objective is to promote job-creation and growth of enterprises in Ghana. Invest for Jobs works in three areas of intervention: 'Business & Invest', 'Cluster approach' and 'Ghanaian SME (Mittelstand)'. Under the 'Business & Invest', it promotes sustainable investments from German and European companies and investors; the 'Cluster approach' aims to increase the economic attractiveness of business locations and industries; intervenes to support industrial parks, improves export opportunities and addresses various obstacles to investment. The 'Ghanaian SME (Mittelstand)' promotes the SME sector, by improving the business environment and enhancing competitiveness, by promoting advisory and (innovative) financial services for SME and boosting cooperation between German and African companies.

a) As part of promoting development through creation of sustainable and decent jobs, the project has planned to carry out annual work surveys, to assess the quality and the number of decent jobs created. Specifically, the evaluation will be conducted on the following projects:

- ILO Sustaining Competitive and Responsible Enterprises (SCORE Phase 4)
- SME Product Certification Project
- Livelihood Enhancement with NAELP
- Piggery for Jobs

A. ILO Sustaining Competitive and Responsible Enterprises (SCORE Phase 4)

Micro, Small and Medium-sized enterprises (MSMEs) are essential for job creation and economic development in Ghana. The Registrar General's Department reports that SMEs constitute 92% of all registered firms. They provide 85% of manufacturing employment and contribute as high as 70% to the country's GDP. Despite their important role, MSMEs have remained less competitive due to a number of reasons. Constraints in the business environment such as poor infrastructure, restrictive regulations and insufficient business support services have limited their growth and transformation. Besides, MSMEs in Ghana operate with high levels of inefficiencies including high cost of production, weak inventory management, and poor workplace safety practices.

It is in this regard that GIZ/ Invest for Jobs collaborated with Management, Development and Productivity Institute and International Labour Organization to offer support to increase productivity and strengthen competitiveness of SMEs in Ghana through the SCORE methodologies. SCORE training is a practical training and in-factory consulting programme that improves productivity and working conditions of SMEs. SCORE training demonstrates best international practice in the manufacturing and service sectors and helps SMEs to participate in global supply chains. Specifically, the SCORE Training consists of the following five core modules:

- Workplace Cooperation
- Quality Improvement
- Resource Efficiency
- Safety & Health at Work
- Workforce Management

With support from the Special Initiative "Decent Work for a Just Transition" (Invest for Jobs), MDPI successfully implemented the programme under a grant agreement with GIZ. During the 2021/22 project (phase I), a total of 60 SMEs were trained in SCORE modules and 30 micro enterprises were trained in Business Continuity Planning modules in Greater Accra, Western and Central regions.

Between September 2022 and May 2023, phase II of SCORE was organised. In all, 74 growth-oriented SMEs with high job-creation potential in different sectors including manufacturing, hotel and tourism industries received the SCORE Training. Unlike previous years, the training was implemented in 5 instead of 3 administrative regions in Ghana: Greater Accra, Western, Central, Eastern and Ashanti. Eastern and Ashanti where the 2 new administrative regions where additional 11 SCORE trainers were trained and certified by the ILO.

The SCORE Training in Ghana so far has created 1023 jobs from 378 participating enterprises. With the second phase of this intervention, 72 enterprises have been trained, an additional 108 jobs are expected to be created and 144 improved working conditions. In addition to the above-mentioned indicators, other variables such as enterprises, increased productivity, labour turnover etc will be measured.

The project will be measured against the following success indicators (Key Performance Indicators):

- KPI 1: 250 new jobs
- KPI 2: 100 improved working conditions
- KPI 3: 117 SMEs

B. SME Product Certification Project

Under its second component, Ghanaian SME (African Mittelstand), GIZ / Invest for Jobs implemented the "SME Product Certification Project" which supports beneficiary SMEs with the certification of their products by Foods and Drugs Authority (FDA) and Ghana Standards Authority (GSA), increases their readiness for further certifications (e.g., HACCP, ISO), and provides trainings and consulting on quality management, standardization, packaging, branding, marketing, Occupational Safety and Health (OSH) and social protection. The objectives of this project are to improve access to markets for the beneficiary SMEs and to increase the trust level of consumers and buyers in terms of product quality and safety, thereby creating decent jobs and improving working conditions.

The project will be measured against the following success indicators (Key Performance Indicators):

- KPI 1: 60 new jobs
- KPI 2: 120 improved working condition
- KPI 3: 120 trained

C. Livelihood Enhancement with NAELP

The National Alternative Employment and Livelihood Programme (NAELP), under the Ministry of Lands and Natural Resources (MLNR), aims to provide sustainable employment opportunities for youth and women in mining regions. As part of its vision, NAELP has collaborated with AngloGold Ashanti (AGAG) to implement a livelihood enhancement initiative in Obuasi, focusing on skills training and enterprise development for young people. Through this collaboration, 75 young men and women have received artisanal training in trades such as welding and fabrication, leatherworks, fashion design, electronics, and electricals. In addition, six existing micro, small, and medium enterprises (MSMEs) in Obuasi have benefited from business support training. The trained artisans have expressed the need for further technical training and startup equipment support, while the six selected MSMEs seek equipment assistance to enhance their operations. NAELP has also identified that one of the major challenges in Obuasi is the high youth unemployment rate, largely due to the limited availability of alternative job opportunities outside the mining sector.

Against this background, GIZ/Invest for Jobs has partnered with NAELP to implement the "Essential Technical Training and Equipment Support for NAELP – A Livelihood Enhancement Programme." This initiative aims to provide business skills training for 127 artisans in Obuasi who have previously been trained in six trade areas: welding, fabrication, electronics, electricals, leatherwork, and fashion design. The programme will offer training in business digitalization, e-commerce, website sourcing, digital marketing, sales, cooperative formalization, financial literacy, business planning, occupational safety and health (OSH), and social protection. It will also include in-factory coaching and support services for five selected MSMEs, whose representatives will participate in the business skills training alongside the artisans. This support is designed to enable beneficiaries to start their businesses, enhance employability in their trained fields, and create decent jobs, thereby improving working conditions and promoting sustainable livelihoods in Obuasi.

The project will be measured against the following success indicators (Key Performance Indicators):

- KPI 1: 130 new jobs
- KPI 2: 10 improved working conditions
- KPI 3: 130 trained (30% female and 50% youth)
- MI 4: 110 New jobs

D. Piggery for Jobs

The piggery industry in Ghana plays a significant role in the country's agricultural sector and economy. Piggery, also known as pig farming, involves the rearing and breeding of pigs for various purposes, including meat production, as well as the production of by-products such as manure and biogas. The piggery industry in Ghana has experienced significant growth and development in recent years. It has become an important source of income and livelihood for many individuals and households, particularly in rural areas. The demand for pork and pork products has been steadily increasing, driven by population growth, urbanization, and changing dietary preferences.

Pig farming in the Ashanti Region is characterized by a mix of large-scale commercial farms and small-scale backyard operations. Commercial pig farms employ modern farming practices, including improved breeds, specialized housing, and proper waste management systems.

The Ashanti Region benefits from a robust pig market, with high demand for pork products from consumers, restaurants, hotels, and other food establishments. In addition, the region has well-developed distribution networks that facilitate the timely supply of pork to various markets.

Despite the growth and potential of the piggery industry, several challenges still need to be addressed. Disease control, particularly African swine fever, remains a major concern for pig farmers in Ghana. Adequate biosecurity measures, vaccination programmes, and disease surveillance systems are essential for preventing and managing disease outbreaks. Access to quality breeding stock and affordable feed sources also remains critical for sustainable pig production.

Nevertheless, the piggery industry in Ghana is a vital sector that contributes significantly to agricultural development and economic growth. With supportive government policies, investment in infrastructure, and the adoption of best practices, the industry has strong potential to expand further and contribute to food security, employment creation, and income generation for farmers and other stakeholders along the value chain.

It is against this backdrop that Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), through Invest for Jobs, partnered with Piper Pretty Limited to implement this project. The objective of this project is to improve the livelihoods of 600 people in the operational districts of Piper Pretty in the Ashanti Region, which includes to create 300 jobs (thereof 40% women and 50% youth between 15 and 24), to improve the employment situation of 600 (thereof 40% women and 50% youth), and to support the set up and improvement of existing small and medium sized enterprises in the piggery value chain.

NATIONAL COMPETITIVE TENDER



Implemented by:
giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

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CONSULTANCY FIRMS REQUIRED

The project will be measured against the following success indicators (Key Performance Indicators):

- At least 300 people (of whom 50% women and 50% youth) came into employment along the piggery value chain as a result of project activities (thereof at least 50% youth and 50% women) (this includes direct employees of the firm, independent farmers and actors along the value chain whose working situation can now be characterised as 'decent' job)
- At least 600 people (of whom 50% women and 50% youth) people have improved their income or benefitted from improved working conditions in at least two categories (in terms of e.g. increased income, improved safety at the workplace, improved social protection (e.g. pension or health insurance), access to HR administration services or human resources development programmes).
- At least 600 people have participated/are participating in (agricultural) qualification measures along the piggery value chain.

SCOPE OF THE ASSIGNMENT

GIZ Ghana seeks to engage a well-established company with the requisite skills and capacity to conduct endline and tracer study of ILO Sustaining Competitive and Responsible Enterprises (SCORE) and Piggery for Jobs to assess the effect of the measures on the beneficiaries six months after completion of the project.

Secondly, the final Project Evaluations (FPE) will be carried out on the SME Product Certification Project, Livelihood Enhancement with NAELP to determine the impact of the project after the measure.

Area of Assignment: Greater Accra, Ashanti, Northeast, Eastern, Bono, Bono East, Savannah and Northern Regions of Ghana Regions of Ghana

This specific assignment is expected to take place within 8 months between 02nd July 2026 to 31st January 2027.

The Contractor will be responsible for the following services:

- Establish a comprehensive database to enable future references, lessons, and measure Key Performance Indicators (KPIs) of the ILO Sustaining Competitive and Responsible Enterprises (SCORE) SME Product Certification Project, Livelihood Enhancement with NAELP and Piggery for Jobs projects.
- Determine the number of beneficiaries in employment disaggregated by (gender and age) using the ILO standards for ILO Sustaining Competitive and Responsible Enterprises (SCORE) SME Product Certification Project, Livelihood Enhancement with NAELP and Piggery for Jobs projects.

The key question and guiding notes to direct the assessments is:

- What have been the significant changes at the local levels that can be plausibly associated with the projects?

The assessment will determine the following:

- The effect of the intervention on the beneficiary's employment situation using the Key Performance Indicators.
- To explore the development benefits of the projects for the relevant stakeholders at the local level.
- Determine the intended and unintended effects as well as positive and negative consequences that can be plausibly attributed or linked to the project's interventions
- Find out about the challenges inhibiting achievement of desired results, the underlying reasons as well as what can be done to overcome or address them.
- Number of people benefiting from social and economic safeguards program such as Personal Protective Equipment (PPEs) and loans from financial institutions (If applicable).

The impact of these projects should be evaluated towards the objectives of the GIZ's Invest for Jobs programme as specified below;

- Additional number of jobs/people in jobs (measured by the additional jobs created by the project interventions, data disaggregated by gender and youth (age 15-24).
- Number of employees or entrepreneurs with an income increase, data disaggregated by gender and youth (age 15-24).
- Number of people with improved working conditions (health and safety, training and proper use of PPEs etc).
- Submit a comprehensive database of beneficiaries (name of employee, details of employment criteria and minimum requirement for good employment).
- Prepare a qualitative and quantitative report for each project
- Submit an Inception report

All tasks should be worked on in close collaboration with the GIZ Team and Project Partners providing regular feedback and exchange.

EXPERIENCE OF THE CONSULTANCY FIRM

The firm should have relevant professional experience in the subject area and proof of similar assignments. Key requirements include:

- Strong project management capabilities, including planning, coordinating, and monitoring project activities, and mobilization and selection of target groups.
- Proven track record of conducting performance and impact evaluation in Agricultural and skills development sectors.
- In-depth knowledge and experience in designing data collection tools and training enumerators.

The team should have the following qualifications:

- Qualifications: Bachelor of Science degree in Monitoring and Evaluation, Economic Studies, Statistics, Development Studies, Project Management.
- Specific professional experience: 2 years' experience of carrying out assignments or programme in data collection and management, data analysis
- Language 1: Fluent in English language
- Language 2: Fluent in another local language in Ghana (particularly Twi)

Interested consultancy firms with proven experience in this area of work are kindly requested to express their interest in the above-mentioned project.

How to apply

a. Commercial Qualification

Please send the following documents:

- Official letter expressing interest (LoI)
- Company profile
- Tax Clearance Certificate
- Business Registration Certificate
- Declaration of Business Ownership by General Manager (Inclusion of Form A for Sole Proprietorship or Form 3 for Limited Liability)
- VAT Registration Certificate
- SSNIT Clearance Certificate
- other relevant supporting documents

b. Technical Proposal & CV/portfolio of the consultants (indicating the relevant experience and qualifications (Two (2) Copies)

c. Financial Proposal (Two (2) Copies)

PLEASE NOTE: THE CURRENCY OF YOUR OFFER SHOULD BE IN GHANA CEDIS

ALL PROSPECTIVE BIDDERS ARE REQUIRED TO PERFORM THEIR TAX OBLIGATIONS IN GHANA.

NOTE: Kindly Visit the link below for Terms of Reference and other documents to be used in preparing your Technical and Financial Proposals

<https://www.giz.de/en/regions/africa/ghana/tenders>

The (a. Expression of Interest (EoI) + various legal/administrative documents), as well as (b. Technical + CV and (c. Financial Proposals) mentioned above should be sealed in three (3) separate envelopes and enclosed in one bigger envelop, marked as "Expression of Interest for 7000012379 / G-011454- 007, Endline and Tracer Study, NAELP."

The three sealed envelopes should be sent to the following address:

The Procurement Unit
GIZ Ghana
No. 7 Volta Street, Airport Residential Area, Accra
P.O. Box KA 9698,
Accra

To All Bidders:

- Bids must be submitted at the **GIZ Ghana Country Office Reception**.
- The deadline for submission is **25.06.2026 until 11:59 PM**.
- Documents should be submitted as early as possible before the deadline.
- Should the reception be closed, documents might exceptionally be dropped off at the guard's booth.
- The guards need to be told by the person submitting the documents that they are submitting tender documents.
- Always send a receipt with your documents stating the number of the tender.
- This receipt will be signed by the receptionist or a guard (in case of exceptional drop off at the guard's booth) to provide the bidder with proof of delivery / submission.

"Please note that participating in a tendering process of GIZ is free of charge for bidders. At no phase of the process is the bidder required to make any payment to GIZ or to one of its employees.

Kindly Note by sending in your offer, you are agreeing to the GIZ General Terms and giving us the consent to process your company data.

ONLY SHORTLISTED FIRMS WILL BE CONTACTED