



Call for Proposals

Designing a quality management capacity building programme for the leather industry in Tanzania

Overview

REPOA welcomes interested parties to send a proposal (a maximum of 20 pages) in PDF format to repoa@repoa.or.tz or in writing to:

The Executive Director, REPOA

157 Mgombani/REPOA Streets, Regent Estate P.O. Box 33223, Dar es Salaam
Phone: (22) 2700083 / 0784 555 655 Fax: (22) 2775738

The deadline for applications is **5:00 pm, Tanzanian Time on Friday, August 21st, 2020**. In case you have questions, please feel free to contact REPOA at the email address listed above. The deadline for receiving queries on this call is **5:00 pm, Tanzanian Time on Friday, August 14th, 2020**. Please reference all communication with respect to this call for proposals adequately. The following examples can be used when communicating with REPOA:

RE: Designing a quality management capacity building programme for the leather industry in Tanzania | Submission of proposal; or

RE: Designing a quality management capacity building programme for the leather industry in Tanzania | Submission of query;

Proposals are invited from organisations that will comprehensively respond to the Terms of Reference outlined below. Proposals must contain the following information:

- i. Expression of Interest
- ii. A technical proposal explaining your experience relevant for the assignment advertised
- iii. A workplan outlining the timing and duration of aggregate activities to be undertaken in the course of the assignment.
- iv. Names and CVs of team leader and 2 lead team members (where available, maximum 1-page each). The CVs should be for individuals who would be staffed on the project or

in the case that project-specific hires are anticipated, CVs should be provided for current staff members at equivalent positions.

- v. A financial proposal (budget) with a detailed breakdown of costs per activity and engagement of personnel and other resources.
- vi. The names and details (client, project description) of 3-4 similarly themed assignments undertaken by your organization.
- vii. Description of the subcontractor(s), if any, that would assist your organization in completing the assignment.

Selection will take place based on price, quality of the proposals (including the methodology and strength of human resources), and demonstration of relevant work experience in implementing similar assignments. It is expected that the selected respondent will begin the Assignment in August 2020, and that the duration of execution will be for no longer than 6 months.

Only selected applications that meet the above requirements will be considered. Those who do not hear from REPOA two weeks after the expiry date should consider themselves unsuccessful.

REPOA is an equal opportunity employer. Organizations are encouraged to put up project teams comprising of both men and women.

1. Background

REPOA and the International Institute of Social Studies at Erasmus University secured a two-year grant from the European Union under the Organization of African Caribbean and Pacific States (OACPS)'s TradeCom II facility to implement a research and capacity building programme aimed at promoting Tanzania's trade competitiveness and diversification for widening trading opportunities with the EU. It focuses on five value chains of logistics, leather, horticulture, rice, and seaweed. The programme's intervention are coordinated around three key related areas across the value chains:

- Knowledge generation
- Capacity building
- Value Chain Development through Technical Assistance (TA)

The programme seeks to leverage Tanzania's existing trade capital—business environment reforms, young and affordable labour, geographical location, and membership of international trade arrangements — to augment knowledge, analytical, negotiation and organizational capacities for exports. The programme responds to observations that despite significant improvements of Tanzania's physical infrastructure such as roads, harbours, and energy, trade expansion and diversification constraints remain particularly with regard to institutional and regulatory framework. The programme's basis of engagement is the limited understanding and knowledge about the constraints hampering trade reforms and their economic impacts. Such gaps are affecting the coordination and complementarity between the trade, industrial and transport policies of the various states. The programme seeks to address these institutional shortcomings through a combination of knowledge based (including research) activities, capacity building, and institutional technical assistance to beneficiaries. The programme's intended beneficiaries include:

- sector ministries,
- key public trade facilitation agencies, including revenue, port, as well as standards and testing authorities
- trade promotion agencies
- trade statistics organisations
- private sector support institutions
- traders

The leather industry has immense potentials for economic growth in both developing and developed countries. However, it is a highly polluting industry since it inputs various chemicals to convert raw hides/skins into leather (Bilitewski et al., 2012; China *et al.*, 2020; Schröpfer & Meyer, 2019). Despite having country specific standards to control the use of hazardous chemicals, these chemicals are still used for leather processing, especially in developing nations (De Voogt, 2015). Following health and environmental risks associated with some chemicals, global brands and retailers are focusing heavily on reducing the use of these chemicals (Schenten & Führ, 2019; Tewari & Pillai, 2005). In such regard, tanneries are obliged to comply with the rapid increased set of regulations and commercial specifications, which restrict the use of chemical substances

considered to have hazardous or toxic properties (Al-Muti, 2018). For instance, European Union (EU) has introduced a regulation called REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) with the aim of improving the protection of human health and environment through better and early identification of intrinsic hazardous properties of chemical substances (Bilitewski *et al.*, 2012). Any country that exports leather at any stage to European customers, that leather must comply with REACH restricted substance requirements (Black, 2008; Spielmann *et al.*, 2011).

Endowed with a wealth of livestock, second in terms of population in Africa (Kimani, 2019), Tanzania's economy can greatly benefit from a well performing leather sector. Tanzania currently has 9 tanneries, 5 large firms and more than 50 SMEs engaging in leather goods business (URT, 2015). A new public tannery, the Karanga Leather Industries Company installed with modern technology is soon to be opened and expected to produce high quality leather and leather products for the local and export market (Mseja, 2019). But the leather sector in Tanzania is underperforming due to a number of challenges including non-compliance to the limit of restricted chemicals in the leather and leather products (Rugonzibwa, 2016). This situation hinders the country from penetrating crucial export markets. Compliance to the restricted chemical list is the key to accessing the EU, the world largest consumer of leather products and the US market through AGOA. Thus, for the leather industry of Tanzania to produce internationally competitive leather and leather products, there is an urgent need to build the capacity of leather industries in Tanzania to meet quality management issues particularly compliance to the limits of restricted chemical substances.

2. Objective and Scope of the Assignment

Objective

The main objective of this assignment is to build the capacity of players in leather industries in Tanzania on quality management practices to comply with limits of restricted chemicals in leather and leather products.

Scope

Information about the chemical supply chain will be gathered by administering questionnaire to the tanneries in Tanzania. During the survey, chemicals used in various stages of leather processing in each tannery will be collected for testing the concentration level of restricted chemicals. Leather from respective tanneries as well as leather products from all five leather goods firms and 20 SMEs will be collected for testing as well. The samples will be analyzed in the laboratory using standard methods to quantify the concentration of restricted compounds in the chemicals, leather and leather products. Based on the findings in objective one and two, 5 days training will be conducted to 3 key operators in each tannery on the best practices to follow to avoid incidences of having restricted chemicals in leather.

It is hereby expected that the capacity building programme will:

- Evaluate the chemical supply chain and handling in Tanzanian leather industries

- Assess the presence of restricted chemicals in leather and leather products manufactured by Tanzanian leather industries
- Offer training on best practices for leather processing that adhere with global market standards

3. Key Tasks and Outputs

This overall assignment comprises of the following key tasks:

- 1) Evaluating the chemical supply chain and handling in Tanzanian leather industries;
- 2) Preparation and administering of questionnaires, interviews and focused group discussions to 9 tanneries in Tanzania.
- 3) Assessing the presence of restricted chemicals in the leather and leather products manufactured by Tanzania leather industries.
- 4) Training on best practices for leather processing to adhere with global market standards, this includes:
 - a. Preparation of training manuals
 - b. Logistic and organization of training
 - c. Training activities
 - d. Training evaluation report writing
- 5) Project phase out including:
 - a. Compilation of project report
 - b. Presentation of report to key stakeholders
 - c. Publication of the report

4. Deliverables

The following outputs are expected to be produced by the consultant:

- 1) An inception report, **one month** after the signing of the research/consultancy agreement. The inception report will contain context analysis and target policies, programmes, communities, partners and agencies to review. The inception will also include an updated outline of the assignment's work and delivery schedules.
- 2) A preliminary (draft) report of the leather capacity building programme, **six months** after the signing of the research/consultancy agreement. This draft will be presented to the REPOA management and invited leather sector experts at a workshop to be organized by REPOA.
- 3) A final report of the leather capacity building programme, **two months** after the presentation of the draft report at the workshop.
- 4) Presentation of the final report to a workshop of stakeholders organized by REPOA

5. Duration of the Assignment

The implementation period of assignment will be 9 months from August 2020 to May 2021 with the possibility of a no-cost extension of the period depending on the operating conditions.

6. Administration, Reporting and Coordination

The Consultant will be contracted by REPOA. Please note that **no** office space, equipment and other logistical arrangements will be provided to the Researcher/Consultant during the period of work. The Consultant will report to REPOA's Director of Strategic Research (DSR) during this assignment.

7. Qualifications and Experience

The team of researchers/consultants must have the following experience and skills to be able to perform the tasks of the TOR as outlined below:

- Have post-graduate degree in Economics, Industrial chemicals, Chemical Engineering or a related field.
- Minimum ten years of research experience and evidence of past engagement in at least one of the following: leather value chain programmes/projects/strategies; monitoring, evaluation and impact assessment of programmes and plans.
- Minimum five years of experience collecting primary data through field works and interviews.
- Demonstrated ability to write high quality, methodologically sound, analytical reports.
- Solid interpersonal communication skills and understanding of the targeted sub-sector.
- Ability to liaise properly with technical and administrative staff of international organizations.
- Ability to liaise properly with senior officials of the government and social partners.
- Exposure to value and principles of the thematic areas of REPOA and policy research.
- Have a good working knowledge of the quantitative and qualitative performance evaluation methods and programming strategies commonly used in development projects. Experience with ICT and/or mobile data approaches a plus.
- Excellent oral and written communication skills in English and Kiswahili.

While REPOA is an equal opportunity employer, a team of researchers/consultants with a mixture of men and women will be preferred.