

Terms of Reference for service provision: Strengthening the beekeeping value chain in the FORLAND project area

1. BACKGROUND

FORLAND is a Finland–Tanzania partnership that builds on the successes of FORVAC and PFP to strengthen sustainable forestry and support economic growth. The project focuses on community-based forest management, plantation forestry, and value chain development. Combining FORVAC and PFP, FORLAND aims to improve upon the outcomes of both initiatives. FORLAND is operating in four regions in Tanzania, namely Lindi, Ruvuma, Njombe and Iringa regions.

Finland has supported the development of the beekeeping value chain in earlier programmes such as the LIMAS (2010 – 2016), NFBKPII (2013 – 2016) and FORVAC (2018 – 2024). Although the focus in FORLAND is on the timber value chain¹, also the beekeeping value chain is recognised as important and its strengthening to be supported. The FORLAND support to the beekeeping value chain is visible Result Area 3² under Output 3.2 “Improved and Increased Production Volumes and Sales”.

The 55% of the land area of Tanzania mainland that is covered by forests is almost entirely suitable for beekeeping activities. The majority of Tanzanian woodland honey originates in apiaries that are located in forests, far from residential and farming areas, thus producing honey that is largely organic. It is estimated that the sector generates revenue of about TZS 4 billion annually, mainly through exports of honey and beeswax. Currently, production is approximately 34,000 metric tons of honey, which is only 25% of the existing potential of honey production capacity³. The importance and potential of the beekeeping value chains is recognised in main Tanzania forest policy documents⁴.

A baseline assessment conducted by FORLAND⁵ on the beekeeping value chain, revealed several critical gaps that are currently holding the sector back. Key constraints include limited extension services, inadequate colony and apiary management, low productivity, inconsistent honey quality, minimal value addition, weak producer-group governance, and a lack of traceability and structured aggregation systems. These challenges make it difficult for smallholders to meet market standards, attract formal buyers, and grow their enterprises. Despite these challenges, the assessment clearly demonstrates that beekeeping has strong commercial potential in the project area. To realize this potential, the critical gaps must be addressed and the sector professionalized from the village level upward; developing serious producer-entrepreneurs, achieving sufficient production volumes that meet appropriate standards, and ensuring effective downstream integration.

FORLAND seeks to engage a service provider to address the critical gaps and professionalize the sector in the project area.

¹ This include both timber from indigenous forests (CBFM) and plantation forests (private smallholder forestry).

² Result Area 3: CBFM Communities, Tree Growers and MSMEs Run Viable Forestry Enterprises

³ FORLAND PD

⁴ National Forest Policy Implementation Strategy 2021 – 2031, The National CBFM Action Plan 2021 – 2013.

⁵ FORLAND, 2025, A Baseline Assessment of the Beekeeping Value Chain in FORLAND Project Regions.

2. OBJECTIVES AND EXPECTED OUTPUTS

2.1 Objectives

The objective of this assignment is to catalyse a transformation of the beekeeping value chain in the FORLAND project area by strengthening, professionalizing, and modernizing the sector. This will enable greater realization of the sector's commercial potential and lead to improved beekeeping-based livelihoods. The transformation is expected to be evident in improved operational practices among beekeepers in selected villages, increased production volumes, and strengthened trade (**Text box 2-1**).

Text box 2-1: Sector transformation key indicators – achievement of assignment objectives

The transformation of the beekeeping sector in the project area is expected to be visible in form of:

- Beekeeping producer-entrepreneurs: clearly increased number of villagers with beekeeping as a main livelihood strategy, visible in income and activities.
- Product volumes: significant increase in steady and reliable production volumes that meet appropriate standards.
- Trade: significant increase in trade of beekeeping produce with downstream integration to domestic as well as international market operators.

The assignment seeks to promote private sector investment in the beekeeping sector by derisking such investments through strengthening capacity and building infrastructure. A service provider contracted to support sector development may simultaneously be an entrepreneur within that same sector, bringing practical, market-based experience to the assignment while managing potential conflicts of interest through clear contractual and ethical safeguards.

To achieve the objective, the assignment will focus on strengthening the support framework for beekeeping producer-entrepreneurs, building their technical, business, and organizational capacities, and facilitating their effective integration into domestic and international markets.

It is critical that the assignment applies a strong market-driven, private sector anchored approach. This implies e.g. application of quality standards and traceability in the production, looking into scalability aspect, as well as the ability to tap into export markets. In addition, FWITC as a training institution supported by FORLAND, is seen as having an important role in supporting beekeeping sector transformation through training that covers both production and processing of bee-derived products.

The assignment and the capacity building will be carried out in Kiswahili language. The material used in the capacity building will therefore be in Kiswahili. However, sufficient examples of the core training documents are required to be in English language as well. During the Inception Phase it will be agreed which of the documents to be provided to FORLAND in English language.

2.2 Expected outputs

Inception Report - Detailed plan of assignment

The Inception Report will be submitted within four weeks of signing the contract. The report will include a description of activities and engagement carried out during the Inception Phase, as well as outline in detail the plan for the management and implementation of the assignment.

The Inception Report will include targets for the objectives of the assignment⁶ and for each of the expected output. Through the contents of the Inception Report, the business viability of the intended approach is expected to be further confirmed with regards to building the required capacity, establishing functional systems for aggregation, storage and quality control, as well as establishment of commercial downstream trading links.

To the extent possible, the capacity needs assessments will be carried out during the inception phase. The Inception Report is expected to include the outcome of the assessments in form of a Training Plan, and, if needed, plans on how to carry out further needs assessment prior to the actual training.

With regards to the plan for the management and implementation of the assignment, the report is expected to include the following in sufficient detail:

- Workplan outlining tasks and schedules for the assignment, including the overall schedules for the assignment for each task and schedules and interventions per village.
- A list of villages analysed, the villages selected for the assignment and justification for the selection. For the villages selected, the report will include a list and description of the beekeeping producer groups contact persons.
- A Training Plan with numerical targets on DBO and village beekeepers to be trained and equipped, as well as apiaries and bee sheds established. The plan will include a description on how potential differences in the villages when it comes to number of beekeepers, capacity and production volumes will be addressed, as well as information on any beekeeping engagement carried out earlier in the villages.
- Analysis of the status of the existing regional collection centres and a plan with sufficient detail on the establishment/upgrading of centres for aggregation, including size, capacity and equipment of each centre, as well as up-dated cost figures for their establishment/improvement.
- Measures for the establishment of traceability and control systems for the quality and trade of the products.
- A description and justification on which bee-derived products⁷ that will be included into the assignment.
- Interventions to support downstream integration, including an analysis of existing market channels and trading linkages to which the service provider is connected and that have potential for utilization in the assignment. The focus is expected to be on international markets.
- An assessment of FWITC status and capacity in providing up-to-standard education on bee-derived production and processing, as well as measures to achieve the assignments objectives with regards to FWITC.
- Confirmation on the reporting arrangements and the links to the FORLAND MEL system.

Improved capacity for training and extension services in the four FORLAND regions.

The improved capacity for training and extension services among district staff is expected to cover skills and knowledge as well as the means to implement the training. It is expected that the assignment applies a Training of Trainers (TOT) approach. Hence, in addition to improved capacity

⁶ This implies setting numerical targets on the “sector transformation key indicators”.

⁷ The beekeeping value chain produces a set of bee-derived products, usually grouped into primary and secondary (value-added) products.

among district staff, some of the selected beekeeper producer-entrepreneurs will be assigned as Lead Beekeepers⁸. Consequently, the target group for improved capacity for training and extension services is expected to include both district beekeeping officers (DBOs) and Lead Beekeepers in selected villages.

It is expected that the evaluation of the training will show increased understanding and skills in the topics covered in the training. Apiaries for demonstration purposes are expected to have been developed in the target region.

Producers-entrepreneurs with improved capacity for beekeeping as a commercial enterprise in selected villages.

A critical starting point for sector transformation is the identification of producer-entrepreneurs who are willing and able to engage and to take the necessary steps to professionalize the sector. The assignment is expected to support these producer-entrepreneurs by strengthening their capacity in terms of skills and knowledge, as well as access to appropriate equipment and tools.

It is expected that the beekeepers will have been organised into functional beekeeping groups for continued enterprise development. There is a close link between the improved capacity and the functioning/sustainability of the established systems for aggregation traceability and quality control.

Each village is expected to have a functional apiary with bee sheds.

Functional systems for aggregation, storage and quality control

The assignment is expected to address the challenges related to aggregation, storage and quality control. It is expected that, as an output of the assignment, there will be functional centres⁹ for aggregation, storage and quality control, adhering to food-grade standards and equipped with necessary equipment and tools¹⁰. Other expected outputs include having honey traceability tools¹¹ and quality control systems in place and functional.

Functional commercial down stream linkages in the beekeeping value chain

Critical for the success of this assignment, is to have downstream links established along the value chain. Therefore, it is expected, as an output of this assignment, there are concrete commercial relationships established and functional involving producer-entrepreneurs – collection centres – market operators. The linkages are expected to include both the domestic- and export markets.

FWITC is equipped to deliver up-to-standard education in both the production and processing of bee-derived products.

A well-functioning FWITC will support the service provider in catalysing the transformation of the beekeeping value chain in the FORLAND project area. Therefore, one of the expected outputs of

⁸ Among the beekeepers selected to work with, some will be assigned as Lead Beekeepers. They will serve as focal points in the villages for the support and mentor additional beneficiary beekeepers. Note: although some beekeepers will be assigned as Lead Beekeepers, all beekeepers will get the same training.

⁹ Such collection centres exist on regional level, although they are few and not well functioning.

¹⁰ E.g., honey extractors/processing machines, settling tanks, sieves, moisture meters, storage units

¹¹ Logbooks, batch coding, digital forms

the assignment is the strengthening of FWITC. Through this assignment, FWITC is expected to have the capacity to provide good quality education on the production and processing of bee-derived products in an environment that resembles real-life conditions¹². This implies having tutors with the capacity to deliver the education and equipment both for the training¹³ and showcasing modern and efficient models for production and processing of bee-derived products.

3. TASKS

Capacity needs assessment

A capacity needs assessment will inform the capacity strengthening interventions. The assessment will look into previous support interventions, utilize existing data bases, as well as availability of tools and equipment. The assessment will be carried out both at district- and village level to inform the design of the training. It is expected that the assessment will be carried out in the beginning of the assignment during the district-, and village level meetings. Therefore, the assessment will be carried out in parallel to the planning of the assignment. If needed, additional training needs assessment will be carried out in villages prior to the actual training.

The capacity needs assessment will inform the training plan, which will be a part of the Inception Report. The training Plan will outline the training both at district- and village levels and will include training modules with key topics, learning objectives, training methods and duration.

Inception Phase - Detailed planning of the assignment and preparation of the Inception Report

The first four weeks of the assignment will be an Inception Phase. Here the assignment will commence with detailed planning both at district- and village levels. Inception meetings will be carried out with district authorities to discuss roles, expectations and coordination, as well as first identification of potential villages to include in the assignment. Necessary activities for the detailed target setting and planning with regards to the expected outputs will be undertaken.

During the planning of the assignment following will be carried out at village level:

- The final selection of villages to be included into the assignment. The selection will be based on transparent criteria¹⁴ and include mapping and validation, as well as meetings at village levels.
- Identification of existing producer groups and village contact persons.
- Description on how to carry out the selection of beekeepers in the target villages including the selection criteria.
- Preliminary location of apiaries/bee sheds.

An Inception Report will be prepared. The report is to be approved by the FORLAND PMT.

¹² This implies for example that bee-hives are located in forests and populated, honey processing is carried out and quality control measures implemented.

¹³ The service provider is expected to support in the curriculum development, but it is recognised that the service provider does not have the mandate to control the curriculum development process.

¹⁴ The criteria may include ecological sustainability, accessibility and community interest

Strengthening the District extension services on beekeeping value chain

The DBOs will be capacitated to provide training and extension services at district level.

Key topics for capacity building of DBOs will include:

- Modern Beekeeping: Hive placement, colony management, pest control.¹⁵
- Climate-Smart Beekeeping: Seasonal calendars, fire prevention, forage enhancement.
- Quality Assurance: Hygienic harvesting, moisture control, storage standards.
- Traceability: Batch coding, record-keeping, digital tools.
- Advisory Methodologies: Demonstration skills, adult learning, field coaching.
- Enterprise Development: Market requirements, costing, value addition.

Building technical and enterprise capacity of beekeepers in selected villages

The assignment in selected villages is expected to start with sensitization and engagement as well as an introduction to commercial beekeeping. Beekeepers to participate in the assignment are to be selected¹⁵ through a transparent and participatory process. Existing producer groups will be confirmed or new ones established¹⁶. Part of this process may happen already during the Inception Phase.

The selected beekeeping producer-entrepreneurs are to receive training based on the Training Plan. Some of the producer-entrepreneurs will then be assigned as Lead Beekeepers. Part of the capacity building will be to provide the beekeepers with start-up kits¹⁷ including beehives, protective gear, smoker and hive tools, as well as food-grade buckets and basic stands. The service provider is expected to elaborate innovative models for a potential re-fund¹⁸ of the start-up kits.

Key topics for capacity building of beekeepers:

- Beekeeping Business Skills: Enterprise planning, cost-benefit analysis, market literacy.
- Modern Beekeeping: Colony establishment, hive inspection, apiary layout.
- Quality Assurance: Hygienic harvesting, filtration, moisture control.
- Climate Resilience: Forage mapping, drought mitigation, water provision.
- Post-Harvest Handling: Settling, sieving, proper storage.
- Traceability: Batch recording, collective aggregation requirements.

Setting-up apiaries and bee sheds in target villages

There are to be fully established apiaries positioned for productivity in each of the target villages. The apiaries may include bee sheds. The starting point will be the assessment of the status of potential existing apiaries.

¹⁵ This may include villagers already engaged in beekeeping as well as villagers with a desire to engage in the beekeeping value chain.

¹⁶ The group formation is expected to be through an approach following the “willingness to organise” among the villagers.

¹⁷ This will be needs based and determined in the training needs assessment.

¹⁸ Providing the kit as a grant or through loan model.

Establishment of centres for aggregation, storage and quality control

In line with the plan outlined in the Inception Report, centres for aggregation, storage and quality control will be established¹⁹ and made functional. The task is expected to include upgrading of centres to food-grade standards, procuring needed machinery and equipment, providing traceability tools, as well as training the centre operators on the use of equipment and tools.

Building commercial links between producer-entrepreneurs and market actors.

The service provider is expected to carry out specific activities to promote marketing of the beekeeping products and hence facilitate the link between the producers and the market. The Inception Report is to include a plan for how to do the market promotion.

Market promotion activities undertaken by the service provider may include:

- The facilitation of the commercial relationships between producer groups and market actors through e.g. organizing B2B meetings and mentoring buyer-producer agreements.
- Targeted campaigns through various media to promote honey from the regions.
- Oversee that traceability (hive to collection centres) is maintained for the selected honey collection centres.
- Ensure market compliance on quality and documentation.

Strengthening FWITC capacity for education along the beekeeping value chain

The service provider will build the capacity of FWITC to provide up-to-standard education along the beekeeping value chain, i.e., production and processing of bee-derived products. The service provider will support the review and potential updating the curriculum on beekeeping education in FWITC.

Strengthening FWITC capacity implies the following to be undertaken by the service provider:

- Training tutors in hands-on production and processing as well as business management.
- Equipping the centre with modern and appropriate equipment for beekeeping, processing and quality control. To the extent possible, FWITC is to be equipped with similar tools as what is introduced and provided to producer-entrepreneurs and collection centres as a part of this assignment.
- Location and establishment of apiary and bee sheds in a way that fulfills the requirement that the FWITC education is hands-on and in an environment that resembles real-life conditions.

4. MODE OF WORK

The Service Provider reports to the FORLAND CTA. In the day-to-day planning and implementation of the assignment, the Service Provider is to work closely with the FORLAND Cluster Coordinators in respective clusters, as well as the FORLAND Value Chain Expert. In addition, the service provider is required to work closely with the FORLAND MEL expert, to ensure smooth incorporation of the assignment's achievements into FORLAND monitoring.

¹⁹ If there is a need to establish new centres, this is expected to be in existing buildings and not include new construction.

In line with the FORLAND approach, the Service Provider is to work closely with the district staff. One part of the assignment is to build capacity of the district staff in beekeeping value chain. In addition, the district staff is expected to have a clear role in supporting the beekeeping value chain in the selected villages during the assignment.

To increase the knowledge transfer, the assignment is applying a TOT approach also at village level. This implies that the focus will be on building capacity among village beekeepers (Lead Beekeepers), who will then cascade the training to others within their villages.

5. REQUIREMENTS

The service provider is to have a team with demonstrated expertise and experience in carrying out similar kind of assignments. Among the team proposed, one person is to be assigned as Team Leader with overall responsibility of the assignment including reporting to FORLAND. More specifically, the service provider needs to fulfil the requirements described below.

Institutional Requirements

- The service provider must be a legally registered organization (company, NGO, or consultancy firm) in Tanzania, with a proven track record on commercial interventions along the beekeeping value chain, as well as assignments in rural communities in Tanzania.
- Demonstrated experience working with local government authorities (LGAs), village institutions, and rural communities in Tanzania.
- Ability to mobilize and deploy a technically competent team across multiple villages simultaneously.

Technical requirements

The team is expected to fulfil the following requirements:

- Proven capacity in beekeeping sector, with a strong focus on practical involvement in businesses or business development along the beekeeping value chain, including the development and implementation of systems for quality control and traceability along the beekeeping value chain.
- Demonstrated capacity to manufacture and market bee products internationally.
- Proven experience in leading multi-village or multi-district assignments.
- Proven experience in report writing in English.
- Experience in training and capacity building, including, engagement with district authorities, training beekeepers at village level, as well as carrying out training needs assessment.

6. DURATION AND REPORTING

6.1 Duration

The duration of the assignment is 2 ½ years and expected to be completed by the end of 2028.

6.2 Reporting

During the Inception Phase the reporting will be agreed upon, to facilitate a smooth alignment of the reporting with the FORLAND M&E system and its RBMF. The capacity building will be evaluated and reported either in the bi-annual progress reports or in the final report.

The following reports are expected as a part of the assignment:

- An Inception Report within 4 weeks from signing the contract.
- Quarterly progress reports. These reports are to be short and concise.
- Bi-annual progress reports showing the progress of the assignment compared to the set targets.
- The workplan prepared as a part of the Inception Report will be updated on a bi-annual basis by the service provider.
- Final report.

7. THE BUDGET

The maximum amount for the assignment is 250,000 Euro.

8. TECHNICAL AND FINANCIAL PROPOSAL

Potential service providers are requested to submit Technical and Financial Proposals to FORLAND for evaluation. All proposals will be reviewed and approved by the FORLAND project prior to contract signing and the commencement of the assignment. Fund disbursement modalities will be agreed upon with the service provider when preparing the contract.

8.1 Technical Proposal

The business viability of the proposed approach and methodology must be clearly visible in the technical proposal.

The technical proposal is to consist of the following:

- Understanding of the assignment:
 - An overall understanding of the Tanzania beekeeping sector and how this assignment fit into that environment.
 - Comments on the TOR, if any.
- Proposal for targets for the assignment with regards to the sector transformation key indicators²⁰.

²⁰ The indicators in text box 2-1

- Approach and methodology for the assignment including:
 - Capacity building of district staff for improved extension services including measures to facilitate the sustainability of the interventions.
 - Capacity building of producer-entrepreneurs including how to in the identification as well as in the training facilitate them to become serious professional entrepreneurs.
 - Improving the systems for beekeeping produce aggregation, storage and quality control to ensure appropriate volumes of sufficient standards to attract market operators.
 - Strengthening linkages between producers and the market to promote a thorough market-driven, private sector anchored approach.
 - How to integrate FWITC as a centre of excellence in commercial bee keeping, and bee products manufacturing and marketing.
- Personnel to carry out the assignment (CVs) including roles and responsibilities and inputs in the assignment.
- References showing relevant experience of the tenderer (the experience is to be clearly linked to the personnel presented to carry out the assignment)
- A preliminary work plan which specifies all the tasks in the assignment, their expected outputs, schedules and indication of person-days to be used by each key expert.
- Other relevant information.

8.2 Financial Proposal Requirements

The financial proposal shall provide a detailed breakdown of the costs to implement the assignment. This breakdown shall include staff costs, costs for the capacity building (including equipment), investment costs for collection centres, as well as other potential cost items. The level of detail must be sufficient to enable a clear understanding of the cost structure and justification of proposed expenditures.