

# Terms of Reference

## Contracting a full time individual consultant to conduct Gender & Nutrition activities of the Smallholder Agribusiness Partnerships Programme (SAPP)

### 1. Background of the Programme

The SAPP is designed to contribute Sri Lanka's smallholders' poverty reduction and competitiveness. Its primary objective is to sustainably increase household income and quality of family diet by establishing confirmed market for rural producers under Public Private Producer Partnership (4P) mechanism.

### 2. Programme area and target group.

The programme will have national coverage, though special attention and preference will be given to low income districts and areas where agri-production potential is high. The programme is demand-driven and the willingness and the equal commitment of programme partners (Rural farmers, Agribusiness companies, Banks, Insurance providers etc) are essential in reaching programme objectives. More emphasis will put forward in developing Producer/Farmer Organizations (POs /FOs) under SAPP to be in line with Government's policy and development agenda, and to ensure sustainability of supported Producer/Farmer Organizations within 4P mechanism. The target group of 57,500 poor rural households with the potential to become active economic players under commercially-oriented production and marketing systems with diverse array of value chains will be assisted under the programme.

### 3. Programme Components

#### *Component 01- Access to commercial partnerships*

This component includes two sub-components: (1.1) Establishing 4Ps (new 4Ps, NADeP scale ups, 4Ps with POs/FOs); and (1.2) Institutional strengthening and capacity building of Producer/ Farmer groups (within a market-driven model). A total of 35,000 households will be directly reached through 4P schemes and institutional strengthening interventions. Rural youth will also be considered (no. of 2500) under this component to become entrepreneurs and to respond the demand for services generated along value chain complements in 4Ps.

#### *Component 02 – Access to rural finance*

This component consists of two sub components: (2.1) Financing of 4Ps; and (2.2) Institutional strengthening for the financial services sector. The component follows the strategies, modes of intervention and investment opportunities that emerge under component 1 (to satisfy the credit requirements of 4Ps and youth entrepreneurs) and aims at facilitating access to rural financial services in a sustainable manner mostly through training and technical assistance.

#### *Component 03 - Programme management and policy dialogue*

This component comprises two sub-components: (3.1) Programme and knowledge management; and (3.2) Policy dialogue.

#### **4. Rationale and the objectives of the consultancy**

SAPP is firmly committed to empowering women to working with families, communities to build gender equality at each and every level of implementation. The motive of employing a Gender & nutrition consultant is to establish gender equality among beneficiaries and enable poor rural women and men to improve their food security and nutrition, raise their incomes and strengthen their resilience. Undoubtedly, women are major players in the agriculture sector for the management of household food and nutrition, natural resources etc.

In the agriculture sector, women work along the value chain from the field to market, as a part of their own enterprises, in family activities and as employees. They also engage in mix of non-farm and income generating activities, as part of their strategy to diversify their livelihoods and household nutrition options. Poor rural women are both stewards and users of natural resources. They possess knowledge that is distinct from that of men and complementary. Rural women highly depend on natural resources for water and fuel wood, and use natural products for economic and household purposes.

Despite their multiple roles, women have significantly less access than men to the assets and services that would enable them to increase their productivity and reduce their workload. In addition, they have to be properly educated on family nutrition, natural resource usage and management. Gender gaps can disadvantage men as well. This is firmly proven with the deteriorating “men : women” ratio in local context. It was observed that the number of male workforce of the country is diminishing due to changes in socio-economic conditions prevailed in recent past. The rapid socio-economic changes in certain parts of the country might expose men, more than women to loss of jobs or under-employment. Thus, changes in both men’s and women’s roles and relations are a prerequisite for gender equality. The challenge is to ensure equal opportunities for women and men to engage in development activities in a balanced manner with equal share of benefits.

##### **4.1 Objectives of the consultancy**

- Promote economic empowerment to enable rural women and men to participate in and benefit from profitable economic activities.
- Enable women and men to have equal voice and influence in rural institutions and organizations.
- Achieve a more equitable balance in workloads and in the sharing of economic and social benefits between women and men.
- Suggest selective interventions to mitigate gender inequalities identified.
- Educate, promote and conduct nutrition sensitive activities among programme beneficiaries especially to mitigate child malnutrition issues

#### **5. Roles and responsibilities**

Under the direct supervision of the programme director, the consultant will perform activities under following parameters to mainstream gender and nutrition aspects of the programme.

## **5.1 Programme implementation responsibilities**

- Advise and support programme director, other members of the PMU and social mobilizers in the effective mainstreaming of gender and nutrition inclusion in 4P project activities and youth entrepreneur scheme.
- In close collaboration with the PMU, develop full gender and nutrition strategies and action plans to be updated regularly.
  - Work with each consultant in the PMU in critically reviewing programme design to see how each component or subcomponent addresses gender and nutrition issues, and identify opportunities for strengthening implementation from a gender perspective.
  - Review 4P implementation processes to provide feedback and suggestions on how to achieve the best possible project outcomes with respect to gender equality and women's empowerment, HH nutrition etc.
- Ensure that activities of the gender and nutrition strategies are reflected in the following.
  - AWPB preparation
  - Design and implementation of the programme M&E system & MIS
  - Programme progress reports
  - Programme supervision and mission reports
- Participate in the development of detailed TORs and assist procurement specialist to select national and local service providers to various project components to ensure that programme beneficiaries will be able to participate effectively in AWPB activities to meet the targets.

## **5.2 M&E and knowledge management responsibilities**

- Together with M&E and KM staff, establish a M&E system that captures and analyses disaggregated data on gender and social inclusion.
- Document and share M&E, learning and communication products.
- Analyse data to ensure that there are no adverse impacts on programme beneficiaries as a result of programme Implementation, and suggest remedial measures if necessary.

## **5.3 Capacity building responsibilities**

- Undertake regular capacity assessment on gender and nutrition issues and provide capacity-building for staff at the field level, PMU, implementing partners and service providers.

## **5.4 Communication responsibilities**

- Continued liaising with IFAD Gender & Nutrition specialists through programme director on issues regarding gender in implementation, knowledge sharing and other aspects and new developments.
- Serve as a channel of communication between the programme and others working on gender and nutrition issues in government, implementing agencies, other development projects and IFAD.

- Help programme colleagues access the information they may need on gender and nutrition issues and share good practices and learned lessons.

### **5.5 Advocacy and networking responsibilities**

- Be familiar with gender and nutrition policies of the institutions linked to the programme, including national policies and those of ministries, implementing institutions and financing agencies, including IFAD.
- Establish linkages with other gender, women's participation, Nutrition and social inclusion programmes implemented by national, international and intergovernmental agencies.  
Eg: WFP Sri Lanka
- Present evidence based information on good practices in gender equality and women's empowerment, HH nutrition in national/ regional forums.

### **6. Qualifications and experience**

- (i) Master's degree or higher degree (followed after a bachelor's degree in a recognized university) in social sciences, rural development, Nutrition or related discipline
- (ii) At least seven years' experience working in gender, nutrition and social inclusion issues
- (iii) Experience in agricultural and rural development projects
- (iv) Experience in projects integrating gender and nutrition considerations across components/activities and M&E, KM
- (v) Experience in designing and delivering training modules
- (vi) Highly motivated and committed to poverty alleviation and gender equality, poverty alleviation and HH nutrition level improvements
- (vii) Working knowledge of spoken and written English and ability to work independently in Microsoft Office Packages
- (viii) Ability to work in other local languages would also be considered advantageous
- (ix) High degree of independence, flexibility and ability to meet strict deadlines

### **7. Expected key outputs**

- Development of Gender & Nutrition strategy for the programme
- Development of Gender & Nutrition Annual Action plan based on the Logframe targets and implementation
- Conduct Gender & Nutrition training programmes and TOT programmes for each 4P & youth beneficiaries
- Development of knowledge products (brochures, leaflets, case studies etc) and identification of key policy interventions

### **8. Technical Criteria for Evaluation (Maximum 70 marks)**

- a. Criteria 1: Master degree in social sciences, women's economic empowerment or rural livelihoods development or food & nutrition or public health/family & community health is essential - 15 marks
- b. Criteria 2: Demonstrated substantive experience (at least seven years) in working with communities on gender mainstreaming, food & nutrition education, undertaking technical studies

and designing and conducting trainings and through participatory approaches. – 20 marks

- c. Criteria 3: Extensive research and documentation experience/familiarity of gender & nutrition education, knowledge dissemination, technical expertise, and analytical skills – Research studies undertaken, Journal papers, case studies, Training modules developed etc - 20 marks;
- d. Criteria 4: Demonstrated substantive experience in working on policy and programmatic issues in multi-stakeholder audiences that includes national and local governments, private sector entities, Donor agencies and civil society organizations including community organizations - 10 marks;
- e. Criteria 5: Fluency in local languages and experience in producing reports in English - 5 marks.

Balance marks will be awarded for the financial proposal and only candidates obtaining a minimum of 50 marks (70% of the total technical points) would be considered for the Financial Evaluation.

## **9. Payment Plan**

Since this service is for full time annual basis, fixed monthly payment will be made for the selected consultant. He/She should submit the agreed work plan each month commencement and work done that should comply the monthly plan. Agreement will be extended based on the performance and the quality output delivery.

## **10. The proposal should be sent to the following address,**

Chairman,  
Consultants Procurement Committee (Project)  
Smallholder Agribusiness Partnership Programme (SAPP)  
No 41, Renuka Building (1<sup>st</sup> floor), Janadhipathi Mawatha  
Colombo 01

Note:

- Selected consultant has an access to receive programme documents after signing an agreement with PMU.
- The Copyrights of the related documentation/publications will be owned by SAPP programme