

Terms of Reference (TOR)

Social Inclusion and Institutions Specialist

Background

The Smallholder Agribusiness and Resilience Project (SARP), a project jointly financed by the International Fund for Agricultural Development (IFAD) and Government of Sri Lanka, aims to build resilience and market participation of 40,000 rural households in the climate change affected districts of Anuradhapura, Vavuniya, Matale, Mannar, Puttalam and Kurunegala. This is pursued through capacity building for climate resilience and inclusive value chains, combined with investments for climate resilience and inclusive value chains including last mile infrastructure. The lead programme agency is the Ministry of Agriculture, which would be establish a dedicated project management unit (PMU) at central level and two regional hubs for the implementation of SARP.

Scope of work:

SARP recognizes the vulnerabilities faced by women (particularly Women Headed Households), youth, people with disabilities, and indigenous peoples. SARP targeting strategy as detailed in the Project Implementation Manual provides detailed vulnerability analysis, profile targets, risk mitigation measures, and inclusion strategies. The vulnerability analysis provides an overview of the challenges faced by farmers including landlessness, smallholding, remoteness and inaccessibility to markets, institutions and inputs, meagre coverage under social protection, limited household incomes and assets, indebtedness, food insecurity, limited access to rural finance and enterprises, climate change vulnerability and social and economic marginalization faced by ethnic, indigenous, disabled, youth and women farmers.

Against this backdrop, **the Social Inclusion and Institutions Specialist will be responsible to operationalize and supervise the implementation of SARP targeting and social inclusion strategies with the objective to ensure meaningful participation of women, youth, people with disabilities, and indigenous peoples in the project activities.** The strategies detail the project activities and approaches towards the promotion of gender equality and women's empowerment, youth engagement and employment, and the inclusion of persons with disabilities and indigenous peoples when relevant. More in particular, community development and empowerment in SARP will be led by the Social Inclusion and Institutions Specialist, who will provide technical and mentoring support to the Social Inclusion and Gender Facilitators and local community development service providers. The Social Inclusion and Institutions Specialist will work under the general guidance of the Project Director and in close collaboration with all PMU members, in particular with Area Coordinators and the Department of Agrarian Development – Agriculture Research Production Assistants (ARPAs).

Specific duties of the Social Inclusion and Institutions Specialist include but are not limited to the following:

- In coordination with all PMU members, lead the development of a comprehensive targeting implementation and social inclusion action plan; specific activities will include: (i) work with each specialist in the PMU to critically review project design to establish how each component or subcomponent addresses social inclusion issues and identify opportunities for strengthening implementation (i.e. ensure that women and youth benefit from access to finance, access to postharvest value chain facilities including storage, processing and rural markets facilities, etc.) and generate performance indicators to monitor and assess identified objectives; (ii) review basic project implementation processes to provide feedback and suggestions on how to achieve the best possible project outcomes with respect to targeting, gender equality, women's empowerment, and social inclusion; (iii) ensure that adequate attention is paid to social inclusion dimensions of the project in the AWP/B, annual progress reports and other M&E requirements.
- Maintain keen attention on social inclusion aspects and targeting including youth, women and people with disabilities (PwD) targets during planning and implementation phases;
- Advise on incorporating social inclusion-related aspects during prioritization of investments, bidding, implementation and operation and maintenance
- Identify, recruit, train (training need assessment, training scheduling) and mentor the Social Inclusion and Gender Facilitators responsible for inclusive social mobilization and community development.
- Review the proposed social mobilization process set out in the Project Implementation Manual and make modifications if needed in line with the local conditions in the field.
- Set criteria and guidelines for the identification and recruitment of the cadre of Community Facilitators (CFs) – volunteer household mentors
- Prepare guidelines and training materials, to be applied by the national officers, in gender-sensitive and inclusive community mobilization, household targeting and mentoring, training and meetings. The materials should cover processes for sensitization, community entry, situation analysis, social and institutional mapping and vulnerability assessment. .
- In coordination with NRM team, ensure that the development of Community Development Plans applies relevant social inclusion strategies (i.e. quota, empowerment pathways, confidence building, etc.) and directly contributes to objectives and activities set in the social inclusion action plan. She/he will ensure that appropriate output targets for the community, schedule of delivery of inputs, projection of beneficiaries, responsibilities and timing for reporting will be duly integrated. Take responsibility for overseeing the identification, selection and contracting of NGO service providers to support the community development and household livelihoods development activities.
- Provide guidance and technical support to DAD and DOA extension staff and implementing partners to ensure that correct targeting is done.
- Oversee the identification, selection and training of CFs and provide support to the ARPA field staff and community leaders.
- Provide guidance in the processes of community organization, including establishment of Community Development Fora, establishment of Farmer/ Producer Organizations and self-help groups at community level. Preparatory activities will include: community profiling, with basic data on the population (number of men, women, youth, children and PwD and poverty profiles).

- Provide guidance to develop vision, mission, objectives, activity plans, KPIs, internal operation guides, farmer performance evaluation and farmer leadership evaluation
- Guide the Monitoring and Evaluation team to ensure that social safeguards are met
- Conduct awareness and training programmes with project and government counterpart staff on social safeguards
- Develop strong culture of learning, sharing knowledge and experience among the farmer communities. Conduct one *Case Study* for each district related to the Farmer organization/producer organizations, women organization, youth clubs.
- Ensure progress monitoring of Social Inclusion and gender facilitators as well as the community facilitators.
- Together with the Natural Resource Management and Environmental Safeguards Specialist submit reports that address the Environmental Social Management Framework (ESMF) issues to the Project Director.
- Provide technical advice to the PMU and relevant stakeholders on gender and social inclusion related issues

Qualifications and experience:

Qualified Local Expert well experienced in Community Institutional Development / Formation of Farmer Societies / Producer Groups together with extensive level of working experience in project implementation would be selected as the Consultant – Institutional Development Specialist (Local). Table-(1) describes the expected qualifications & working experience

Table-(1): Expected qualifications and experience.

Area of qualification / experience	Expected level of qualification / experience
Education:	
Postgraduate Education	She / He should have a completed a Master Degree in social science / or a field related to rural community development Business Administration, Organizational Management, Economics, or Development Studies.
Working experience:	
Experience related to working for Development Sector.	At least 7 years of working experience related to participatory community development and applied gender and youth mainstreaming at project / or institutional level.
Working experience related to Institutional Development.	She / He should have related working experience forming / establishing institutes or organizations, bearing positions in such organizations (as a Director or Consultant to the Board or the Institute).

Working experience or working knowledge related to Agriculture.	She / He needs to have a provable experience with poverty, gender and youth targeting in agriculture-based rural development projects or acquired qualifications related to the areas mentioned would be a plus point. Mastery of participatory tools and approaches
Working experience or professional qualifications acquired in the area of training.	Having a provable experience or acquired qualifications related to the areas mentioned would be an added advantage.
Other qualifications and experience	<ul style="list-style-type: none"> • Rural development project management and implementation • Computer literate • Strong inter-personal skills • Strong analytical skills • Fluency in English and Sinhala and preferably Tamil

Duty station and duration

Colombo with frequent travel to the project sites.

Duration of services – 24 person months. Initially, the contract will be assigned for a period of twelve (12) months and its extension will be based upon performance evaluation.