

TERMS OF REFERENCE (TOR)

Consultant to Develop and Lead Training for Women Farmers for CPSA Vegetable Group

A. Background

Established by the World Economic Forum in collaboration with the ASEAN Secretariat in 2015, Grow Asia brings together companies, governments, NGOs and other stakeholders to develop inclusive and sustainable value chains and initiatives. At Grow Asia's core are three goals – to increase the productivity, profitability and environmental sustainability of smallholder agriculture across the region by helping them access knowledge, technology, finance and markets.

Grow Asia launches and supports 6 locally driven Country Partnerships (CPs), which engage 520+ partners and collectively support 46 locally-led Working Groups (WGs) that reach 1.8 million smallholders. The 46 WGs cover 18 agriculture sectors, including grains, fisheries, livestock, horticulture, soybeans and pulses, tree crops, and dairy. We expand our impact by engaging with international and regional partners to deliver regional programs.

Smallholder farmers generally face many challenges, but women smallholder farmers face additional constraints beyond those of men farmers: women tend to be invisible to policy makers because they are not seen as 'productive' farmers and are often expected to provide unpaid farm work, while bearing the burden of care and reproductive roles within the family and community. Grow Asia does however recognize that specific gender roles, differential access to, and control over, resources and decision-making vary across ASEAN. To advance women's empowerment in agriculture in ASEAN, it is necessary to analyze and address gender inclusion practices at regional, national and sub-national levels.

Starting in 2020, Grow Asia began the process of mainstreaming gender across its regional and country programs by embedding inclusive business models among smallholder farmers, with a particular focus on women farmers. Grow Asia will explore existing explicit and implicit gender-sensitive approaches and interventions amongst the networks' activities through a review of emerging good practices. This network includes partners from the private sector, civil society and other key institutions engaged in agriculture supply chains. With its foundation of practical knowledge, Grow Asia will assist its members, partners, and staff to integrate gender issues into their activities and initiatives through trainings, learning events, and a community of practice.

The Cambodia Partnership for Sustainable Agriculture (CPSA) is Grow Asia's Country Partnership in Cambodia, which works closely with the Ministry of Agriculture, Forestry and Fisheries (MAFF) and Relevant Government Agencies.

Like Grow Asia, CPSA brings together companies, government agencies, civil society organizations, farmer groups and financial institutions to link smallholder farmers to the market with the shared goal of increasing farmers' profits and productivity while improving the environmental sustainability of their farms. CPSA does this by:

- Being an inclusive platform for networking and information exchange
- Prompting sectoral or market systems transformation through its Working Groups (WGs)
- Providing education and advisory for MSMEs, entrepreneurs and farmer organizations
- Supporting the development of sustainable and pro-smallholder agricultural development

CPSA is currently supporting four WGs (Cashew, Pepper, Fruit & Vegetables, and Agri-Food SMEs) and three cross-cutting issues (Contract Farming, Responsible Agricultural Investment and AgriTech, Gender Mainstreaming)

The partnership work with MASE2 project (Micro-franchised Agriculture Expanded phase-2) of World Vision International in Cambodia on improving vegetable productivities, expanding market linkages, and women economic empowerment has become critical and important. MASE2 is funded by DFAT to improve the economic empowerment for male and female farmers in Takeo and Kanda provinces. It is not just providing the opportunity to work together in the vegetable sectors through Technical Working Group, but also on the Women Economic Empowerment that helped improving the participation of female farmers in horticulture farming and economic development at community and household levels. CPSA and MASE2 continue partnership work on improving gender in the vegetable sector through sharing with each other the resources needed to accomplish the partnership goal.

B. Scope of Work

The Consultant shall be responsible for the planning and delivery of two women farmers' workshops for up to 50 people (40 farmers, 5 NGO partners, 5 private sector partners). The workshop will be split into two days. The target outcomes and outputs for the workshop must be co-designed together with CPSA staff and members of the CPSA's Fruit and Vegetable Working Group (Veg WG). Possible topics for inclusion are: financial literacy, sales and marketing, GAP and farm safety.

1. Consult with core group members of CPSA's Veg WG to understand which topics are most relevant to women farmers in their supply chains
2. Select training topic(s) based on above inputs from vegetable group leads, co-organizers, CPSA and consultants' own expertise
3. Co-design agenda, and gather feedback on it from co-organizers
4. Prepare all written materials needed for training
5. Design training assessment (i.e. pre and post event online surveys in Khmer, supported by co-organizers' field staff)
6. Deliver training to 40 women/men farmers (at least 15 women on first event, 15 women on second event)
7. Write and submit final event report to CPSA/Grow Asia. Report should include attendance list, results from participants' surveys, observations about the training, and all materials generated for the training.

C. Key Deliverables and Deadlines

The following are expected to be delivered during the engagement:

Deliverables

1. Meeting notes from core group Vegetable WG members and co-organizers about topics best suited to the women farmers' training and agenda ideas
2. Final agenda for the training, with sign-off from Grow Asia,

CPSA and Veg WG members

3. Delivery of two days of training to 50 participants
4. Final event report

D. Timeframe and Quotation Basis

The consultancy service will start from the time of engagement until July 2021.

Consultants shall submit quotes for their consultancy fees based on the following payment rate:

- An all-inclusive daily fee, stating the amount in words and in numbers indicating currency, and
- A total lump sum, stating the amount in words and in numbers, indicating exact currency.

In either case, Consultants should submit a supplementary Financial Proposal that estimates the number of person-days involved, allocated according to the various workstreams/deliverables required, multiplied by the average daily consulting rate.

E. Qualification

The Consultant will be identified based on the following qualifications:

- Expertise in experiential training delivery and design with diverse stakeholders
- Expertise and proven experience in analysis of gender sensitivity and inclusion practices, policies, and research, preferably in Cambodia and other ASEAN countries
- Master's degree in gender studies, social science, sociology, international development or other related fields or equivalent related experience
- Strong commitment to gender equality and respect for diversity
- A minimum of 3 years' experience in designing and implementing gender mainstreaming capacity-building tools and trainings
- Ability to work efficiently and responsively within a multicultural environment and in a diverse team
- Strong verbal and written communication skills (both Khmer and English)

F. Application

Interested individuals should submit all of the following to phatlida.cpsa@growasia.org and cc: ratha@growasia.org no later than **30th April 2021** at 5:00 PM. Tel: 099 99 00 17 / 077 788 84

- An expression of interest indicating the requested Financial Proposal and any other relevant information (no more than 1 page)
- Consultant's CV
- Sample written work relevant to the engagement, including any past work with CPSA or Grow Asia