



## TERMS OF REFERENCE: Project Implementation Research Partner

### BACKGROUND:

Established by the World Economic Forum in collaboration with the ASEAN Secretariat in 2015, [Grow Asia](#) is a multi-stakeholder platform that builds regional and country partnerships to broker market driven solutions for more inclusive, resilient, and sustainable food systems in Southeast Asia. We do this by convening global and regional stakeholders from public and private sectors, as well as civil society and farmer organizations around macro-level issues (e.g., agri-food innovation, women's economic empowerment, responsible investing, and climate change resilience) and by facilitating the development of more inclusive and sustainable value chains through partnership brokerage, developing and sharing best practice, and creating an ecosystem that supports collaboration.

The Grow Asia network comprises our regional office in Singapore and six national chapters - which we refer to as our Country Partnerships - in Cambodia, Indonesia, Myanmar, Papua New Guinea, the Philippines and Viet Nam. The network collectively engages 580+ partner organizations and supports 44 Working Groups that are reaching over 2 million smallholders across Southeast Asia.

Grow Asia is working with [Canada's International Development and Research Center](#) (IDRC) to implement a 30-month project called ASEAN green recovery through equity and empowerment (AGREE) in Cambodia, the Philippines and Viet Nam. With roughly 55 million smallholder farms in the Southeast Asian region, the agriculture sector has immense potential to reduce poverty, tackle gender inequalities and meet the climate challenge. The region hosts 15% of the world's tropical forests and yet is a deforestation hotspot, mostly due to plantations. In addition, up to 23% of greenhouse gas emissions come from agriculture, forestry and land use. Nevertheless, there is immense potential for land and forests to be preserved and to serve as carbon sinks if appropriate action is taken.

[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. 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 is currently supporting working groups (Cashew, Pepper, Fruit & Vegetables, and Agri-Food SMEs), cross-cutting issues (Contract Farming, Sustainable & Responsible Investments and AgTech Solutions), Responsible Agriculture Investment (RAI) and Enterprise Agriculture Cooperative Incubation Program.

In response to the urgent climate crisis and the challenges that the pandemic has created, including in agricultural supply chains, and for the many women and enterprises working within them, ASEAN has adopted the ASEAN Comprehensive Recovery Framework and Implementation Plan, which sets out the intention to promote decent rural livelihoods and green jobs. More analyses are needed to reflect the needs and experiences of women farmers, their vulnerability to the impacts of climate change or their capacity to lead the transition to climate-smart, low-carbon agricultural production.

CPSA/ Grow Asia is looking to work with research institutions, firms or consultant teams who can conduct the following outputs:

1. Gender- and climate-responsive analysis of selected value chain(s) in Cambodia
2. Case study of gender-responsive, climate-positive intervention in the selected value chain(s)
3. "What works, what's needed" policy recommendation report for selected value chain(s)

Collectively, these research outputs will serve as a foundation for evidence and testing solutions in partnership with enterprises to create the business case for advancing women's economic empowerment and climate-smart agriculture in the selected agricultural value chains. It will also inform policymakers on the 'how' of transitioning to inclusive and low-carbon economies, including through incentives and public procurement, diverse financing schemes and policies that will align with nationally determined contributions for the reduction of greenhouse gases under the Paris Agreement.

## **SCOPE OF WORK FOR OUTPUT 1: GENDER- AND CLIMATE-RESPONSIVE VALUE CHAIN ANALYSIS**

The Research Institution will be tasked to prepare a Gender- and Climate-Responsive Value Chain Analysis Report on 1-2 value chains. With the goal of developing gender- and climate-responsive strategies, the study will also help identify emerging and feasible private sector engagement within the value chains, which can potentially be developed in view of accessing various investment sources. In particular, the study will identify economic activities of women and men along the value chain and determine behaviors indicating social cohesiveness and meaningful participation. It will also identify the knowledge, skills, and other practices of women and men in the operation of the small business enterprise, and the possible gender differences in terms of access to resources and business development services. The information to be gathered shall lead to recommended interventions towards making livelihoods more climate-resilient and gender-sensitive.

The report shall include both qualitative and quantitative participatory methodologies. Qualitative methods will include focus group discussions and key informant interviews. A quantitative survey will also be conducted. Data collection and analysis will use gender protocols and processes in order to generate key gendered data around micro-enterprises along the value chain and its women and men operators.

Specific tasks include, but are not limited to:

- Review the draft Methodology prepared for the project and refine/adapt gender-sensitive and climate-responsive value chain analysis methodology that will be used for this study, including identification of key crop under study, and types and geographical locations of women and men smallholder farmers to be covered by the study as well as data gathering techniques to be employed
- Conduct a short workshop with partners in Cambodia to validate the potential of women's economic empowerment and low-carbon strategies for selected value chain(s)
- Identify activities of women and men within the micro enterprise value chains and consequently determine behaviors of social cohesiveness and meaningful participation and decision-making spaces. Identify the knowledge, skills, negotiation strategies, and other practices/measures used by women and men in the operation of the enterprise, including reducing risks brought by disasters and climate-related events. Analyze gender differences in the access to resources such as business development and financial services
- Establish baseline data on the selected value chain of women and men smallholder farmers, including information on interaction of linkages of value chain actors, farm inputs, product outputs, carbon footprint, economic activities and livelihood, and other relevant data. The baseline data, specifically those pertaining to value chain actors, will include a comprehensive assessment of the value chain governance, including the roles and extent of women in the value chains of the selected agricultural commodities, and the carbon footprints of various activities in the selected value chain
- Assess the prohibiting and facilitating factors related to the current and emerging state of the value chains of selected agricultural commodities, including:
  - National and local policies, regulations and institutions supporting the value chain development
  - Private sector engagements, including identification of opportunities and implementation arrangements
  - Access to credit, including existing financial institutions providing credit for production-related activities of women and men smallholder farmers and challenges encountered by them
  - Rural infrastructure development that limits and/or enhance crucial linkages for product connections and transactions among value chain actors
  - Innovation and technology, including value-adding technologies and processes, including those related to locally important varieties and traditional crop resources

- Institutional and market linkages, including status of farmer organizations, existing cooperatives and agricultural clusters and market linkages.

**Expected outputs include, but are not limited to:**

- An “Executive Summary” of the key findings of the report, no more than 3 pages
- The main report, no more than 40 pages, excluding annexes
- Supporting documents from the research, including but not limited to, notes from interviews/focus group discussions/site visits/photos/videos conducted across the 3 countries, survey data (excel files), and other secondary data from research
- A PowerPoint presentation to be used in learning events related to the launch of the report.

**SCOPE OF WORK FOR OUTPUT 2: CASE STUDY OF GENDER-RESPONSIVE, CLIMATE-POSITIVE INTERVENTION IN THE SELECTED VALUE CHAIN**

CPSA/ Grow Asia regularly commissions case studies to document the evolution of existing value chain initiatives. Case studies both personalize the impact of individual interventions and reveal the bigger story of the network’s impact. They document how the project may take unexpected turns, evolve over time, and have spillover effects that go well beyond the individual project in ways a numerical analysis cannot capture.

The case study will independently evaluate and validate some of the reported impact numbers, and examine the longer-term impact on behavior, policy, capacity and institutional change. It aims to provide readers, particularly the private sector, with knowledge and insights that will enable them to develop or replicate meaningful solutions to their own fields of experiences.

Specific tasks include, but are not limited to:

- Interview and gather perspectives from project team, management, partner agencies
- Undertake field visit in the project location and conduct FGDs with project beneficiaries
- Review data on the project, including context and how the project/intervention was designed/developed
- Identify early challenges and changes, including reasons and examples for adaptation
- Document lessons learnt and emerging good practices
- Collate results of the project (# of farmers, productivity, profitability, and environmental improvements against baseline, etc.)
- Estimate impact on the businesses and farmers and footnote the sources of evidence
- Identify longer-term impacts of the intervention on farmer/business behavior

**Expected outputs include, but are not limited to:**

- An “Executive Summary” of the key findings of the case study, no more than 2 pages
- The main report, no more than 25 pages, excluding annexes
- Supporting documents from the research, including but not limited to, notes from interviews/focus group discussions/site visits/photos/videos conducted across the 3 countries, survey data (excel files), and other secondary data from research
- A PowerPoint presentation to be used in learning events related to the launch of the report

**SCOPE OF WORK FOR OUTPUT 3: “WHAT WORKS, WHAT’S NEEDED” POLICY RECOMMENDATION REPORT**

By second half of 2023, this report will cumulatively synthesize the insights from the gender- and climate-responsive value chain analysis, case studies, workshops/engagements, and research undertaken over the Project, with recommendations to promote gender-responsive, low-carbon agricultural value chains.

The report aims to help ASEAN policymakers understand the support needs as well as the support on offer from climate funds, investors, agribusinesses, to better develop policies/incentives, access NDC priority financing or align investments. This report would help support the integration of gender and climate lenses into national

commodity roadmaps/policies (e.g., National Adaptation Plans of Action (NAPAs) and Nationally Appropriate Mitigation Actions (NAMAs)).

Specific tasks include, but are not limited to:

- Interview and gather perspectives from various stakeholders including private sector, public sector, civil society and partner agencies
- Review existing gender- and climate- policies and programs in the countries and their state-of-progress, highlighting challenges, structural barriers and opportunities
- Work with NAP/NDC processes to conduct workshops, integrating key gender issues and considerations related to climate change, as well as gender-responsive climate change actions/measures and issues to jointly develop recommendations
- Review and edit of NDC policy and identify the gaps in relation to its responsiveness to gender issues, and provide inputs on actions, indicators, targets to be included in the NDC.

**Expected outputs include, but are not limited to:**

- An “Executive Summary” of the key findings of the case study, no more than 2 pages
- The main report, no more than 40 pages, excluding annexes
- Supporting documents from the research, including but not limited to, notes from interviews/focus group discussions/site visits/photos/videos conducted across the 3 countries, survey data (excel files), and other secondary data from research
- A PowerPoint presentation to be used in learning events related to the launch of the report.

**PROVISIONAL TIMETABLE WITH PAYMENT SCHEDULE:**

Date	Milestones	Payment
<b>Output 1: Gender- and Climate-Responsive Value Chain Analysis</b>		
June 2022	<ul style="list-style-type: none"> <li>• Signing of contract</li> </ul>	
July 2022	<ul style="list-style-type: none"> <li>• Agreed workplan/approach</li> <li>• Draft table of contents</li> </ul>	15%
15 August 2022	<ul style="list-style-type: none"> <li>• First draft of report</li> </ul>	
31 August 2022	<ul style="list-style-type: none"> <li>• Executive Summary</li> <li>• Final report</li> </ul>	15%
Oct - Dec 2022	<ul style="list-style-type: none"> <li>• PowerPoint slides</li> <li>• Participation in post-publication learning event</li> </ul>	5%
<b>Output 2: Case Study of Gender-Responsive Climate-Positive Intervention in the Selected Value Chain</b>		
November 2022	<ul style="list-style-type: none"> <li>• Identify organization/project/intervention for case study</li> <li>• Commence study (inclusive of field visits)</li> </ul>	15%
February 2023	<ul style="list-style-type: none"> <li>• First draft of case study</li> </ul>	
March 2023	<ul style="list-style-type: none"> <li>• Final case study</li> </ul>	10%
April 2023	<ul style="list-style-type: none"> <li>• PowerPoint slides</li> <li>• Participation in post-publication learning event</li> </ul>	5%
<b>Output 3: “What Works, What’s Needed” Policy Recommendation Report</b>		
June 2023	<ul style="list-style-type: none"> <li>• Concept note for consultation workshop</li> </ul>	15%

August 2023	<ul style="list-style-type: none"> <li>• Conduct workshop</li> </ul>	
November 2023	<ul style="list-style-type: none"> <li>• First draft of report</li> </ul>	10%
January 2024	<ul style="list-style-type: none"> <li>• Final report</li> <li>• PowerPoint slides</li> <li>• Participation in post-publication learning event</li> </ul>	10%

**REQUIREMENTS:**

- Master's degree or higher (at least for team leader) in a relevant field, such as development studies, business administration, business, economics, natural resources management, or women and sustainable development
- Minimum 10 years of demonstrable experience in the technical area of value chain analysis, livelihood development, gender analysis and gender mainstreaming, stakeholder engagement and community development
- Demonstrated experience in carrying out stakeholder consultations, community engagement, and livelihood development is highly desired, including carrying out consultations with minorities and indigenous people
- Comprehensive understanding of socioeconomic and policy development in Cambodia and the region
- Strong written and oral communications skills, with fluency in spoken and written English
- Proficiency in Microsoft Office, including MS Word, Excel and PowerPoint

**SUBMISSION DOCUMENTS:**

Interested candidates should submit proposals, including resumes and cover letters of team leader and any other team members as well as financial proposal at [sarin@cpsa-growasia.org](mailto:sarin@cpsa-growasia.org) and [reginald@growasia.org](mailto:reginald@growasia.org). Proposals are due no later than **15 June 2022**.

We celebrate diversity and are committed to creating an inclusive environment for all employees. Qualified women and disabled people are encouraged to apply. Only shortlisted candidates will be contacted for interview.