Ministry of Fisheries, Marine Resources, and Agriculture

Male', Republic of Maldives





# Ministry of Fisheries, Marine Resources, and Agriculture

# **Terms of Reference for Consulting Services**

for

Gender, Nutrition and Social Inclusion Consultant

Ref No: (IUL)30-MAP/30/2022/22

# **Terms of Reference (TOR)**

Gender, Nutrition and Social Inclusion Consultant

### 1. Client

1.1. The client for this assignment is Project Implementation Unit (PIU) under Ministry of Fisheries, Marine Resources and Agriculture (MoFMRA).

# 2. Background on project

- 2.1. The Government of Maldives (GoM) through the Ministry of Fisheries, Marine Resources and Agriculture (MoFMRA) is implementing the Maldives Agribusiness Programme (MAP), which is jointly financed by GOM and International Fund for Agriculture Development (IFAD). The Project Implementation Unit (PIU) set-up within the MoFMRA will manage the Program in accordance with the guidelines provided by the design report, implementation manual and under the guidance of the project steering committee and IFAD supervision missions.
- 2.2. The main aim of MAP is to enable small farmers in the Program area to sustainably enhance their production levels, increase income, secure food and nutrition for their household demands and deliver produce to connected markets.
- 2.3. The Programme will be of nation-wide scale, covering all regional and sub-regional hubs, clusters and islands where agriculture is undertaken by small farmers. The main Programme hubs for Programme activities are in region 1-3 are Haa Alif Hoarafushi for region 1. Haa Dhaalu Vaikaradhoo for region 2, and Shaviyani Milandhoo for region 3. Each of these hubs will serve 8, 9 and 9 inhabited agriculture islands respectively. Specifically, under different technical components:
  - 2.3.1.Component 1 of Enabling policy, institutions and services will be nationwide in scope covering all 19 atolls, 21 regions covering 188 inhabited islands of these 98 are inhabited where agriculture is practiced on around 800 registered hectares. Also belonging to the Programme area are 50 uninhabited islands leased for commercial agricultural purposes, with a total of 956 hectares of land of which 24 islands are actively doing agriculture on 582 hectares of land.
  - 2.3.2.Component 2 of Climate smart production will initially focus on region 1-3, covering 3 atolls and 40 inhabited islands. Of these, 26 are inhabited agriculture islands with 280 hectares of registered land cultivated by 2,150 registered farmers, and 85 hectares cultivated by 645 non-registered farmers. Within this production area there are 6 active commercial islands cultivating a total of 250 hectares.

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2.3.3.Component 3 of Market connection will initially focus on regions 1-3 during the first two years and then expand to regions 4-7 and eventually cover the whole country.

### 3. Overall objectives

- 3.1. **The programmer's goal** is to sustainably increase the incomes, food security and nutrition status of small farmer households.
- 3.2. **The development objective** is to strengthen and enable the environment for sustainable and climate-resilient agriculture. This objective will be achieved through policy refinement, strengthened institutions and services, enhanced agricultural technologies and better access to financing and markets for small farmer households.

# 4. Objectives of the assignment

4.1. The Project Implementation Unit wishes to contract a Gender, Nutrition and Social Inclusion Consultant. The Gender & Social Inclusion Consultant is expected to undertake a gender strategic analysis in order to effectively mainstream gender into the design and formulation of the project. The consultant should formulate a plan that would explain how the gender, youth, nutrition, targeting and inclusion objectives of the project are successfully achieved by the end of project.

#### 5. Scope of work

The overall responsibilities of the Gender, Nutrition and Social Inclusion Consultant include, but are not limited to the following:

- 5.1. Prepare a gender and social inclusion strategy and action plan for the project. To do this:
  - 5.1.1.Review relevant MAP documents on the requirements for gender mainstreaming, and IFAD's Policy on Gender Equality and the Empowerment of Women;
  - 5.1.2.Conduct a detailed gender and social inclusion analysis as guided by IFAD's Guide to Gender Mainstreaming, particularly emphasizing gender issues in the project island of intervention (e.g. gender division of labour, access to resources and technologies, women's and men's needs and preferences, and opportunities for and constraints on women's participation);
  - 5.1.3.Based on gender and social inclusion analysis, develop a plan of action that identifies opportunities and entry points for mainstreaming gender into the project. The plan of action for gender mainstreaming should mirror the project's log frame and include the development of gender specific project components, gender responsive

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Gender, Nutrition and Social Inclusion Consultant (Ref no: (IUL)30-MAP/30/2022/22)

targets and indicators, timelines, assigned responsibilities, and implementation arrangements;

- 5.1.4.Work with the technical managers in the PIU to critically review project design to establish how each component or Sub-component addresses gender, nutrition and social inclusion, and identify opportunities for strengthening their implementation. In particular, review project Agribusiness strategy, income generation Programme and action plan and develop plan on integration of women, youth and vulnerable groups into the value chain activities of the project;
- 5.1.5.Prepare any relevant plans and strategies to enhance the project outputs and ensure that the project meets its objectives;
- 5.2. Develop the gender and social inclusion strategy and action plan.
  - 5.2.1.Develop Gender Mainstreaming toolkits, reference materials, guidance notes and other training materials;
  - 5.2.2.Prepare detailed budget for the implementation of the Action plan;
  - 5.2.3.Organize orientation Programme on gender for all project staff to prepare them for implementing gender transformative approaches through the project activities;
  - 5.2.4.Identify government agencies, NGOs, island-based organizations, and women's associations or groups in the project area (eg WDCs, Council Members, Farmers Forum) and orient them on gender transformative approaches as a first step to integrate gender into their activities.;
  - 5.2.5.Conduct market mapping survey and based on the results of mapping develop plan to integrate women into the value chain work;
  - 5.2.6.Review existing policy and regulation and identify opportunities in the local governance system for enhancing the targeting of Programme benefits to the poor, female-headed households, especially to young women;
  - 5.2.7.Develop and implement tools for strengthening capacity of women leaders at different levels, engaging men in enhancing women's role in decision making, financial literacy etc.;
  - 5.2.8.Conduct field visits to Programme implementation areas and provide technical and on the job support to partners, focal points and service providers to ensure the targeting strategy is implemented as planned;
- 5.3. Develop a strategy and action plan for implementation of nutrition sensitive approaches5.3.1.With guidance from IFAD support the roll out of the MDDW survey to establish a baseline on nutrition status in the project islands;

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- 5.3.2.Identify areas requiring more detailed nutrition investigation and analysis; if need be engage specialists (individuals or agencies) to conduct additional research/ analysis and technical report preparation;
- 5.3.3.Explore good practice models; identify early and simple entry points for enhancing dietary diversity and begin with pilots in select areas;
- 5.3.4.Based on lessons expand/ scale up the models;
- 5.3.5.Contribute to knowledge management in coordination with M&E and KM officers on gender, nutrition, and social inclusion themes;
- 5.3.6. Assess the risk that the project potentially limits women's ability to access and participate in project's activities;
- 5.3.7.Develop a monitoring plan of key gender indicators for MAP for each component and log frame of MAP;

# 6. Deliverables

The consultant will support the MAP gender work including the following expected outputs:

- 6.1. Output 1: An inception report outlining preliminary findings from consultations and documentation review and methodology for carrying out the task;
- 6.2. Output 2: A Gender and social inclusion strategic and action plan for MAP based on the Gender assessment with a clear set of recommendations;
- 6.3. Output 3: Develop Gender Mainstreaming toolkits, reference materials, guidance notes and other training materials;
- 6.4. Output 4: Develop a monitoring plan of key gender indicators for each component and log frame of MAP;
- 6.5. Output 5: Nutrition Assessment for MAP; and
- 6.6. Output 6: Prepare approximately one-hour PowerPoint presentation of results and discussions;

# 7. Consultant's qualifications and experience

# 7.1. Qualifications and skills

- 7.1.1.Post graduate degree or Bachelor's degree in gender studies, social sciences, management, international studies, economic studies, political science or a related field;
- 7.1.2.Knowledge and experience in nutrition, food security, agriculture and rural development would be useful;

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- 7.1.3.Capacity to quickly grasp issues and concepts and articulate ideas in a concise manner;
- 7.1.4.Ability to work in a multi-disciplinary team and engage effectively with government, financier, programme beneficiaries, development partners, civil society and communities;
- 7.1.5.Good analytical and report writing skills;
- 7.1.6.Strong planning, organizational and project management skills and ability to prioritize and handle multiple tasks;
- 7.1.7. Any training and certification in Gender and Social Inclusion would be an advantage;
- 7.1.8.Proficiency in the use of computers is required. Familiarity with programs like Word, Excel, PowerPoint etc.;
- 7.1.9.Fluency in English both written and oral (advanced Level). Fluency in Dhivehi is an asset (advanced Level).

# 7.2. General professional experience

- 7.2.1.A minimum of 5 years' experience working in gender, social sciences, management, international studies, economic studies, political science or a related field;
- 7.2.2.Experience in planning, report writing and training;
- 7.2.3.Work experience in government or donor funded projects and other relevant institutions will be an added advantage.
- 7.2.4.Experience with the logical framework approach to monitoring as well as quantitative, qualitative and participatory monitoring approaches;

#### 7.3. Specific professional experience

- 7.3.1.A minimum of 3 years of experience working in gender, social sciences, nutrition or a related field.
- 7.3.2.Demonstratable knowledge on gender issues and mainstreaming gender in policy and Programme formulation and implementation.
- 7.3.3. Experience in developing gender-related capacity building and knowledge sharing products.

#### 8. Location and period of execution

8.1. The Consultant is expected to work in Male' either in their own offices or Maldives Agribusiness Programme office and visit project islands as needed based on the scope of work identified above.

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8.2. Duration of the assignment is 12 months from the commencement of the works.

#### 9. Project coordination

9.1. Report directly to the Project Director on all aspects of Project Management throughout the duration of the contract unless otherwise advised by the Implementing Agency.

#### **10. Shortlisting Criteria**

Criteria	Weightage (%)
Qualifications	Max 20
Achieved a postgraduate degree in relevant field	20
Achieved a bachelor's degree in relevant field	10
General professional experience	Max 25
Specific professional experience	Max 15
Interview	Max 40

#### 11. Services and facilities to be provided by the consultant

- 11.1. The Consultant shall carry out all the Services using own material, labour and equipment.
- 11.2. The Consultant shall ensure that they always carry themselves in good behavior and maintain a cordial friendly atmosphere with other personnel including employees of MoFMRA, MAP, Island Councils and other organizations.
- 11.3. The Consultant shall provide professional, objective, and impartial advice, at all times holding the client's interest's paramount, strictly avoiding conflicts with other assignments or its own corporate interests, and acting without any consideration for future work. The Consultant has an obligation to disclose to the client any situation of actual or potential conflict that impacts its capacity to serve the best interest of the client.

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