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The Inclusive Dairy Enterprise project Phase 2 (TIDE-2)

**Terms of Reference for The Gender Equity and Social Inclusion (GESI) In ISDAP**

**1.0 Introduction.**

These terms of reference have been developed out of the need to address gender equity and social inclusion (GESI) aspects under the new project referred to as “Integrated small holder Dairy Project” to be implemented by SNV- TIDE. The approach and objectives of the gender and social inclusion strategy are stated in the terms of reference below.

**1.2 SNV’s TIDE project**

SNV has implemented the TIDE project in Southwest Uganda since October 2015. The TIDE project is funded by the Embassy of the Kingdom of the Netherlands (EKN) in Kampala and the project is currently in its second phase (2020–2023) of implementation. TIDE supports dairy farmers to transition to semi-intensive production by creating a commercial input market in knowledge (training, extension), products and technical services, and finance (credit, subsidies, and grants). TIDE focuses on four intervention areas: Dairy Farm Productivity, Milk Quality, Value Chain and Nutrition. A market was created for input suppliers and service providers by supporting the development and marketing of products to farmers and cooperatives. The project's second phase focuses on market development by supporting the sustainable intensification of dairy production systems, milk supply chains, and adequate infrastructure for input supply and service provision.

The project aims to help scale-up successful initiatives, business models and products piloted in the project to other commercialising milk production areas in Uganda. The project interacts with all dairy value chain actors, including input suppliers, service providers and government. It engages with government agencies to create an optimum enabling environment for the private sector.

**2.0 Background to the Integrated small holder Dairy program (ISDAP)**

During the implementation of TIDE, a realisation was made that there are many smallholder farmers who largely dominate milk production and own 90% of the national cattle population. These small holder farmers however depend on their livestock for food and income yet face challenges of low productivity, as a result, ISDAP was born and seeks to support the small holder farmers within Rwenzori, Ankole and Kigezi Sub Regions for the period 2022-2024. While many partner organisations focus on availing financial and material support, not limited to the many trainings. These have helped the farmers take strides towards improving their livelihoods. This is appreciated though we would like to integrate this support with gender mainstreaming. Women make essential contributions to the agricultural and rural economies in all developing countries. Their roles vary considerably between and within regions and are changing rapidly in many parts of the world, where economic and social forces are transforming the agricultural sector.

Therefore, through promotion of Gender equity and social inclusion the project interventions shall impact more farmers to improve the farmer livelihoods.

**2.2 ISDAP-project Goal**

The integrated small holder farmer dairy program is aiming at enabling 5,000 smallholder dairy farmers improve their livelihoods through small-scale integrated farming, focusing on dairy farming through increasing farm - level incomes, employment, household food and nutrition security.

The following **Outcomes** will contribute to the overall program goal:

1. Improved integrated smallholder dairy farm production and productivity.
2. Improved milk quality.
3. Improved inclusive dairy value chain.
4. Improved human nutrition.

**2.3 Theory of change of the ISDAP-project.**

The theory of Change for the Smallholder Dairy program has a strong relationship to that of TIDE-2 project and it asserts that.

to achieve transformation in the dairy sector, sector development and scaling of the interventions are key. It is assumed that many farmers can realise considerable income with improved input and output markets and enhanced knowledge of dairy management techniques. The sector development is also crucial for smallholders as it will create an enabling environment in which they can improve their dairy farming activities as a profitable business. As stated above, sector development is necessary but not sufficient. The critical difference between smallholders and more specialised farmers is the role of dairy within the farm system of the farmer. More specialised dairy farmers are investing more heavily in knowledge and finance to maximise their revenue.

**2.4 Key Project Performance Indicators**

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| --- | --- | --- |
| **Impact** | **Improved livelihood of smallholder dairy farmers** |  |
| IM.1 | The number of smallholder farmers that increased their income as a result of the provided assistance by at least 20% disaggregated by gender and age | 5000 |
| IM.2 | Number of Full-Time Equivalent (FTE) job opportunities created, either on- and off-farm, disaggregated by gender and age (target: 500 jobs). | 500 |
| 1M.3 | Percentage increase of the target population with acceptable Food Consumption Score (FCS) disaggregated by district (target 10%). | 10% |
| **Outcome 1** | **Improved integrated smallholder dairy farm production and productivity** |  |
| 1.1 | Average percentage increase of farm-produced milk volume for targeted smallholder farmers, disaggregated by dairy farm size, season, age group and gender (30% increase). | 30% |
| 1.2 | The number of smallholder farmers that have adopted new technologies promoted by the project  | 5000 |
| 1.2 | Additional percentage increase of milk sales for targeted smallholder farmers, disaggregated by dairy farm size, season, age group and gender  | 25%  |
| **Outcome 2** | **Improved milk quality** |  |
| 2.1 | The number of smallholder farmers with improved milk handling and hygiene practices | 5000 |
| 2.2 | The number of targeted MCCs adhering to good practices for good milk handling | 20 |
| **Outcome 3** | **Improved inclusive dairy value chain** |  |
| 3.1 | No. of cooperatives and farmer organisations adhering to better governance, financial management and business practices | 16 |
| 3.2 | The number of farmers with improved livestock support services (input supply, financial, animal health, advisory and breeding services) | 5000 |
| 3.4 | Percentage increase of smallholder farmers selling milk to cooperatives  | 20% |
| 3.5 | The number of new initiatives to supply dairy support services to smallholders disaggregated by type of service | 25 |
| **Outcome 4** | **Improved human nutrition** |  |
| 4.1 | The additional number of households with access to diverse diets, disaggregated by age, gender and district | 2000 |
| 4.2 | The additional number of children consuming dairy products, disaggregated by age, gender and district | 45,000 |
| 4.3 | 50,000 people directly reached with activities to improve nutrition | 50,0000 |

**3.0 Purpose of the GESI assignment.**

The focus on an institutional setting means that gender mainstreaming is to be conceived as a strategy which is pursued as a systematic and planned process for organisational learning within an institution to achieve gender equality internally and especially regarding working results and outcomes. The goal of implementing gender mainstreaming is to ensure an output and outcome that contributes to gender equality. To achieve this, the internal mechanisms of an institution will have to be adjusted within a process of organisational development. This means there is an internal dimension of gender mainstreaming (organisational and personnel development) as well an external dimension (service provision). Gender mainstreaming in the institution eases replication at the Project level, administration, activities, outputs and outcomes shall basically of promote interests of both men and women within the community. This shall promote gendered partnerships and service provision within ISDAP and the targeted beneficiaries (farmers and cooperatives). It is for this cause that SNV/ Agriterra engages a gender specialist to bring a new experience to ISDAP.

**3.1 Specific objectives of the GESI assessment.**

The specific objectives of the GESI assignment are the following but not exclusively limited to the listing:

1. To benchmark from SNV global on the best practices and assist project MEL team to integrate monitoring of GESI strategy indicators through quarterly checks and tools and templates for regular reporting, reflection, and outcome harvesting.
2. To create ISDAP staff awareness on gender and social inclusiveness.
3. To conduct an assessment to identify the gender gaps for development of a gender Policy at ISDAP
4. To develop as gender strategy for ISDAP
5. To develop a gender awareness training programme for cooperative leadership and management

**3.2 Rationale for the GESI Assignment.**

ISDAP seeks to promote social inclusion, gender and youths’ participation in the dairy industry within the project coverage area. The project needs to have a strategy through which the participation of youth and women is encouraged for equitable development. The project is engaging the cooperatives to encourage females in the cooperative membership and leadership where 95% of the cooperatives should have female representation on their board committees. However, it is evident that gender awareness and mainstreaming is broader than just having female representatives and as a project approach, the gender awareness trainings shall be conducted with interest to improve youth and female participation in the cooperative activities thus the assignment seeks to equip ISDAP staff with knowledge and skills to promote gender mainstreaming in various units for integration in relation to “integrated small holder dairy project”.

**3.3 Scope of the assignment**

The engagements for gender assessment, policy development and strategy formulation will be done with ISDAP staff and management with consultations from some TIDE staff. Lessons and best practices shall be collected by ISDAP staff while trainings programme will be developed and TOTs trained.

**4.0 Approaches and Methodologies.**

The assignment will include gender assessment to identify the gender gaps in areas like the organisational culture, technical capacity, political will, gender integration framework and accountability. The information collected from the assessments should support examination of all relevant indicators and cross cutting issues as defined in the project results framework and or indicated in project documents.

Review of the necessary documents shall also be done to support the development of the policy. Review of the products of ISADP shall also be done to incorporate the gender specific products and also incentivize some products for up take by youth and women.

Engagement of the MEL office to also include integration of disaggregation of beneficiaries by gender and age groups to determine level of youth and women participation during project implementation.

**5.0 Scope of work.**

The assignment shall be done with ISDAP staff with in the 3 clusters: north, south and central regions. The field officers, advisors and the team coordinator shall participate. Also, the activity lead shall participate in the assignment. Other persons can from TIDE and the Head office can be called upon when need arises.

The consultant shall be linked to the GESI lead at the SNV headquarters for support and guidance.

**5.1 Responsibilities**

The consultancy will be primarily responsible to:

* Define what GESI in smallholder dairy farming.
* Have a ddebrief/discuss with project team about Gender Equity and Social inclusion.
* Update progress of the assignment on regular basis to the TIDE project manager.
* Conduct gender assessment to identify the gender gaps within the project.
* Draft a gender policy for ISDAP, select feedback and review with the IDSAP team.
* Suggest gender interventions that will contribute to the set indicators and targets and suggest appropriate interventions and modifications in the indicators if required.
* Develop a training programme for a gender awareness training.
* Conduct a training for the Trainer of Trainees (TOTs) with the selected ISDAP staff who will be the trainers of farmers.
* Prepare draft assignment report and share with ISDAP project staffs and collect their feedback.
* Prepare final report incorporating feedbacks and suggestions and submission of final report
* **Note that**: the composition of study team is up to the consultant/firm and can choose depending on their internal system, ideas and logic but team members must fulfil competency criteria.

**6.0 Expected deliverables:**

* **Assessment Report:** The gender assessment report shall be submitted to the project and shall be written in simple, non-technical language, with any technical material presented in annexes.
* **Gender policy:** A final gender policy after the reviews and feedbacks shall be submitted and presented to the project for approval. This shall be presented in hard and soft copies and shall be the property of SNV-ISDAP. The policy shall incorporate a mainstreaming Approach to Stakeholders, mainstreaming a Gender Agenda, Moving Towards Gender Equality, Mapping the Situation, Gender Matters, Keeping a (Gender-Sensitive) Eye on Things, En-gendering Communication, Interventions from a gender perspective among others.
* **Gender awareness training programme:** This training program shall be developed and selected TOTs trained on delivering the gender awareness training. It should specify the content, number of days, the materials needed, what should be done during preparation, training and reporting, the reporting template included, specify who qualifies for the training. The material should also be in simple language for participants to understand.
* **Final Report:** Within [30] working days of the assignment a detailed report shall be submitted for approval. This report shall incorporate specific, practical, and feasible recommendations for how project execution can be done with a gender lens and outcomes based on learning from project design.

* **Develop a gender strategy/Action plan for ISDAP** and make recommendations on how to Integrate monitoring of GESI strategy indicators through quarterly checks and tools and templates for regular reporting, reflection, and outcome harvesting.

**7.0 Assignment Period**

This GESI assignment will be conducted for a period of 30 days inclusive of writing a report. The count of days will start from the date of contract signing.

1. **Required Qualifications, competencies, and experience**

**8.1 Consultant team composition, qualifications, and experience**

Application for the assessment shall be open to individuals and firms. However, the individual or team leader should possess the following qualifications:

**Team Leader**: Advanced degree with at least 10 years’ experience in Gender related work including but not limited to Gender studies/research, gender advocacy and Gender and Development. At least possess a post-graduate training in Project planning and management and/or Monitoring and Evaluation. S/he MUST demonstrate skills and experience in undertaking qualitative and quantitative research methodologies as well as participatory research. In addition, the team leader should demonstrate international and national experiences in undertaking similar assignments.

* 1. **Team competencies**

In addition to the above expertise and experience, the proposed team should demonstrate the following competencies.

* Strong research and analytical skills
* Demonstrated oral and written communication skills
* Demonstrated stakeholder engagement and facilitatory skills
* Good understanding of the gender issues in country
* Demonstrated documentation and dissemination skills
* Evidenced qualitative and quantitative data collection and analysis skills
* Ability to undertake studies in challenging environments
* Must be digital and technological savvy

**9.0 Requisite documentation for the consulting firm**

* Company Legal registration documents (certificate of registration/ incorporation)
* Tax Compliance Certificate addressed to SNV
* Company profile
* CVs of all the proposed staff for the assignment including roles they will undertake.
* References for earlier similar assignments undertaken with contact details

 **9.1 Requisite documentation for individuals**

**Detailed C.v’s the following**

* Education background and qualification in relevant field as shown in 8.1
* Professional experience in gender related assignments including formulating of GESI strategies and policies
* Similar GESI assignments completed including contact details for reference purposes.
* If a team of individual consultants is proposed, there must be different roles for each proposed consultant.

**10.0 Timeline, Contracting and Proposed payment terms**

The assignment is expected to be undertaken within 40days. The contract shall be a fixed term with all the key activities and deliverables paid based on the value for money offering agreed during negotiation. The proposed payment terms are based on specific quality approved deliverables.

* 40% based on an approved inception report and study tools
* 60% based on an approved Final GESI strategy and Action plan.

**11.0 Evaluation Criteria**

The procurement evaluation committee shall duly evaluate all technical and financial proposals as per submission deadline for the bids. This shall follow the overarching criteria below.

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| --- | --- | --- |
|  | **Aspect** | **Weighting score** |
| **1** | **Administrative**Compliance with legal registration and tax requirements | **Pass/Fail** |
| **2** | **Technical**  | **80%** |
| **3** | **Financial** | **20%** |

**12.0 Application process**

**12.1 Submission of proposals**

Interested companies or individuals should send technical and financial proposals to SNV Netherlands Development Organization in soft copies via email: ugandatenders@snv.org The subject should read: **GESI Consultancy - ISDAP**. The technical proposals should include CVs of the key personnel as well as evidence of GESI Assessments undertaken. The Financial report should include the daily/hourly rates of the consultant (team), and if the rates are inclusive of any statutory payments. It should both professional fees and operational costs.

**12.2 Deadline for submissions**

All the applications should be sent not later than **1st December 2022 at 5:00 pm East African time**.

**Tender disclaimer.**

*SNV reserves the right to either accept or reject any or all bids submitted. SNV can stop this procurement at any time without need to give explanation or can extend the deadline for submission once it sees it fit. In case you do not hear from SNV within 3 weeks of closure of the bid receipt date, consider yourself unsuccessful.**SNV also reserves the right to reject and cancel the tender in case any illegal, corrupt, coercive, or collusive practices are noticed. Late bids will be rejected*. *Please note that viewing, downloading or otherwise using the TOR constitutes acceptance on your part of all the above noted statements and conditions.*