



FIELD SUPPORT SERVICES PROJECT - ETHIOPIA
8TH FLOOR, AMAGA BUILDING, RAS LULSEGED STREET, ADDIS ABABA

TERMS OF REFERENCE
Agriculture Growth Program II
Gender Review to Enhance Impact on Women

FSSP ETHIOPIA, WUSC - ADDIS ABABA

About FSSP Ethiopia, WUSC

The Field Support Services Project (FSSP) Ethiopia is established to provide timely and cost effective, efficient logistical, financial and administrative support services as well as technical specialist support services to Global Affairs Canada's (GAC) programming and policy dialogues in Ethiopia. The FSSP in Ethiopia is managed through the World University Service of Canada (WUSC).

The aim of Canada's bilateral development program in Ethiopia is to manage Canada's resources effectively with accountability to achieve meaningful, sustainable results that are in line with Ethiopia's Growth and Transformation Plan. In order to facilitate Canada's development programs and projects in Ethiopia, FSSP Ethiopia is recruiting a qualified and reliable consultant described below to contribute to specific program areas.

WUSC's activities seek to balance inequities and create sustainable development around the globe; the work ethic of our staff, volunteers, representatives and partners shall correspond to the values and mission of the organization. WUSC promotes responsibility, respect, honesty, and professional excellence and we will not tolerate harassment, coercion and sexual exploitation and abuse of any form.

1. Background:

Agriculture is a dominant sector in the Ethiopian economy and an important tool for poverty reduction and sustainable economic growth. This sector is a major component of the GoE's development strategy as the Ethiopian economy moves from an agricultural production-led development to a more diversified economic model. Agricultural growth is essential to the Ethiopian economy not only as a means to ensure food security for its increasing population but also to provide the needed raw materials to support rural industrialization and broad based growth.

In 2010, the GoE launched the Agricultural Growth Program (AGPI), a national program designed to address some of the main challenges in the sector. It is now in its second phase (AGPII; 2016 to 2020) and, like its predecessor, gender is one of the cross-cutting issue to be addressed under all the four major components of AGPII.

Given the renewed focus of the Government of Canada's new Feminist International Development Policy, we are interested in identifying how to strengthen gender equality in the agriculture sector in general and specifically in the Agriculture Growth Program under implementation. To this effect, Global Affairs Canada in collaboration with other key stakeholders are planning to conduct a gender review of the AGPII.

2. Objective

The overall objective of the gender review is to inform the strengths and gaps that exist in addressing gender equality in the AGPII. This study will assist in the identification of opportunities to strengthen the system to better accommodate gender equality. It will also provide opportunities for planning resource mobilization and designing strategies, tools and guidelines.

3. Scope of work / key activities

The scope of the review will look at AGP2 at three levels:

- (I) Federal: Ministry of Agriculture, Regional/Federal Project Coordination Unit/ Ethiopian Institute of Agricultural Research;
- (II) Regional: Regional Bureau of Agriculture/ Regional Project Coordination Unit/Other Implementing Agencies such as RARIs, Bureau of Water, Cooperatives, etc.; and,
- (III) Woreda : Woreda Bureaus of Agriculture/AGP2 Woreda Coordinator/Other Implementing Agencies and Kebele Development Agents.

It will also assess:

- (I) the support provided to women farmers under each component and sub-components and
- (II) the gender mainstreaming efforts made so far.

The assessment will review the policies, procedures (implementation manuals, guidelines, etc.), practices, staffing, staff capacity and coordination. At the Program level, the review will assess the extent of gender equality initiatives incorporated in the planning, implementation and monitoring of the major components.

4. Description of Services

- Initial desk review (project implementation manuals, project reports, project appraisal document, additional financing documents, etc.) and submit draft inception report that elaborates the review framework, approach and methodology (along with the qualitative and quantitative instruments to be used for data collection and analysis), the report outline and draft work plan with timeline;
- Submit the draft inception report to be reviewed by GAC, FSSP and World Bank to agree on outline and methodologies.
- Undertake a more detailed review of relevant project documents of AGPII and other supporting documents;
- Travel to Ethiopia to meet with the GAC and Canadian Field Support Service Project team (FSSP), and key stakeholders including Development Partners (DPs), the Federal Project Coordination Unit (FPCU), Capacity Development Support Fund (especially gender expert), FINTRAC and execute the primary data collection plan;
- Conduct the assessment both at Federal and Regional levels (to be agreed at the inception report stage) for both the qualitative (key informants interview, focus group discussions and consultations); and quantitative data collections (survey questionnaires);
- Conduct an end of assignment (post data collection) debriefing with GAC Office, FSSP Technical Specialists, FPCU, World Bank and others;
- Submit a draft report following the agreed outline and coverage;
- Present the findings of the assessment at a validation workshop;
- Submit the final report with recommendations and strategies for future planning to address the identified gaps and challenges to FSSP/GAC no later than five days after the receipt of comments from GAC/FSSP on the draft report.

5. Required Competencies and Experience

5.1 Essential

- Master's degree in a relevant social science or related discipline (e.g., economics, public policy, international cooperation, international development, natural sciences or a related field)
- Minimum 7 years of demonstrated professional experience in delivering gender equality technical advice in Horn of Africa, Pan Africa, or other least developed country in the last 10 years;
- Relevant and demonstrable working experience in providing gender equality technical advice to international donor agencies on large international development projects, including cooperating with key stakeholders in National Governments (i.e. donors, UN agencies, International Financial Institutions (IFIs), line ministries and agencies);
- Demonstrable knowledge of Global Affairs Canada's result-based management policy and tools and aid effectiveness principles;

- Excellent oral and written communication skills in English;

5.2 Skills & Abilities:

- Ability to respond on short notice and plan and execute several activities at once;
- Ability to work under pressure, as part of a team or independently, and meet deadlines;
- Proven leadership, inter-personal and cross-cultural skills, and ability to build and motivate;
- Proven analytical capacity; proven ability to synthesize information based on various sources of information and present written recommendations;
- In-depth knowledge, demonstrated experience and understanding of gender equality concepts; and issues related to women's economic empowerment;
- Experience providing analysis and advice and drafting reports and recommendations; and,
- Knowledge of Ethiopia's economic and social development plans and strategies, including Growth and Transformation Plan (GTP II).

5.3 Abilities and Experience (An asset but not essential):

- Past working experience with Global Affairs Canada;
- Knowledge of Global Affairs Canada's Feminist International Assistance Policy

6. Application Instructions and Conditions

Interested Technical Specialists should submit Technical proposals via Email: to fssp.ethiopia@wusc.ca on or before **17:00 Hrs. Ethiopia Standard Time April 15, 2019**. Subject line to read: **GENDER REVIEW**. Incorrect submission may result in the proposal being declared invalid.

The Technical proposal should be comprised of:

- 1) A statement of interest, CV and include at least three work related references and their contact email address and telephone number.
- 2) Clearly stated contact information such as telephone #, email address, Skype account or any other internet based means of contact.
- 3) Clearly stated Technical qualifications, expertise, skills and relevant experience.

7. Late submitted proposals will be rejected. Only short listed applicants will be contacted. Other proposals of interest will be retained in FSSP Ethiopia database.

8. Time frame

The consultant will be available from **April 29 to July 30, 2019**.

9. Level of effort

The consultant could be required to work **up to 45 days** during the period indicated in section 8 above.