



Fairtrade- NAPP: Network of Asia Pacific Producers Rooster for Consultants

Terms of Reference | Consultant for “ NAPP NAPP - Gender Leadership School in Pakistan” – Junior Level.

BACKGROUND/DESCRIPTION: Fairtrade is an alternative approach to conventional trade and is based on a partnership between producers and consumers. Fairtrade aims to support small-scale producers and workers who are marginalized for the benefits of trade. Fairtrade's vision is a world in which all small producers and workers can enjoy secure and sustainable livelihoods, fulfil their potential and decide on their future.

Fairtrade Network of Asia Pacific Producers (NAPP) Hong Kong, is a mission based social enterprise, which facilitates Fairtrade producers in Asia and Pacific region to be effective and sustainable.

To fulfil this vision, Fairtrade has identified 3 long-term goals: Make trade fair, Empower small producers and workers and Foster sustainable livelihoods.

Fairtrade seeks to create a world where all producers enjoy sustainable livelihoods and decide on their future. NAPP (Network of Asia Pacific Producers), a member of Fairtrade makes this possible by addressing the needs of producers from Asia Pacific. As a part of Fairtrade, NAPP subscribes to the Fairtrade's Theory of Change which is based on the Sustainable development goals of the UN, wherein emphasis is laid on gender equality and gender equity by empowering women to determine their future.

Women consist of more than 50 percent of population in Pakistan but Women are always underprivileged then men , they get less education, food, decision making and health and in spite of various pro women legislations in recent years they are still facing Gender Based Violence ,Sexual harassment ,Early age marriages and other anti-women customary practices .Gender sensitivity is absent in the different implementation mechanisms and there is weak compliance with constitutionally guaranteed fundamental rights, signed international conventions, treaties and commitments, e.g. GSP+ and the SDGs.

It is also known that increase women participation in the labor force will benefit the growth and resources can be distributed more easily to disadvantaged people. Thus women should get decent work, social protection and voice at work. As most of the time women are subjugated to lower wages than men and their wages have barely increased over time and they are offered low skilled, low paid atypical jobs, mainly performed from home. One of the greatest achievements in Pakistan, during the



last decade has been the increasing proportion of women in the labour force, enabling women all over the country to use their potential in the labor market and to achieve economic independence. But yet we still have a long way to go

To achieve development, we have to converted our weakness to strengths and the development of the country also should result in equitable distribution of development benefits especially to the women sector. Economically, empowering women have more autonomy and resultantly this can transform their children and family lives. As she is a pivot about which entire family unit revolve, therefore an economically enriched woman has a constructive impact on the future generation.

Gender in Fairtrade:

Fairtrade International has shown its commitment to gender by developing a Gender Strategy which covers the period 2016 – 2020. The strategy among other objectives aims at empowering women producers and workers through strengthening their capacities including leadership skills. Transforming equal opportunity for women

When we look at a combined figure of representation of farmers and workers by gender it does not quite clearly reflect the diverse situation of the farmers and workers in the respective structures that they work in i.e. SPOs and HL plantations. For programme impact and delivery, percentage of women participation cannot be looked at in isolation.

If we take a closer look at figures for farmers and workers separately it shows a completely different picture. It is quite evident from our assessment that while women represent 52% of the workforce in the hired labour settings, only 13% of the farmers seem to be represented in the SPOs. However, this may not necessary mean that only 13% of the farmers in Asia Pacific are women. This may have a lot to do with how membership of Small Producing Organisations is often based on land titles which tend to be more in the name of men than women, thus limiting their representation in the co-operatives.

NAPP, Pakistan is consisting of Small Producers Organizations (SPOs) and Hired Labour organizations (HLOs) where females work as staff and they are in a very small leadership role. There are very few women representations in the Fairtrade Premium committees in Pakistan and take up leadership role and be independent. Thus to address these and other issues, Fairtrade NAPP in Asia Pacific is working on launching NAPP - Gender Leadership School in Pakistan. This school will target women, youth and some men to participate from the Producer Organisations that



are Fairtrade Certified to enhance their participation in the leadership and management of their communities, organisations and households.

OVERALL AIM: The course is to help improve and develop basic skills of the participants in the application of human rights provisions on gender-related issues within their own environment and contribute to building the agency in women. It is about enhancing leadership of women with support supervision and learning.

To complement its other work on Gender, Fairtrade NAPP is in the process of setting up a NAPP - Gender Leadership School in Pakistan and is looking for individual to develop and run the school.

Fairtrade is currently seeking Junior Gender Individual expert /Gender Focal Person to support in NAPP - Gender Leadership School and to carry out this initiative in the context of Pakistan.

The Gender school will be peripatetic and will not be a brick and mortar structure. This will run for a period of 1 year starting from March 2019.

RESPONSIBILITIES:

The individual consultant will work within the regional context and capacity. The position is envisioned to start in March 2019 the responsibilities of the consultant will include, but is not limited to:

- Attending the Master Training in Sri Lanka or Indonesia (Where this person get training)
- Assist Gender Focal Person in Planning, Implementing and Monitoring the producers
- Lead the training program with the help of Gender Focal Person of the region in Conducting training program as per Fairtrade NAPP requirements
- Follow up including impact assessment with Gender Focal Person
- Monitoring, evaluation and documentation of next level training
- Quarterly reports on activities as per the implementation plan that will be derived during orientation.
- Reporting and documentation of the training sessions with anecdotal evidences
- Compilation of women's best practices/Collect Inspiring stories within trainees experience sharing.

COMPETENCIES:



- Demonstrates integrity by modelling the NAPP Fairtrade values and ethical standards
- Promotes the vision, mission, and strategic goals of FAIRTRADE
- Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability
- Treats all people fairly without favoritism
- Integration in a multidisciplinary environment

REQUIRED SKILLS AND EXPERIENCES:

Education:

- Higher education Bachelor or Master's Degree in Social Science, Psychology, Public Affairs and Administration, Law , Public Relation, Journalism and especially Gender Studies, or relevant discipline
- Successful completion of courses on Gender Awareness and mainstreaming will be considered as an added advantage.

Work Experience

- Knowledge of gender equality and women empowerment and training skills
- Knowledge of general development issues in conflict and post-conflict settings
- Knowledge of multi-stakeholder programme development processes including coordination and learning
- Minimum 2 years of relevant international working experience in Gender Development and minimum of 3 years of relevant international working experience in research
- Proven reporting experience
- Fluency in Urdu and any one language mentioned above both written and oral (advanced Level)
- Fluency in English is a mandatory
- Excellent drafting and presentation skills.

Experience:

- Capacity to quickly grasp issues and concepts and articulate ideas in a synthetic and concise manner



- Ability to lead in a productive manner a large group of participants from productive farming.
- Team spirit and excellent interpersonal skills

Methodology and Approach to Work

A dedicated Individual consultant will be attached to Fairtrade NAPP office for a period of one year. During this period the consultant will provide training and mentoring support to women SPO's on the theory and practical application of gender-responsive programming in Pakistan. The consultant will adopt an Action Learning approach which will involve a combination of training workshops, guided learning-by-doing, and day-to-day mentoring support partners apply new gender tools to their area.

The Consultant will work under the direct supervision of the Regional Gender Focal Person and under general supervision of relevant person from NAPP, Head office.

The consultant should be able to travel to producer sites in region of Pakistan for meetings, conducting and assisting training, and for other tasks which will be necessary in performing his/her duties under consultancy contract

Expected outputs

1. A series of capacity building activities (including action learning, gender trainings and workshops, and coaching/mentoring) with Fairtrade NAPP Cluster partners resulting in their improved knowledge and capacity to integrate gender into activities, including the capacity to carry out a gender analysis and participatory planning processes, to design results-based gender responsive interventions, and to develop, monitor and report on gender-sensitive indicators.
2. Gender -sensitive national cluster specific planning, programming and monitoring frameworks and a related gender mainstreaming strategy designed and to guide the integration of gender into their activities.
3. Progress reports and a final report and case study documenting the NAPP - Gender Leadership School initiative including institutional lessons learned.

Commercials:



As per detailed discussions in person and agreement the amount will be disbursed on monthly basis, based on the work completed and due submission of reports to the Gender Focal Person and NAPP central office contact person.

All travel costs/charges will be reimbursed at actuals on submission of bills.

Applications:

1. 3-page proposal
2. Witness to credentials
3. One copy of earlier work on gender
4. Budget (expected payment for annual consultancy with breakups)

Deadline: The last day for submitting the proposal will be 20th of February 2019 and send you proposals to Mr. Erwin Novianto erwin.novianto@fairtradenapp.org, Ms. Sarah Anum sarah.anum@fairtradenapp.org and Ms. Sonia Dominica sonia.dominica@fairtradenapp.org

To know more about the organization: log on to www.fairtrade.net and www.fairtradenapp.org