



Ministry of Agriculture and Livestock
P.O. Box G13
Honiara
Solomon Islands

AGRICULTURE INVESTMENT FOR MARKETS AND NUTRITION – (AIM-N) PROJECT

TERMS OF REFERENCE

Title of the Position	Gender Equality and Inclusion Officer (GESI)
Duty Station	Honiara – Project Management Unit (PMU)
Duration of the assignment	Up to six years, following successful completion of a six-month probationary period, renewable contracts if performance is satisfactory
Project Area	The project will be implemented in Choiseul, Isabel and Western Province.
Project Objective	To improved food security, nutrition and household income through empowerment and resilient farming system.
Background of the Project	The Agriculture Investment for Markers and Nutrition (AIM-N) project aims at improving nutrition and food poverty in rural areas, building on the indigenous peoples ‘traditional farming systems. The project will adopt a nutrition-sensitive and inclusive approach that will link nutrition behaviour change with agricultural production for home consumption and for market. It will develop an integrated. Evidence-based approach with potential for scaling up that will jointly address families’ nutrition and cash income requirements, while promoting gender equality and social inclusion, by (i) empowering families to change their nutrition behaviour based on better knowledge on healthy diets and on nutritious food production and purchase;(ii) promoting diversified production of nutritious food for home consumption, with focus on local species, including neglected and under-utilized species with achieve good nutrition as well as resilience to climate change, disaster and food systems under stress; and (iii) enabling families to generate reliable income by partnering with agribusiness for the production of crops that respond to domestic market opportunities or export markets. More diversified and resilient farming system will be promoted for climate change adaptation and disaster preparedness and recovery.

The project objective is to Improved food security, nutrition and household income through empowerment resilient farming systems in Solomon Islands rural communities.

AIM-N has three interrelated components:

Component 1 – Action for Nutrition: This component has three sub-components that link nutrition education to the diversification of food produced in the communities and promote a similar approach for improving student nutrition in boarding schools. Sub-component 1.1 Nutrition social and behaviour change. 1.2 is Diversified community-based food production and 1.3 is Improved nutrition in boarding school.

Component 2 – Inclusive partnership for markets access. This component has 3 sub-components that will connect smallholders, including women and youth with profitable markets and assist them in developing their organization. Sub-component 2.1 Partnerships will promote the development of partnerships between buyers and farmers. Sub-component 2.2 Farmers organisation will support farmers involved in partnerships to improve their registration, governance, technical and business skills. Sub-component 2.3 Public and Private Service providers will strengthen the capacities of extensions, cooperatives, other farmers organisation and service providers to deliver quality extension services to farmers.

Component 3 – Investments in Resilient Agri-Food Systems focusses on 3 sub components: 3.1 Grants for gender transformation will supply competitive grants to women groups participating while sub-component 3.2 Financing of agribusiness will finance a line of credit for extending loans for investment and working capital to micro, small and medium agribusiness as well as FO's. Sub-component 3.3. Financing of enabling infrastructure will provide grant funding for the building or rehabilitation of collective productive infrastructure such as jetties and wharves, collection points and storage, as well jetties and wharves, collection points and storage, as well as the building or rehabilitation of housing for extension officers.

Component 3: will be implemented through PMU (and specially a Grant Manager for Sub-Component 3.1, and infrastructure engineer for sub-component 3.3 and DBSI for sub-component 3.2

Component 4 – Rapid Disaster Response. This component will have no budget allocation and will only used in the event of disaster that could be related to a weather or natural hazard human or animal pandemic, or agriculture pest and disease incursions. It will be triggered upon government request to IFAD to support rapid adaptive response: drawing from the uncommitted project resources under other components.

<p>Roles and Responsibilities</p>	<p>The GESI (Gender Equality and Social Inclusion Officer) is responsible in coordination and facilitating the implementation of the gender transformative programming, youth inclusion interventions defined in the programme at national, provincial community levels. She/he will work closely with FAO Technical assistance on Gender Equality and Social Inclusion, IFAD Gender Equality and Social Inclusion Specialists (regional), and the JP-RWEE Pacific Coordinators to ensure the operationalization of gender transformative programming, youth mainstreaming in the project</p> <p>The specific tasks and duties include the followings:</p> <ul style="list-style-type: none"> ○ Advise and support the Project Manager, other members of the PMU and field officers in the effective mainstreaming of targeting, gender and social inclusion in project activities; ○ Conduct the analysis of gender equality and social inclusion situation in the project locations, tailor the projects gender equality and social inclusion strategy and develop the action plan – (that needs to be updated regularly) in coordination with the other PMU experts; ○ Facilitate the implementation of the gender transformative programming, youth inclusion activities in close collaboration with relevant stakeholders (eg., provincial, zonal and community experts, national women’s machineries, NGO and research partners, any other service providers) ○ Work with other PMU experts to critically review project design to see how each component and subcomponent addresses gender and social inclusion perspective. ○ Review basic project implementation processes to provide feedback and suggestions on how to achieve the best possible project outcomes with respect to targeting, gender equality and women’s empowerment, and social inclusion; ○ Ensure that activities of the gender, targeting and social inclusion strategy are reflected in the following: <ul style="list-style-type: none"> ○ Preparation of the AWP/B ○ Design and implementation of the project M&E system ○ Project progress reports ○ Project supervision ○ Participate in the development of detailed ToRs and tender documents of national and local service providers to various project components
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to ensure that target groups is able to participate effectively in all components and meet the project targets.

M&E and Knowledge Management

- Together with the M&E and knowledge management staff, establish and M&E system that captures disaggregated data on gender and social inclusion (age, disability, etc)
- Document and share M&E, learning and communication products
- Analyse data to ensure that there are no adverse impacts on target groups as a result of project implementation and suggest remedial measures if necessary

Capacity Building

- Train, coach and support the GSI YPO's on gender and social inclusion
- Undertake regular capacity assessment on gender equality and social inclusion issues and provide capacity-building for staff at the field level, PMU, implementing partners and service providers.

Communication

- Liaise with the IFAD regional office and gender equality and social inclusion team on questions regarding gender transformative programming and social inclusion in implementation, knowledge sharing and other aspects.
- Serve as a channel of communication between the project and others working on gender and social inclusion issues in government, implementing agencies, other development partners and IFAD
- Help project colleagues access the information they may need on gender and social inclusion issues and share good practices.

Advocacy and networking

- Be familiar with gender equality and social inclusion policies of the institutions linked to the project, including national policies and those ministries, implementing institutions and financing agencies including IFAD
- Establish linkages with other gender equality, women's or social inclusion programmes implemented by national, international and intergovernmental agencies

	<ul style="list-style-type: none"> ○ Develop strategic partnership with relevant agencies from the government, CSO's, national women's machineries and other service providers engaged in gender, women's and social inclusion programmes ○ Present evidence-based information on good practices in gender transformative programming and social inclusion in national forums.
Qualification and Experience	<p>A master's degree in Social Science, Rural Development or related discipline. Highly motivated and committed to gender equality and social inclusion. At least five years working experience on gender and social inclusion issues. Experience in Agriculture and Rural Development Projects. Experience in designing and delivering modules would be an advantage. Computer literacy is requisite and good command of spoken and written English and Pidgin is essential.</p> <p>Must be fully aware of and alert to the crosscutting issues of gender, youth, marginalised groups. Discrimination and poverty targeting.</p>
Timeline	Up to five (5) and half years, following successful completion of the six-month probationary period with renewable contracts if performance is satisfactory.
Resource and Budget	Provided and paid for by the Project
Reporting	Project Manager
Evaluation and Monitoring	Performance and Outputs are measured against the smooth execution of the project activities in regards gender analysis in the project location and the smooth implementation of the project activities.
Approval;	The implementing agency, MoFT, IFAD, Project Manager