



***CPIU IFAD***

# **Terms of Reference for Consulting Services**

for

**Gender, Targeting and Social Inclusion Consultant  
within Consolidated IFAD Programme Implementation Unit**

Ref No: ***38/23 TRTP***

**Submission date: 25 Jul 2023**

# Foreword

These terms of reference have been prepared by *CPIU IFAD* and are based on the 1<sup>st</sup> edition of the IFAD-issued standard procurement documents template for terms of reference available at [www.ifad.org/project-procurement](http://www.ifad.org/project-procurement) This document is to be used for the procurement of services in projects financed by IFAD.

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**Terms of Reference (TOR)**  
**Gender, Targeting and Social Inclusion Consultant**  
**within Consolidated IFAD Programme Implementation Unit**

**1. Client**

The client for this assignment is the Consolidated International Fund for Agricultural Development Programme Implementation Unit (CPIU IFAD), which is responsible for day-to-day management and implementation of the Talent Retention for Rural Transformation Project which has established a robust and well-recognized track record of competent and diligent Programme management of IFAD’s previous and ongoing projects.

**2. Country background**

Moldova is a small lower-middle-income economy. Although it is among the poorest countries in Europe, it has made significant progress in reducing poverty and promoting inclusive growth since the early 2000s. Agriculture is a central pillar of the Moldovan national economy and the main source of livelihood in rural areas. Shortcomings in Moldova’s investment climate has limited the profitability of businesses, and the prospects of attracting new foreign investment and exports. The lack of employment opportunities in rural areas has led to the emigration of almost one third of the working age population, depriving rural areas of a key productive force.

**3. Background on project**

The Talent Retention for Rural Transformation Project (TRTP), the eighth IFAD programme in Moldova (IFAD VIII), was designed to be implemented during 72 months period, starting from 13th of January 2021 and completing 30th September 2026. The overall goal of the TRTP Project is a reduction in poverty and outmigration from rural areas through the enhancement of smallholder resilience to climate change. In addition to focusing on the rural poor, the project is designed to be youth sensitive, and also categorized as gender transformative. TRTP provides an opportunity to refocus IFAD investments on the smallholders in Moldova and build synergies with the on-going Government and donor projects.

Project objectives	<ul style="list-style-type: none"> <li>▪ Reduction in poverty and outmigration from rural areas through the enhancement of smallholder resilience to climate change and economic risk and ensuring access to markets.</li> </ul>
Project target area and groups	<ul style="list-style-type: none"> <li>▪ TRTP has a national coverage and is implemented in the areas controlled by the Government of Moldova (GoM) except the entities registered in Chisinau and Balti.</li> <li>▪ Target Group: commercially-oriented smallholder farmers and youth entrepreneur’s cultivating up to 10 hectares, especially women farmers.</li> </ul>
Project components	<p><b>Component 1. Resilient Economic Transformation</b> is aimed at enhancing resilient economic transformation in the rural areas and have two sub-components; 1.1: Enhancing Climate Resilience and 1.2 Agribusiness Development.</p> <p><u>Sub-component 1.1: Enhancing Climate Resilience:</u></p> <p style="padding-left: 20px;"><u>A) Climate Resilient Infrastructure (CRI)</u> is designed to support investments in productive rural infrastructure enhancing resilient rural economic transformation by removing infrastructure bottlenecks.</p> <p style="padding-left: 20px;"><u>B. On-farm Climate Adaptive Water Management</u> is designed to build smallholder farmer’s resilience to climate change by fostering the adoption of climate smart,</p>

	<p>water saving technologies and building smallholder awareness and capacity in climate adaptive agricultural practices.</p> <p><i>Sub-Component 1.2 Agribusiness Development</i> will be focused on enhancing the potential for agri-processing and agribusiness in rural areas aimed at individual farmers willing to undertake agro-processing and agribusiness development.</p> <p><b>Component 2. Entrepreneurship Finance</b> consist of two complementary subcomponents: 2.1. Affordable credit for youth and women; and 2.2. Rural finance sector development.</p> <p><i>Sub-component 2.1. Affordable credit for youth and women</i> will be focused on addressing the two main bottlenecks affecting access to credit for the rural youth and women, micro and small entrepreneurs.</p> <p><i>Sub-component 2.2. Rural finance sector development</i> is designed to provide mentoring support to youth and women and build capacity and strengthen the SCA sector.</p>
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#### 4. Background of the assignment

The **Gender, Targeting and Social Inclusion Consultant** is responsible for the overall guidance, management and implementation of the targeting youth and gender related activities as described in the [Financing Agreement<sup>1</sup>](#), [the TRTP Project Design Report<sup>2</sup>](#), [TRTP-Adapt Project<sup>3</sup>](#), the TRTP Project Implementation Manual, TRTP Targeting and Gender strategy and in accordance to the IFAD and CPIU IFAD regulations.

The Consultant will support the project to achieve its outreach and targets in undertaking activities, especially for woman and youth; develop action plans and strategy and pro-actively find solutions to problems, delays and bottlenecks, where feasible, to ensure that project implementation schedule is on track. In doing so the Consultant will be closely involved in every aspect of the project, will be responsible for supervising, guiding and closely overseeing the Technical Assistance Agency in implementing, among others, the projects and IFAD’s relevant gender and social inclusion policy via different project activities, including ensuring woman’s economic empowerment; equal voice; and balanced workloads; showcase gender transformative pathways and plan for policy engagement on Gender Equality and Women’s Empowerment (GEWE).

The Consultant will also perform in close coordination with the CPIU components to ensure that 40 percent of all project beneficiaries will be women, and 40 percent will be youth, and that women farmers are especially included in project activities. Furthermore, the Consultant will also be responsible for gender analysis and integration at the community level, implementing gender initiatives and strategies, sensitizing stakeholders on gender issues, mainstreaming gender.

<sup>1</sup> The Financing Agreement is available at: [https://www.legis.md/UserFiles/Image/RO/2020/MO329-331md/acord\\_194%20eng.PDF](https://www.legis.md/UserFiles/Image/RO/2020/MO329-331md/acord_194%20eng.PDF)

<sup>2</sup> The TRTP Project Design Report is available at: <https://www.ifad.org/en/-/document/republic-of-moldova-2000002242-trtp-project-design-report-october-2019>

<sup>3</sup> The TRTP-Adapt Project is available at: [https://www.adaptation-fund.org/wp-content/uploads/2019/09/AFB.PPRC\\_.25.10-Proposal-for-Moldova.pdf](https://www.adaptation-fund.org/wp-content/uploads/2019/09/AFB.PPRC_.25.10-Proposal-for-Moldova.pdf)

The Consultant will provide strategic input and advice on gender across the activities of the Project and will perform within CPIU IFAD components teams to ensure that gender equality is mainstreamed within all project areas. The Consultant will undertake analytical and advocacy work and will have responsibility for the management of partnerships that deliver specific measures, especially in the area of socio-economic and welfare gender-based aspects.

## **5. Overall objectives**

The overall goal of the TRTP Project is to stimulate broad-based rural economic growth and reduce poverty through complementary investments. The development objective of the project is to enable the rural poor (especially youth, women and smallholders) to increase their productive capacity, resilience to economic, environmental and climate-related risks and their access to markets. The project will catalyse increased economic activity in the rural areas by targeting young entrepreneurs, women and small-holders with potential for income and employment generation, utilizing a diversity of interventions, including the provision of climate-resilient infrastructure and technologies, improved access to finance, mentoring, value chain strengthening and market integration. Special attention will be paid to develop off-farm employment opportunities for the youth in areas with growth potential such as food processing, artisanal products, hospitality development, including agro-tourism and other services.

## **6. Objectives of the assignment**

The objective of this assignment is to contract an individual Consultant to implement gender and youth targeting and social inclusion activities related to TRTP, that will perform on a full-time basis under the general supervision of the CPIU IFAD director and in close cooperation with Project components coordinators and the ME officer and will be closely involved in every aspect of the Gender and targeting strategy implementation.

## **7. Scope of work**

The Gender, Targeting and Social Inclusion Consultant **shall** undertake the following tasks:

### **7.1. Project implementation**

- Advise and support the project management, other CPIU staff and service providers in the effective mainstreaming of targeting youth, gender and social inclusion in project activities.
- In close collaboration with the CPIU, develop targeting youth and gender analysis, strategies and action plans to be updated regularly.
- Monitor the implementation of the relevant actions regularly and report on results in the context of the gender Action Plan and in the periodic project progress report;
- Interact with each CPIU staff in critically reviewing project design to see how each component or subcomponent addresses gender issues, and identify opportunities for strengthening implementation from a gender and youth 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 targeting and gender strategies are reflected in the following:
  - AWPB, with the adequate allocation of funds;
  - M&E system (design and maintain evidence);

- Project progress reports;
- Project supervision.
- Contribute to the development of ToR's and tender documents of national and local service providers to various project components to ensure that target groups will be able to participate effectively in all components and meet the project's targets.

## **7.2. M&E and knowledge management**

- Together with M&E and knowledge management team, ensure the M&E data to capture indicators relevant to gender and social inclusion aspects, including disaggregated data on gender, youth and other relevant social inclusion aspects.
- Document and share M&E, Knowledge, 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.

## **7.3. Capacity-building**

- Assess capacities of CPIU staff, implementing partners, service providers and government partners to implement gender-related interventions and deliver on the project gender and targeting strategy
- Undertake regular capacity assessment on gender and social inclusion issues and provide capacity-building for staff at the field level, CPIU, implementing partners and service providers.

## **7.4. Communication**

- Liaise with the IFAD country office and gender team on questions regarding gender in implementation, knowledge-sharing and other aspects.
- Serve as a channel of communication between the project and others focusing on gender issues in government, implementing agencies, other development projects, and IFAD.
- Help project colleagues access the information they may need on gender issues and share good practices. Poverty targeting, gender equality and empowerment during project design

## **7.5 Advocacy and networking**

- Get familiar with gender policies of the institutions linked to the project, including national policies and those of ministries, implementing institutions and financing agencies, including IFAD.
- Support and identify linkages with other gender, women's or social inclusion Programmes implemented by national, international and intergovernmental agencies. Present evidence-based information on good practices in gender equality and women's empowerment in national forums.

## **8. Capacity building and transfer of knowledge**

The Gender, Targeting and Social Inclusion Consultant shall endeavour to build organizational knowledge and exchange lessons with colleagues through formal and informal mechanisms set by CPIU management.

## 9. Reports and schedule of deliverables

N/A

## 10. Consultant's qualifications and experience:

The key criteria for shortlisting are the following:

Criterion	Weight
<b>1. General qualifications:</b>	<b>[15]</b>
A master's degree in social sciences, development studies, human rights, gender studies, or relevant discipline rural development or other related disciplines	10
Participation in specialized national or international training courses related to gender, targeting and social inclusion is an advantage	5
<b>2. Specific previous experience in the field for vacant position:</b>	<b>[30]</b>
-At least 2 years of professional experience in gender, women empowerment and social inclusion substantive area (11 points) - At least 3 years' experience in gender, women empowerment and social inclusion issues (12 points) -At least 4 years' experience in gender, women empowerment and social inclusion issues (13 points) - At least 5 years' experience in gender, women empowerment and social inclusion issues (14 points) -More than 6 years' experience in gender, women empowerment and social inclusion issues (15 points)	15
Experience in similar assignments: projects integrating targeting and gender considerations across components/activities and M&E;	5
Experience in agricultural and rural or other related development projects;	5
Experience in designing and delivering training modules.	5
<b>3. Competencies (through Interview for candidates that score at least 30 points on the above criteria 1 to 2):</b>	<b>[55]</b>
Language skills: Fluency Romanian and good command of written and spoken English; good command of spoken Russian	10
Excellent communication (especially written communications; group facilitation skills), networking and coordination skills with various stakeholders	10
Highly motivated and committed to poverty alleviation and gender equality;	10
Competency technical test	15
Computer management skills especially office productivity tools	10
<b>TOTAL</b>	<b>100</b>

*Grade rating: very poor 10-30%; poor 31-69%; satisfactory 70%; good 71-85%; very good 85-100%*

The Gender, Targeting and Social Inclusion Consultant will be selected in accordance with the ICS procurement method set out in IFAD's project procurement handbook that can be accessed via the IFAD website at <https://www.ifad.org/documents>. The top ranked candidates will be invited in due course to submit a technical and financial proposal that will be evaluated and negotiated. The passing score for shortlisting is 70points.

### **11. Location and period of execution**

The selected candidate will be offered a fixed-term employment contract based on 40-hour weekly schedule Programme at the Consolidated Unit for the Implementation of the IFAD Programs headquartered located in Chisinau city, Stefan cel Mare Av. no. 162.

The expected start of the assignment is September 1<sup>st</sup>, 2023. The contract is valid one year, with the possibility of expansion, based on positive annual performance evaluation.

For the selected candidate will be set a three-month probation period, which will start from the date of contract signing.

### **12. Project coordination**

The Gender, Targeting and Social Inclusion Consultant will report to the CPIU IFAD director and perform in close cooperation with the CPIU staff, i.e. Knowledge Management and Communication (KM & C) Specialist; Monitoring and Evaluation (M&E) Specialists; Financial services and rural development specialists; Agribusiness Specialists, Infrastructure Engineers; Climate Resilience Specialists; Financial Manager, Procurement Officers and Legal Officer.

### **13. Services and facilities to be provided by client**

The CPIU IFAD will provide working space, office equipment and communication facilities (including access to the Internet), as well as any other necessary means and support for consultant in order to carry out this assignment. For field visits CPIU will provide the Consultant with transport.