

Terms of Reference for a short-term assignment

Consolidating AgroBIG support to people with disabilities to engage in agriculture value chain activities

Final Draft (approved by RTC 11022022)

1. Programme background

Programme for Agro-Business Induced Growth in Amhara regional state (AgroBIG) is a bilateral agribusiness development programme funded by the Ethiopian and Finnish governments. The Bureau of Finance (BOF) of Amhara region is the responsible government coordinating agency of the Programme.

The first phase of AgroBIG (2013–2017) was implemented in two woredas, Fogera and Mecha, aiming at improved productivity and further value addition along the selected agricultural value chains, including horticulture. The Programme supported capacity building and enhanced access to finance and financial services to farmers, entrepreneurs and cooperatives engaged in production, inputs supply, agro-processing, commodity trade and service provision (public and private).

The second phase of AgroBIG in 2017–2021 is designed to sustain the gains of Phase I, and further strengthen agribusiness development in eight woredas in the Tana sub-basin: N/Achefer, S/Achefer, N/Mecha, S/Mecha, Bahir Dar Zuria, Dera, Fogera and Libokemkem. In total 89 kebeles are targeted with the aim to reach 300,000 direct beneficiaries, including farmer household members.

- **Impact:** AgroBIG II is to contribute to development that *enables agriculture to provide decent sustainable livelihood to people in rural Amhara regional state.*
- **Expected outcome:** *Value is added at various levels of selected agricultural value chains to increase incomes and create jobs for farming households and other VC actors, with a particular emphasis on women and youth.*
- **Output objectives:**
 - (1) *Value chain actors' access to finance and financial services is improved and sustainability of their enterprises is strengthened;*
 - (2) *Capacities of value chain actors are strengthened to improve their enterprises' capability to seize market opportunities in a profitable and sustainable way.*
- **Cross-cutting objectives:** *gender equality, reduction of inequalities and climate sustainability.*

2. Social inclusion in AgroBIG 2

The AgroBIG programme document identifies people living with disabilities (PWDs) as one of the target groups for intervention. Other vulnerable groups were the food insecure, youth, elderly, women and the disabled.

In 2017, at the start of AB2, a strategy for social inclusion was prepared and presented in the Inception Report. The objective was dual: to make sure that vulnerable groups are benefiting from and not negatively affected (further marginalized) due to programme interventions. Key strategies to guide activities were

- Sensitization, identification, and registration,***
- Ensure participation and fair representation of vulnerable groups in cluster platforms, market linkage forums, stakeholder meetings and similar events***
- Facilitate access to land for the rural youth (male and female)***
- Promote on farm commercial activities***
- Promote off farm activities***
- Facilitate access to market and market linkages***
- Expand financial services for youths and women engaged in enterprises***

- h. **Capacity building support for community care coalitions (CCC)**
- i. **Protect vulnerable groups against negative impacts of programme interventions**
- j. **Support capacity building, coordination and collaboration among stakeholders supporting vulnerable groups**

During the start-up years, the strategy was implemented to a variable extent. The programme supported PWDs as part of a broader focus on women, youth and vulnerable groups, providing training and capacity-building in income-generation, business planning and business management, supporting female poultry farmers and engaging a few other individuals with disabilities in AgroBIG supported development schemes and capacity building. Details of the scope of activities are found in the Annual Reports.

The AgroBIG baseline survey conducted in 2018 observed that 10% of the targeted households have PWD as members of their households. These individuals are expected to benefit, as part of the family, from the programme interventions.

In 2019, the AgroBIG mid-term review (MTR) concluded: “AgroBIG has been sensitive to gender equality and, with some exceptions, successfully engaged women in its activities, especially in the loan programme. **The attention to people with disabilities has been minimal, although the PWD have been named as a target group in the programme document.**” (C12.) The review further recommends (R12.) **to design and implement activities that support the engagement of PWD in economic and productive activities appropriate to them.** This proposal was approved by the SVB as part of the action plan prepared based on the MTR findings.

Subsequently, from EFY 2012, AgroBIG started piloting activities where resources from Community Coalition at kebele level and in-kind contributions by PWDs are pulled together and complemented with AgroBIG support to enable disabled community members start animal rearing, fattening and poultry activities. Also, a substantive effort was made to include PWDs in other income generating activities. A write-up by the AB2 Capacity Building and Social Development Adviser (Kebede 2022¹) sheds light on the experiences from the pilot scheme to include PWDs in value chain activities. The report highlights good experiences and lessons learnt, but observes that the engagement of PWDs in AgroBIG supported activities and facilitation of finance remained limited.

In 2020, it was thus proposed to source short-term (ST) technical assistance to help designing applicable strategies and specific interventions to better address PWDs with regard to income generation and job creation, and overall to strengthen their participation in economic activities and decision making in the society. Unfortunately, this study did not materialize, due to a number of factors, among them the difficulty to mobilise international consultants during the corona crisis, the insurgency in Tigray region and the States of Emergency. Subsequently, the activity was rescheduled for Q3 EFY 2014 and the ToRs were amended to meet the objectives of the remaining programme period.

These Terms of Reference have been prepared with the threefold objective of assessing the AgroBIG activities undertaken in support of PWDs, filling skills gaps among implementation partners through training and consolidating the achievements among beneficiaries reached so far.

3. Description of the assignment

The specific objective of the assignment is to assist the programme implementers to assess the current situation with regard to inclusiveness in AgroBIG context, identify relevant stakeholders and partners to assist enhancing improvements and to help designing quick wins and relevant strategies to better mainstream inclusiveness in the Programme’s activity planning and implementation. The introduced interventions shall contribute to AgroBIG overall goals and comply to MFA’s and GoE’s strategies with regard to inclusion of vulnerable groups in rural development programmes.

Specific tasks

1. **Conduct rapid assessment of the situation of PWDs in selected AgroBIG kebeles and woredas** to identify the extent to which PWDs have been engaged in AgroBIG activities, and to

¹ Ayichew Kebede (2022). Inclusion of PWD in agribusiness. Experience from the AgroBIG2 pilot scheme. Unpublished. See AgroBIG website.

identify the obstacles and opportunities for a more effective engagement using a visual and simple method e.g. by conducting a SWOT² analysis.

2. Drawing on the findings from the rapid assessment, as well as successes from other projects in the Amhara region, **provide trainings for Bureau experts on appropriate strategies for inclusion** of PWDs in agriculture, value addition and agribusiness development. The trainings will acquaint the participants with the conceptual basic pillars of inclusiveness, work with PWD advocacy persons/organisations, and provide exposure to practical experiences. The trainings will be conducted in close collaboration with BWCSA incorporating relevant staff from the former BOLSA as well as stakeholder organisations.
3. **Propose /help designing realistic mainstreaming strategies, specific activities and action plans** that can be integrated into 2014 EFY activity implementation and included into the AgroBIG post-project Sustainability Action Plan for immediate funding during the latter half of 2022. In so doing, with a view to collaborate with relevant stakeholders consider e.g.
 - ways to enhance the active participation of PWDs in implementation partners projects and programs (e.g. PWD youth ambassadors);
 - addressing key constraints in PWD project components;
 - mainstreaming of PWDs into implementation partner activities (e.g. Livestock Agency);
 - technical trainings, coaching and mentoring for relevant woreda IPs (focal persons and experts);
 - trainings, capacity-building and project completion support to PWDs previously supported by AgroBIG2; and
 - post-project support to current PWD partners (AB2 exit strategy).
4. **Present the key findings and recommendations in a validation workshop** involving relevant representation of the AgroBIG implementers and supporters.

4. Stakeholders

A number of organisations and institutions are involved in supporting PWDs in Amhara Region. Among others, the following actors may be considered to be approached to explore their objectives, strategies, scope, key activities, geographic areas, potential to provide support to AgroBIG implementation partners in mainstreaming social inclusion of PWDs in their work.

- *Bees for Development* focusing on VSLA and capacity building for disabled people,
- *Care Debre Tabor* office with experience in VSLA to support PWDs;
- *Ethiopian Centre for Disability and Development (ECDD)*, Bahir Dar regional office,
- *Light for the World*;
- *ORDA* -German funded CBM with experience in VSLA;
- *Plan international*, Bahir Dar area office with experience in VSLA, WASH FNS, handicap humanitarian inclusion, a kind of consortium; and
- *World Vision* Bahir Dar office.
- *Bahirdar Rehabilitation Centre*, support PWD with supportive devices,
- *Cheshire Foundation*, Bahirdar office (used to work on VSLA in Dera),
- *Bright Future Initiative (BFI)* support PWD, based in Debremarkos.

5. Expected deliverables

The following deliverables are expected from the contracted consultant (all documentation in English):

² SWOT = Strengths, Weaknesses, Opportunities and Threats

1. A brief Inception Report, within a **week**, after signing the contract, outlining the approach, methodology, mode of consultation, plan of action and time-table for the works.
2. Concise report of the situation analysis on PWDs in selected target areas, including identified opportunities and risks in relation to AgroBIG objectives and addressed value chains (specific task 1)
3. A training plan with clear objectives, method and topics, and material package (max 20-25 pages) to be used as reference document /training manual in the proposed training (specific task 2).
4. In accordance with the AgroBIG EFY 2014 revised work plan and budget, deliver 4 trainings to 192 implementation partners (32 region and 160 woreda level) (specific task 2).
5. Prepare detailed recommendations for mainstreaming and sustainability action to be supported by AgroBIG and implemented by stakeholders for the benefit of mainstreaming PWDs into implementation partner activities and supporting beneficiaries complete outstanding projects (specific task 3).
6. At the end of the assignment a final report summarizing the key findings and recommendations in line with the objectives described in these ToRs.

6. Modalities and Reporting

The Consultants will report to the AgroBIG CTA/TA team leader.

The AgroBIG Capacity Building and Social Development Advisor (CBSDA) will support the Consultants through provision of project documentation, arranging field programmes and meetings with stakeholders. It should be observed that the CBSDA is an experienced advisor whose knowledge and skill will contribute to the success of the undertaking.

AgroBIG will provide work space in its Bahir Dar Office, and transport with a driver for work carried out in Amhara, within and outside Bahir Dar.

The consultants are expected to work closely with AgroBIG implementation partners, in particular the Bureau of Women, Children and Social Affairs (BoWCSA), with whom the training will be coordinated.

The consultants are encouraged to work closely with PWD advocacy organisations of their choice. A budget allocation is available for effective engagement of PWD advocacy representatives relevant to AB2 objectives. Applicants are encouraged to propose and prepare budgets accordingly.

7. Scope of Assignment & Implementation Schedule

A tentative breakdown of the allocated work time for further adjustments:

Task	Assessment Expert # of days	Training Expert # of days
Inception report	2	2
Doc review, mobilisation and consultation	2	2
Prepare field work / trainings	2	2
Assessment of field projects	8	
Training plan preparation		3
Delivery of trainings		8
Report on field work / trainings	2	2
Mainstreaming strategies	2	1
Sustainability action	2	1
Validation Workhop	1	1
Final Report	5	3
Totals	26	25

8. Required Short-term Input, Requirements and Skills

Two consultants will be needed, who are expected to coordinate their inputs and work together.

One consultant will focus on the evaluation of AgroBIG PWD related activities and the drafting of recommendations for sustainability action (Assessment Expert).

The other consultant will focus on the preparation of a training plan and delivering trainings to implementation partners and beneficiaries (Training Expert).

The consultants will work closely with AgroBIG2 implementation partners and are expected to adjust their work schedule to support the overall implementation of the EFY 2014 work plan. Hence, the inputs will be staggered over a longer period of time.

Assessment Expert - required qualifications and skills

- Master's degree in sociology, social anthropology, psychology, economics, business, development, agricultural economics, rural finance or other relevant discipline;
- Five years or more work experience relevant to the described assignment; In case of Bachelor's degree, 10 years' relevant work experience;
- Proven record of conducting assessments and evaluations of the engagement of PWDs in development projects, preferably related to agricultural value chains;
- Demonstrated experience of expert assignments /preparation of strategies and practical interventions enhancing inclusiveness / HRBA³ in development;
- Excellent communication and facilitation skills.
- Proficiency in English language (written, spoken);
- Familiarity with Amhara Region /woredas targeted by AgroBIG is an advantage.
- Familiarity with Amharic language will be considered an advantage;

Training Expert - required qualifications and skills

- Master's degree in sociology, social anthropology, psychology, adult education, pedagogical sciences, communication, or other relevant discipline;
- Five years or more work experience relevant to the described assignment; In case of Bachelor's degree, 10 years' relevant work experience;
- Experience in designing and provision of trainings and other capacity building activities for development practitioners;
- Proven record of independently planning and designing training curricula and delivering training interventions that support the effective integration of PWDs in mainstream development;
- Demonstrated experience of expert assignments /preparation of strategies and practical interventions mainstreaming inclusiveness in training and capacity-building;
- Excellent communication and facilitation skills.
- Proficiency in English language (written, spoken);
- Proficiency in Amharic language (written, spoken);
- Familiarity with Amhara Region /woredas targeted by AgroBIG is an advantage.

10. Budget and cost sharing

AgroBIG (TA channel budget) will cover the following costs related to the assignment:

- i. Fees for effective working days (preparation, field work, training, reporting);
- ii. Transport cost to/from Bahir Dar (max 2 round trips)
- iii. Transport within the region and targeted woredas;
- iv. Per diem according to the MFA travel regulations;
- v. Accommodation in Amhara region and on transit as due;
- vi. Stationeries, photocopying of materials.

³ HRBA = Human Rights Based Approaches, see Government of Finland Development Policy

AgroBIG (BOFEC channel budget) will cover the following costs related to the assignment during EFY 2014:

- a. Workshop and training costs
- b. Per diem and other costs for programme participants

The Consultant is expected to cover the following costs:

- a. Use own computer;
- b. Insurance and tax obligations;
- c. Any other costs not covered by AgroBIG.

Upon signing the contract, the Consultants are expected to give a statement of availability indicating the desired timeframe for the assignment.