

## CONSULTANCY ANNOUNCEMENT

### GENDER AND WOMEN'S ECONOMIC EMPOWERMENT SUPPORT WITH CHAIN Project

SNV Netherlands Development Organization is a not-for-profit international development Organisation, founded in the Netherlands in 1965. SNV Cambodia operates in more than 30 developing countries in Asia, Latin America and Africa, in Agriculture, Renewable Energy and Water, Sanitation & Hygiene sectors. SNV has been working in Cambodia since 2005. For detailed information on SNV Cambodia visit: [www.snv.org](http://www.snv.org).

#### Background:

SNV Netherlands Development Organisation as the lead agency of the SDC-Cambodia Horticulture Project Advancing Income and Nutrition (CHAIN). CHAIN supports female and male smallholder farmers (including ethnic minorities, where present) in increasing sustainable production, income and resilience in four provinces Kratie, Stung Treng, Preah Vihear and Oddar Meanchey. The project facilitates the empowering of rural smallholder producer groups in the market system, while working on the market development of local safe vegetables with other market actors. CHAIN project is currently in the last year of the second phase and in transition to third phase which is the last one. The project has been able to achieve good results at different levels (national, farmer, private sector).

The high proportion of women in CHAIN's network is characteristic of Cambodian smallholder agriculture and especially horticulture, which has a high participation of women. CHAIN's focus on horticulture thus targets women's development, aiming to provide a reliable, year-round flow of additional income under the direction of women in the household while addressing overall constraints within the system. Indeed, Women Economic Empowerment (WEE) is one of CHAIN's key objectives; its aim is for 75% of the farmers reached by its projects to be women. WEE and gender equality are essential conditions to achieve CHAIN's overall goal, so CHAIN's strategies focus on alleviating the specific constraints faced by women within the sector by (a) reducing women's heavy workloads, (b) freeing up time for training and other capacity-building activities, (c) enhancing women's limited decision-making at household level, and (d) developing gender-responsive service delivery among other stakeholders.

Gender equality and women's empowerment (GE and WEE) are key considerations in making markets more inclusive. The WEE model is based on the notions of access and agency. When a market system is inclusive, the structures within enable and facilitate women's equal access to resources. It also catalyses the capability of decision making required for women to have the agency to act upon the acquisition of those resources and influence the systems in which they live. The resulting outcome is a reduction in gender inequalities throughout the market system, opening up new opportunities for women to access additional resources and enhance their agency. This dynamic cycle ultimately enables women and men to equally compete for and reap the benefits of market systems on a level playing field.

CHAIN developed GE and WEE strategy since 2016 and provided training and coaching to partners for getting better gender responsive service to farmers. CHAIN's has collaborated with the four Provincial Departments of Women Affair (PDOWA) to support other partners and stakeholder with their messaging about GE and WEE in the training, workshop and community dialogue. The project has observed that the partners and stakeholders can improve their messaging. Therefore the project seeks to invest in an additional training activity to build capacity of market actors and partners about to incorporate more gender responsive action and services in their strategy and activities, especially public and private partners.

#### Purpose of Consultancy:

The consultant is expected to provide refresh training about GE and WEE to partners and stakeholders based on CHAIN's strategy. The refresh trainings to organise all the provinces, namely Kratie, Stung Treng, Preah Vihear and Oddar Meanchey. The curriculum of refresh training will develop based on CHAIN's GE & WEE strategy related to horticulture.

**Key Deliverables:**

- Check the CHAIN curriculum, and adjust for refresh training about GE and WEE in English and Khmer
- Adjust the training manual about GE and WEE in Khmer
- Schedule of the refresh training sessions of at least two days in each province
- Training report that include Pre-test and post-test in English

**CHAIN project**

- Provide the GE and WEE strategy and approve on the curriculum and training manual
- The provincial team will assist to organize a training
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**Qualification and Requirements:**

Applicants for this assignment should meet the following qualifications and experience

- At least 5 years professional experience in GE and WEE
- Previous experience provides the training and coaching about GE and WEE in agriculture
- S/he has excellent command of English, Khmer.
- Previous exposure and experience with CHAIN work is highly regarded
- Excellent interpersonal skills,
- Excellent facilitation and training skills

**Additional information:** [@CHAINCAMBODIA](#)

**Contract Type:** Consultancy Agreement

**Level of effort:** 16 days field, 10 days prepare and report 26 days

**Timeframe:** September-October 2020

**Expected Start Date:** August 2020

**How to Apply**

If you believe that your credentials meet the outlined profile, we invite you to apply by sending the short proposal including timeline and budget, CV(s) and letter of motivation, including link to example or relevant experiences. All submission docs are required to convert to PDF in one file including CV. Other work examples are encouraged to be to include troughing the link to the submission doc

All application documents will be treated confidentially and only short listed will be contacted.

**To apply, go to: ([SmartRecruiters link](#))**

Applications are due by **August 5, 2020**

***NB: Only shortlisted will be contacted***

*We do not accept third-party mediation based on this advertisement. Only short-listed will be contacted. Any form of solicitation by phone or other means will be treated as disqualification of the candidate. SNV is an equal opportunity employer.*