



Call for proposals from non-profit Business Development Service providers to support the roll-out of Gender and Entrepreneurship Together (GET Ahead) training to farmer groups producing sesame and cassava in West Nile, Uganda

1.0 Background

The International Labour Organization (ILO) is part of the partnership for improving prospects for forcibly displaced persons and host communities (PROSPECTS). The Partnership is a multi-year programme, funded by the Government of the Netherlands, that brings together five agencies (ILO, World Bank, IFC, UNICEF, UNHCR) to devise collaborative and innovative approaches for inclusive job creation and education in contexts characterized by forced displacement. The programme encompasses three pillars, namely Education, Jobs, and Protection and operates in eight countries across East Africa, Horn of Africa and the Middle East employing an area-based approach, in which the partner agencies jointly focus their activities on selected regions in each country. For Uganda, the partner agencies have selected Arua, Madi-Okollo, Terego and Isingiro districts to focus their interventions. Under the partnership, the ILO, together with IFC and World Bank, lead interventions to improve livelihoods of host communities and refugees, including through enterprise development. Please find more information on prospects here www.ilo.org/prospects

2.0 Context: The ILO approach

The partnership is focused on enhancing the Local Economic Development of the target districts to create increased economic opportunities for host communities and refugees. The ILO through the Approach to Inclusive Market Systems (AIMS) [and financial inclusion](#), seeks to implement market-based approaches to support livelihoods in refugee and host communities. AIMS is based on the assumption that, in order for refugees and members of host communities to build sustainable livelihoods, two conditions must be fulfilled:

- a) There needs to be opportunities in the market, either for self-employment if a certain good or service is demanded, or for salaried employment if employers are looking for employees.
- b) People need the necessary skills and competencies to access existing market opportunities.

As such, AIMS introduces a push-pull approach, where push interventions aim to develop skills and capacities of refugees and members of host communities, and pull interventions aim to develop sectors and value chains, creating opportunities for refugees and members of host communities. To understand the context, the ILO conducted an integrated enterprise and market systems assessment in Arua, Madi-Okollo and Terego districts in Uganda in 2019, "Paving the way for better jobs and improving livelihoods for refugees and host communities." <https://bit.ly/PavingTheWay-Uganda>. The purpose of the assessment was to identify sectors and value chains with potential for growth, profitability and employment for both host communities and refugees and identify some of the systemic challenges to inclusive value chain development.

The assessment identified the agricultural sector as the most economically viable with cassava and sesame (simsim) as value chains that could be developed to include both host

communities and refugees in the labour market as well as create more and better livelihood opportunities. Based on the findings from the assessment, the ILO, in collaboration partners, are co-developing market-based interventions to tackle systemic challenges that hinder the two value chains from developing in a way that is inclusive of refugees and members of host communities. Ag-Ploutos Company Ltd. is ILO's Implementing Partner leading the development of these interventions, with actors in the two value chains. <https://sites.google.com/view/agploutoslimited>

3.0 The ILO intervention approach

Working with Ag-Ploutos Company Ltd, the ILO selected 10 lead enterprises with innovative business models in the two value chains, and each of these enterprises has received a US\$30,000 grant along with technical support in tailored business development services to run better, engage in value addition or extend to new markets. These enterprises are expected to create more economic opportunities for refugees and host communities through backward and forward linkages.

Each of the 10 companies is working with village agents¹ who provide a variety of pre-production, production, marketing and post-harvesting handling services to an average of 200 farmers from the refugee and host community areas. The farmers have been mobilized by the different companies to produce high quality sesame that they (companies) can buy back at harvest time.

The village agents have been trained to offer a range of services to farmers that include training on good agricultural practices and business management, demonstration of usage of new technologies and conduct digital farmer profiling. The ILO-GET Ahead training methodology is being used to build the village agents' business management and entrepreneurship skills both as entrepreneurs and trainers to farmers.

5.0 The GET Ahead Programme

The PROSPECTS Programme has identified the ILO's GET Ahead (Gender and Entrepreneurship Together) as a tool to strengthen the capacity of organizations and individuals, including Village agents who are providing business development support, and supporting entrepreneurs in refugee and hosting communities to acquire key business and soft skills. The GET Ahead training programme aims to address some of the barriers women face to starting and running a business such as lack of knowledge, lack of skills, low confidence, family expectations and responsibilities and bridge the gender gap by offering women and men business management skills and key soft skills.

The programme targets women and men with basic and low literacy levels and seeks to give them the necessary support to start and or consolidate small businesses. The GET Ahead materials use the Business Plan as a practical way of making sense of the importance of business and management skills as well as soft skills that empower women to overcome complex social norms and gender-based discrimination. The manual has a strong component on coaching and peer-to-peer support as well as additional materials on how to deal with childcare or gender-based violence. (www.ilo.org/wed).

¹ Village agents are residents in the local the area with a minimum of three years of experience in grains business, have basic knowledge in post-harvest handling, grain conditioning and bulk storage handling procedures. They are to communicate in the local language, can speak basic in English and have skills in mobilizing and organizing farmers. They have been undergoing training to better prepare them for their role as the key link between farmers and the 10 enterprises to strengthen farmers' capacity to enhance production, productivity and profitability.

6.0 Objective of the assignment

The PROSPECTS programme has supported training of 247 GET Ahead 'candidate' trainers who are expected to train host community and refugee farmers engaged in sesame and cassava production. The 247 'candidate' trainers are composed of 201 village agents and 46 staff from the 10 lead enterprises. The ILO is looking for a Business Development Service Provider to supervise and quality control these 'candidate' trainers as they roll-out GET Ahead training to 4,000 refugee and host community farmers over a period of six months and recommend successful 'candidates' for certification as trainers.

7.0 Duties and responsibilities

- a) Provide a team of 10 Lead GET Ahead Trainers to undertake the assignment, taking into account the gender and disability composition of the team.
- b) Establish the training needs of the refugee and host community farmers (entrepreneurs) and support the 'candidate' trainers to develop a training schedule that meets farmers' time availability to attend the training. The training schedule, including days and schedules, should be developed in consultation with the targeted farmers to ensure effective participation.
- c) In collaboration with the 'candidate' trainers, organize GET Ahead training manuals and other materials required for effective running of the training in a community setting.
- d) Work with the 'candidate' trainers to identify appropriate training venues (including within the refugee settlement areas), putting into consideration proximity and accessibility of the venues to the farmers.
- e) Prepare a plan and oversee training of 4,000 farmers (entrepreneurs) by 'candidate' trainers in Arua, Madi-Okollo and Terego districts.
- f) Ensure trainings are implemented in a way that is gender sensitive and in line with the needs and realities of the farmers.
- g) Monitor the candidate trainers to ensure that they deliver the training to refugees and host communities to the required standards.
- h) Prepare a training report following the training of refugee and host community farmers (entrepreneurs) and recommend the successful 'candidates' for certification as trainers. The compiled report should include profiles of the farmers including, name, age, gender, disability, host community/refugee and location
- i) Share recommendations from the GET Ahead training including potential linkages of the trainers to local organizations and possible interest of local organizations in the GET Ahead Training.
- j) Prepare and submit detailed accountability for the funds received.

8.0 Deliverables

- i. An inception report with a detailed workplan, including measures that will be taken to deliver the training in a community setting with schedules that are favorable to farmers.
- ii. A technical progress report when at least half of the ToEs have been conducted.
- iii. Technical end of assignment report, with recommendations of successful candidates for certification. The report should also include profiles of the farmers trained, stating name, age, gender, disability, host community/refugee and geographical location.

- iv. Financial report, accompanied by receipts for services used during the implementation of this assignment.

9.0 Duration of the assignment

The assignment will undertaken between August 1, 2022 and January 30, 2023.

10. Application process

The interested BDS providers with ability to coordinate and deliver on this assignment should send their technical and financial proposals to: klaprocedurement@ilo.org not later than July 10th, 2022. Any enquiries on this call for proposals should be sent to klaprocedurement@ilo.org