Terms of Reference

Technical training on Backyard Poultry Management and feed additives processing, as an alternate income generation opportunity for farmers/working women

(IKEA funded projects Phase-VII)

1. Project Background

WWF-Pakistan’s Sustainable Agriculture and Food Programme is implementing IKEA funded projects (given above) for the sustainability of Pakistani agriculture sector. These projects are building the capacities of farming communities and allied agro-based industry on supply chain value addition, water conservation, crop residue management, integration of trees in cropping system and providing mitigation strategies to combat climate-change impacts on agriculture. Livelihood Improvement and gender empowerment through skill building is a strong component among many other mitigation strategies used in farmer capacity building sessions throughout the year.

Over the years, numerous capacity building trainings have been done for worker women from cotton farming families to improve their livelihood standards, basic health & hygiene practices and awareness regarding multiple farm based hazards, which are benefiting them in multiple ways. In the current era of women empowerment, we plan to equip the women folk with need based training and capacity building on some specific farming skills that can help them to explore alternate income generation opportunities.

2. Objectives

The main objectives of this training course are

- Capacity building of Women Field Force on “Backyard poultry management and feed additives processing as an alternate income generation opportunity for farmers/women workers”
- Demonstration & Preparation of feed additives at the field level for better understanding of farmers/female workers.

3. Scope of Work:

Training course is to develop a comprehensive content that combines theoretical concepts and practical implementation to ensure that by the end of the training, participants will be able to follow simple and systematic processes. The training will be conducted in 4 different cities, Khanewal, Multan, Bahawalpur, & Sukkur.

4. Specific Tasks:

The training should comprise of the following activities:

- Lecture on Backyard poultry management &feed additives.
- Hands on training on feed additives preparation.
- Demonstration of feed additive preparation, its use and handling

All the necessary expenses will be borne by WWF-Pakistan for this training program.
5. Expected Outputs/Deliverables:

- Prepare and submit training course outline, course contents, PPT, Handouts, training delivery schedule for Women Field Force (WFF) as per responsibility;
- Submit report on the delivery of training programs;
- Conduct Pre and Post evaluation of each training;
- Submit output-based progress report for each training session and final report of all training programs including list of trainees with contact details

6. Duration:

- The consultancy will be undertaken over a period of two (2) months with a maximum of approximately 12-15 person days of professional services. Work will commence immediately after contract signing.
- This consultancy is field-based and would involve active participation in meetings with the SAFP technical team

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<thead>
<tr>
<th>Sr. #</th>
<th>Training location</th>
<th>Timeline</th>
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<tbody>
<tr>
<td>1</td>
<td>Khanewal</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Multan</td>
<td>Month of May and June, 2021</td>
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<tr>
<td>3</td>
<td>Bahawalpur</td>
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<td>4</td>
<td>Sukkur</td>
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7. Responsibilities of WWF-Pakistan’s SAFP team

- Ensure active participation of farming community.
- Facilitate the consultant in effective demonstration of the deliverables.
- Regularly follow up with consultant and field teams for regular practice of the newly taught skill in the community.

8. Required Qualifications/Skills of Consultant:

- Doctor of Veterinary Science Medicine;
- Proven capacity to develop practical training guidelines and conduct training sessions related to Backyard Poultry Management and feed additive preparation [Minimum 3 years of experience in conducting relevant trainings]
- Experience in documentation, reporting and evaluation of training sessions
- Good communication and writing skills in English;
- Ability to plan, prioritize and produce quality results on time
- Adhere to WWF’s values, which are: Courage, Integrity, Respect and Collaboration