Terms of Reference

Technical training on Sustainable Livestock Management as an alternate income generation opportunity for farmers/rural women

(IDH funded project)

1. Project Background

WWF-Pakistan’s Food & Markets programme is implementing IDH funded project titled; “Gender empowerment through homestead microenterprise development” through engagement with rural communities especially in core cotton growing regions of Pakistan. Livelihood Improvement and gender empowerment through skill building is a very strong component among many other strategies used in building up socio-economic resilience of farming families in the diverse agriculture landscapes. This projects’ objective is building the capacities of farming communities/rural worker women on alternate income generation opportunities and ensuring that enabling mechanisms are in-place for supporting women led micro-enterprises, acting as economic force leading to improve socio-economic and environmental resilience of Cotton farming families.

Throughout the years, frequent capacity building training has been done for rural women from cotton farming families to improve their living standards, basic health & hygiene practices and awareness regarding multiple farm-based vulnerabilities, which are benefiting them in several ways. In the existing time period of women empowerment, we intend to train the rural women/farm workers with prerequisite training and capacity building on need-based 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 staff on sustainable livestock management practices, including husbandry management, animal nutrition, disease prevention/vaccination, disease management and proper breeding practices.
- Capacity building of women field staff on value addition/processing of homestead dairy products e.g., butter, yogurt, Desi Ghee etc., butter and yogurt for local or household consumption due to their perishability.

3. Scope of Work:

Training course is to develop a widespread 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. Set of 2 trainings will be conducted for 2 women groups, each training comprising 3 days of technical theoretical and practical sessions.

4. Specific Tasks:

The training should consist of the following activities:
- Breed selection and importance; indigenous and upgraded breeds for improved production & productivity
- Outdoor & indoor housing; safe and hygienic shelters as per environment, ventilation etc.
- Feed & nutrition, provision of balanced & organized feeding; utilization of local feed sources and free access to water; availability & accessibility of drinking water and its importance in animal health.
- Disease management and prevention along with vaccination importance and scheduling.
- Breeding of domestic animals; proper breeding practices, artificial insemination, etc.
- Safe handling, storage and marketing of milk and exploring meat as an alternate source of business.
- Value addition of dairy products e.g., butter, yogurt, Desi Ghee etc. and Packaging, handling; ensuring quality products having hygienic packing and good shelf life.

All the necessary expenses of travel, accommodation and boarding/lodging 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 program including list of trainees with contact details

6. Duration:

- The consultancy will be undertaken over a period of 6 days with a maximum of approximately 20-25 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 Food& Markets Team technical team

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<tr>
<th>Sr. #</th>
<th>Training location</th>
<th>Timeline</th>
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<tr>
<td>1</td>
<td>Khanewal</td>
<td>Month of July, 2022</td>
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7. Responsibilities of WWF-Pakistan’s Food& Markets team

- Ensure active participation of the 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 and animal science Medicine;
- Proven capacity to develop practical training guidelines and conduct training sessions related to Livestock management [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

Criteria of Evaluation

Applicant’s proposal shall be evaluated based on Quality and Cost Based Selection (QCBS) method. Under QCBS both technical and financial proposals shall be evaluated as per following criteria against a maximum score of 100 points.

• Technical Proposal 70%
• Financial Proposal 30%

The following criteria shall be used as a basis for evaluation of technical proposals:

• Qualifications (maximum 30 points)
• Experience relevant to the assignment (maximum 30 points)
• Adequacy of the proposed methodology and work plan (maximum 20 points)
• Skills & Competencies for the assignment (maximum 10 points)
• Prior experience with WWF-Pakistan (maximum 10 points)

Budget

The tentative budget threshold for this specific assignment is **PKR 180,000/- inclusive of taxes and out of pocket expenses**. Evaluation process will be competitive; therefore, all the required documents should be submitted.

Note: Late/ incomplete submissions will not be accepted. Only three (03) top ranked firms will be included in the comparative process.