**TERM OF REFERENCE (TOR)**

**TRAINER FOR: COMPREHENSIVE YOUTH SKILL BUILDING TRAINING FOR FAIRTRADE SMALL PRODUCER ORGANIZATIONAL YOUTH IN SRI LANKA**

**Introduction**

Fairtrade is an alternative approach to conventional trade and is based on a partnership between producers and consumers. When farmers can sell on Fairtrade terms, it provides them with a better deal and improved terms of trade. This gives them the opportunity to improve their lives and plan for the future. Fairtrade offers consumers a powerful way to reduce poverty through their everyday shopping. Fairtrade Network of Asia and Pacific Producers (NAPP) is a Producer Network of Fairtrade International, working to secure a better deal for farmers and workers in Asia and the Pacific. It assists and empowers Fairtrade certified farmers and workers throughout the Asia-Pacific region in developing holistically sustainable communities.

To ensure that producer organizations have a robust set-up that can help their businesses grow, NAPP has been planning to focus on the next generation - youth who can take the lead in these domains to avoid future risks and can support becoming business compliant. This aspect is an inclusive approach to ensure their voices are heard within the Fairtrade system, building a stronger community in the long run

The activity is co-funded by the European Commission Funding Framework Partnership Agreement (EC FFPA) program. The EC FFPA is strategic partnership program, that aims to strengthen Fairtrade as a representative, member -based regional, EU and global Civil Society umbrella organization, giving voice and empowering over 1900 Fairtrade Producer Organizations globally. Within this program, NAPP focuses on operationalizing gender strategies, which seek to strengthen gender inclusion at regional and national level and providing leadership training for people. This aims to promote gender inclusion, into the various stages of agricultural supply chains. NAPP is conducting activities and trainings that empower gender involvement with the knowledge and tools they need to thrive within product value chains, contribute to their personal growth and the overall development of sustainable agriculture. Greater gender inclusion also provides an opportunity to strengthen intergenerational dialogue and knowledge transfer, contributing to the development of the next generation of Fairtrade producers.

Based on the NAPP Youth Strategy, The members of the next generation to be the key agents of social change, economic development, and technological innovation, NAPP has come up with an innovative programme youth leadership and skill development training course on in srilanka with an aim to focus on awareness drives, capacity building, and training of youths on related subjects to help them understand and further contribute to the initiatives that help the community. Recognizing the changing and challenging situations within organizations and communities.

**Project Idea:**

We are pleased to introduce the comprehensive youth skill-building training program for Fairtrade small producer organizational youth in Sri Lanka. This program aims to equip 20-30 young individuals with a diverse set of skills that will not only enhance their personal and professional development but also enable them to actively contribute to the Fairtrade small producer organizations in Sri Lanka. By empowering youth with the knowledge and skills necessary to support sustainable and ethical practices within their communities, this training program seeks to foster leadership and entrepreneurial abilities, ultimately contributing to the overall growth and success of Fairtrade small producer organizations in Sri Lanka.

**Objectives:**

The objectives of the program are:

1. To equip youth from Fairtrade small producer organizations in Sri Lanka with comprehensive skills to enhance their personal and professional development.

2. To provide training to enable youth to actively participate in and contribute to the Fairtrade small producer organizations in Sri Lanka.

3. To empower youth with the knowledge and skills necessary to support sustainable and ethical practices within their communities.

4. To foster leadership and entrepreneurial abilities among the youth, ultimately contributing to the overall growth and success of Fairtrade small producer organizations in Sri Lanka.

**Expected Outcome from Training:**

The expected outcomes from the comprehensive youth skill-building training program for Fairtrade small producer organizational youth in Sri Lanka are:

1. Enhanced personal and professional development of youth from Fairtrade small producer organizations in Sri Lanka through comprehensive skill-building.

2. Active participation and contribution of trained youth in the Fairtrade small producer organizations in Sri Lanka.

3. Support for sustainable and ethical practices within their communities by empowering youth with the necessary knowledge and skills.

4. Development of leadership and entrepreneurial abilities among the youth, leading to the overall growth and success of Fairtrade small producer organizations in Sri Lanka.

**E. Methodology:**

The methodology of the workshop will be designed to be interactive, participatory, and practical, aimed at engaging the youth participants in active learning and skill development. The workshop will employ various methods, including lectures, group discussions, case studies, role-plays, and hands-on activities to ensure a comprehensive learning experience. Additionally, practical exercises and real-life scenarios relevant to Fairtrade small producer organizations in Sri Lanka will be incorporated to provide a contextual understanding of the skills being taught. The methodology will also involve mentorship and peer learning to encourage participant collaboration and knowledge sharing. Furthermore, continuous feedback and evaluation mechanisms will be integrated to gauge the effectiveness of the training program and make necessary adjustments to ensure its success

**Qualification and Work Experience**:

* Relevant Master’s Degree with additional certification/Accreditation with proven experience in related discipline. At least 5 -7 years of relevant post qualification and high-level working experience in conducting similar assignments and youth leadership training and attached reporting
* Having sound knowledge around training, s Focused Areas of training on Leadership, entrepreneurship skills with a focus on each of the four focus areas: Smart Agri-business and Livelihood, Agri Innovation and Technology, Digital Marketing, and ethical and sustainable Farming
* Experience with National and International organizations is desirable on similar assignments

**Ethical Considerations**:

* The consultant may adapt/customize material from other sources developed by international organizations, however, the consultant will have to ensure adherence to the standard protocols of citation/referencing by seeking permission/acknowledgement of the sources from where training material/contents are to be taken for the proposed trainings. The onus of any liability/claim from any party regarding plagiarism or misuse of their material will be on the training consultant.
* The consultant will ensure use of provincial languages in conducting all the training sessions.
* The consultant will ensure the confidentiality of the information collected and material developed under this consultancy will be the property of NAPP Fairtrade international. The consultant or any of their representative will not use part or whole of any information and training material for any other assignment either for or any other client without prior written permission from NAPP Fairtrade International

**Deliverables from Trainer:**

The deliverables from the trainer:

1. Module Development on Focused Areas of training on Leadership, entrepreneurship skills with a focus on each of the four focus areas: Smart Agri-business and Livelihood, Agri Innovation and Technology, Digital Marketing, and ethical and sustainable Farming
2. Training materials, including handouts, presentations, and resources, to support participants in their learning.
3. Development of Action plans for youth to facilitate field-level activities and awareness campaigns specifically tailored to youth engagement in agriculture as follow up measures to be implemented in their respective organizations based on training components
4. A Comprehensive Report capturing the process and outcomes

**Timeline**: - The workshop is proposed to take place in November 2nd week.

**CVs, Financial and Technical Proposal submission:**

The potential candidates can drop their CVs along with technical and financial proposal on following addresses by 4th October 24 To [iresha.sanjeewanie@fairtradenapp.org](mailto:iresha.sanjeewanie@fairtradenapp.org) cc to

sarah.anum@fairtradenapp.org You can also write to same for any technical query or questions