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# Food and Agriculture organization of the United Nations

### **Terms of Reference for** Choose an item.

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| **Name:** |  | | | | |
| **Job Title:** | Intern – Women and Youth Empowerment in Agriculture | | | | |
| **Division/Department:** FAO Representation in  Uganda | |  | | | |
| **Location:** | Kampala, Uganda | | | | |
| **Linkage to Four Betters:** | Better Production, Better Environment, Better Nutrition, Better Life | | | | |
| **Expected Start Date of Assignment:** ASAP | |  | **Duration:** | 11 months | |
| **Report to:**  Dominique Reumkens (Associate Professional Officer, Climate Change) | |  |  |  | |
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| General Description of task(s) and objectives to be achieved | | | | | |
| |  | | --- | | **Background:** The FAO Representation in Uganda (FAO Uganda) is responsible for developing, promoting and overseeing strategies for addressing country priorities and implementing programmes and projects related to food, agriculture and rural development priorities. FAO Uganda’s programme of work is guided by its Country Programming Framework (CPF) which forms the basis for strategic cooperation over a four year period between FAO and the Government of the Republic of Uganda (GoU). The CPF is aligned with FAO’s corporate Strategic Objectives (Better Nutrition, Better Environment, Better Production and Better Life) and the UN Sustainable Development Cooperation Framework 2021-25 in support of the Government of Uganda’s (GoU) third National Development Plan 2021 25 (NDPIII). The CPF centers around three main pillars of support: People and the Enabling Environment, People and the Natural Environment and People and Prosperity. In line with the CPF, FAO in Uganda strives to engage family farmers and small-scale producers in crop, livestock, fisheries and forestry production systems that are inclusive, innovative and sustainable (Better Production) as well as to protect the most vulnerable populations and help them achieve food, nutrition and income security through resilient agricultural livelihoods (Better Nutrition, Better Life). Projects aim to achieve resilience to climate related shocks for vulnerable populations while conserving, managing and restoring the natural environment that crop, livestock, fisheries and forestry-based livelihoods are based on and derive from (Better Environment). The CPF emphasizes economic growth, job creation and income diversification from market-oriented and resilient agriculture value chains that are gender-responsive and youth-inclusive. This priority area embraces the spirit of the United Nation’s development agenda to ‘leave no one behind’, including women, youth and refugees. Projects being implemented by FAO recognize the importance of building resilient livelihoods for all Ugandans and the role that can be played especially by *women and youth* in the development trajectory of the agricultural sector.    Addressing the prevalence of gender inequality in Uganda’s agriculture sector is key to progress and the realization of human rights, in line with Uganda’s National Human Rights Action Plan. There is a heightened need to challenge the entrenched unequal gender-power relations and other forms of exclusion in society and institutions, which impose costs on women and the agriculture sector. Although women constitute over 77% of the work force in the agriculture sector, often official statistics underestimate women’s full contribution to the agriculture sector, as their work is often unpaid as own family workers. They suffer systematic discrimination in their access to resources and services needed to achieve their full potential in socio-economic development. The lack of youth engagement in agriculture is largely related to the lack of decent rural employment opportunities on account of poor working conditions, low wages and a dearth of formal employment contracts which affect youth’s potential employment in agriculture. FAO Uganda’s work emphasizes meaningful and productive engagement of youth, women, and refugees through the diversification and protection of livelihoods for women and refugees, and the creation of decent employment opportunities particularly for youth and refugees.  The China Scholarship Council Intern (Women and Youth Empowerment in Agriculture) will contribute to building on the efforts and achievements of ongoing projects that contribute to strengthening the economic base of Uganda and creating jobs, with an emphasis on innovations and the role of women in the economy and female, youth and refugee entrepreneurship by monitoring their progress, communicating their results to GoU and donors, and building on evidence generated through these projects to design new projects and programmes. Ongoing projects include FAO’s food security and livelihoods work, its climate change and natural resource management portfolio, its policy and enabling environment work and its China-Uganda South-South Cooperation (SSC) projects. |   **Duties and Responsibilities:**  The Intern will report directly to the Associate Professional Officer, Climate Change, engaged in programme development, advocacy, communications and outreach, but will work closely with all project managers and programme colleagues.  Specifically s/he will:   * assist project personnel and the Monitoring Evaluation Accountability and Learning (MEAL) unit in the monitoring and review of FAO projects related to the women, youth and refugees portfolio and ensure that the FAO Representation has quality information to assess progress towards expected results established in annual project work plans and project logical frameworks; * liaise with the MEAL and Communications units, technical/programme officers and partners to identify and document best practices and lessons learned for communications and advocacy related products; * engage and follow up with the team of nine Chinese technical specialists recruited through the China-Uganda FAO SSC projects to help promote synergies, cooperation and uptake of lessons learned between the China-Uganda FAO SSC project and other FAO projects being implemented in Uganda; * compile information and draft/edit documents in response to scheduled and emerging calls for support related to FAO’s work in women’s empowerment, youth inclusion, climate change adaptation and mitigation and refugee response, including project/programme proposals, briefs, presentations, etc.; * participate in collaborative work in integrated programme development across technical teams in FAO Uganda (eg. women’s empowerment, youth inclusion, climate change, food security and livelihoods); and * perform other related duties as required. | | | | | |
| key performance indicators | | | | | |
| **Expected Outputs**: | | | | | Required Completion Date: |
| Timely completion of tasks assigned by the Supervisor. | | | | | By deadlines indicated. |
| **REQUIRED COMPETENCIES** | | | | | |
| **Minimum requirements:**   1. Enrolled in an under-graduate, graduate degree programme in Social Sciences or Agricultural Sciences in a “bona fide” educational institution at the time of application or recent graduate. Please note that FAO only considers higher educational qualifications obtained from an institution accredited/recognized in the World Higher Education Database (WHED), a list updated by the International Association of Universities (IAU)/United Nations Educational, Scientific and Cultural Organization (UNESCO). The list can be accessed at [http://www.whed.net/](http://www.whed.net/home.php). 2. Candidates should be aged between 21 and 30. 3. Proactive, respects deadlines, willing to learn on the job. 4. Able and willing to network with FAO colleagues beyond immediate supervisor and located outside Uganda. 5. Excellent knowledge of English, oral and written. 6. Ability to work in teams and with people of diverse backgrounds. | | | | | |
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