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| **TERM OF REFERENCE (TOR) FOR CONSULTANCY SERVICES** |
| Task/Assignment: | Gender Equality and Social Inclusion (GESI) Analysis & Stakeholder Engagement Plan |
| Position/Level: | International / Local Consultant |
| Location: | Nigeria/West Africa |
| Expected Duration:  | 25 days within July - August 2025  |

**About JohnVents Industries Ltd (JVI)**

JohnVents Industries Ltd (JVI) was incorporated in 2016 as a consulting and commodity trading company before venturing into farming through JohnVents Farms, then processing and manufacturing with the acquisition of two processing factories Coop Cocoa (Akure) and Premium Cocoa Products (Ile-Oluji) in 2021 and 2023, respectively. JVI operates Coop Cocoa plant directly, aggregating and selling cocoa beans, processing and sale of cocoa powder, cake and butter.

JohnVents Industries Ltd (JVI) focuses on cultivating, processing, and marketing sustainable cocoa products. With a mission to empower rural communities and support sustainable agriculture, JVI partners with smallholder farmers and outgrowers across Nigeria, integrating them into its cocoa value chain. JVI sources cocoa from its own plantations, contracted smallholders, and local cooperatives, ensuring responsible sourcing practices that drive positive economic and social impacts.

For further information about JVI please visit: [www.johnvents.com](http://www.johnvents.com)

**Project Background**

The Dutch Fund for Climate and Development (DFCD) enables private sector investment in projects aimed at climate adaptation and mitigation in developing countries. The Dutch Ministry of Foreign Affairs has made available €160 million to increase the resilience of communities and ecosystems most vulnerable to climate change. The DFCD is managed by a pioneering consortium of Climate Fund Managers (CFM), Worldwide Fund for Nature Netherlands (WWF-NL) and SNV Netherlands Development Organisation, led by the Dutch Entrepreneurial Development Bank, FMO. For more information, please visit: [www.thedfcd.com](http://www.thedfcd.com)

JohnVents Industries Ltd (JVI) is a rapidly growing agribusiness committed to advancing sustainable cocoa production in Nigeria. The company has developed a strategic expansion plan aimed at scaling up the adoption of climate-resilient and sustainable cocoa agroforestry among smallholder farmers within its supply chain in south-west and south-south region of Nigeria. This initiative aligns with JVI’s long-term sustainability commitments, which include improving farmer incomes, enhancing biodiversity, and reducing environmental risks in the cocoa value chain.

The Dutch Fund for Climate and Development (DFCD) is supporting this initiative through an Origination Facility, which provides funding for early-stage activities that will de-risk the investment and prepare JVI for further financing under the DFCD Land Use Facility. The Origination Facility will enable JVI to conduct gender equality and social inclusion (GESI) analysis, and stakeholder engagement planning to ensure that cocoa expansion is both sustainable and inclusive​.

This investment will also complement financing from the International Finance Corporation (IFC), which approved a €21.3 million facility for JVI in December 2023. The IFC financing primarily supports factory upgrades and working capital needs, whereas the DFCD Origination Facility focuses on strengthening JVI’s supply chain resilience and smallholder engagement. The DFCD funding is particularly important in addressing climate adaptation challenges such as unpredictable rainfall patterns, deforestation risks, and the need for climate-smart cocoa production​.

Through this initiative, JVI aims to:

* Conduct gender and social inclusion (GESI) assessments to identify risks, enhance governance, and develop mitigation strategies for sustainable operations.
* Increase the number of out-growers and in-grower farmers, integrating smallholders—particularly women, youth, and vulnerable groups—into the supply chain.
* Expand its nucleus cocoa plantation and introduce agroforestry to promote climate-resilient cocoa production.

**Assignment Objectives:**

JVI is committed to promoting sustainability across its operations, ensuring food security, improving farmer livelihoods, and fostering healthy ecosystems. The company envisions an agricultural landscape where sustainable farming practices positively empower smallholder farmers while maintaining environmental integrity. The origination grant from the DFCD will support JVI to examine gender and social inclusive (GESI), and safeguards issues in its supply chain and outline strategies to avoid, manage and minimise the risk of exclusion. At the same time, in line with its commitments to empowering local farmers and communities, the assessments will identify opportunities to deliver positive outcomes that support GESI. The consultant will conduct a preliminary GESI assessment of JVI’s backward integration operations, policies, and sourcing model to:

1. Identify and manage potential GESI risks associated with JVI’s cocoa sourcing.
2. Develop strategies for the inclusion of smallholder farmers in its supply chain, with a focus on women, youth, and vulnerable groups from JVI’s cocoa sourcing states of Ondo, Akwa Ibom, and Cross Rivers states.
3. Provide recommendations for compliance with IFC Performance Standards 2 (Labor and working conditions) and Performance Standards 4 (Community health, safety, and security).

**Scope of Work**

a. GESI Analysis

1. Analyze JVI’s existing GESI policies and practices in its cocoa value chain and the impact on women, youth, and vulnerable groups actively participating within JVI’s cocoa sourcing model, including it’s in-growers and out-growers’ farmers.
2. Conduct a baseline gender and social inclusion assessment to understand the specific barriers and opportunities for women, youth, and vulnerable groups in JVI’s sourcing chain. This will include an analysis of their roles, access to resources, decision-making power, and economic participation.
3. Develop a GESI Action Plan (GAP) providing a road map for JVI to promote inclusion and economic empowerment within the cocoa sourcing communities.
4. Assess and provide recommendations for improving JVI’s grievance redress mechanisms to ensure it’s accessible, transparent, culturally appropriate and GBV-responsive grievance management. The Grievance Mechanism should be adapted to the contextual needs and dynamics of the local cocoa farming communities that supply JVI Ltd.
5. Develop a Stakeholder Engagement Plan that aligns with the principles of Free, Prior, and Informed Consent (FPIC) and maps out key stakeholders, for JVI Ltd including local communities, government agencies, NGOs, and cocoa value chain actors.

b. Training and Capacity Building

1. Conduct a training workshop for JVI staff and key stakeholders, to disseminate the findings of the GESI assessment and analysis, including improvements on the implementation arrangements for the GESI Action Plan (GAP), and a defined SEP approach highlighting implementation best practices. The workshop will have a self-reflection component to allow for JVI management and staff participants reflect on current organizational practices, policies, and procedures, highlighting strengths and pinpointing areas for improvement in GESI. The consultant will facilitate the JVI team to identify priorities for embedding GESI principles and practices into their business strategy, operations, and corporate culture.

**Deliverables:**

The consultant will deliver the following deliverables:

* GESI Assessment Report: Detailed assessment report inclusive of a GESI Action Plan, including strategies for the inclusion of women, youth, and vulnerable groups.
* Stakeholder Engagement Plan: SEP that provides a roadmap for effective stakeholder engagement across the cocoa value chain.
* Training Workshop Materials: Materials to train JVI management and operational staff on GESI, and SEP practices.
* Training workshop report: Detailed report of the GESI, training workshop conducted to disseminate the findings to JVI staff and other key stakeholders.

**Reference Frameworks**

* Gender Equality Frameworks e.g. UN Women’s Empowerment Principles (WEPs), OECD DAC Gender Equality Marker, CARE Gender Equality Framework
* Social Inclusion and Intersectionality Frameworks e.g. LNOB Principle (Agenda 2030), Crenshaw’s Intersectionality Analysis
* ILO Conventions on Labor and Non-Discrimination (C111, C100, C169)
* UN Principles for Responsible Investment, and UN Global Compact
* Relevant cocoa & guidelines industry standards e.g. Rainforest Alliance, Fairtrade
* 2X Global Challenge
* Minimum Standards for Mainstreaming Gender Equality
* Gender Action Learning Systems (GALS) methodology
* SNV’s GESI approach.

**Timeline:**

The consultant is expected to work for a total of **25** working days. The total duration of the assignment will be maximum 2 months (**July - August 2025**) after signing of the contract.

**Qualifications:**

The Consultant firm or team is to comprise a balanced mix of complementary expertise (international/national) to be proposed by the Consultant aligned with the requested services:

* Working experience with relevant Gender Equality Frameworks and relevant social inclusion and intersectionality frameworks is expected. Experience with private sector is highly desirable. Experience of similar Agri-value chain sector assessments is advantageous.
* Gender Equality and Social Inclusion (GESI) expertise with at least 5 years’ experience implementing gender assessments/analyses and elaboration of GAPs in the agriculture/natural resources sector in Africa. Experience with private sector is highly desirable.
* Demonstrated experience in conducting Gender Assessment and GESI analyses for commercial agricultural produce processing companies in the cocoa farming and processing value chain or in a similar sector.
* Strong knowledge of stakeholder engagement best practices and experience in developing stakeholder engagement plans for investments in commercial agricultural value chains including cocoa sector.
* Excellent analytical and report writing skills.

**The Proposal**

Consultants are expected to submit both technical and financial proposals at the same time but separated into two files (soft copy files)

1. File 1: Detailed Technical proposal showing:
* Understanding of the TOR
* Methodology overview that shows how the objectives of the study will be met
1. Detailed financial proposal
* Breakdown of professional fee
* Breakdown of travel, per diem, and related fees
1. CVs
* key staff to be assigned for this study,
* Corresponding roles and responsibilities of key staff
1. Previous experiences in similar assignments.