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TERMS OF REFERENCE

Hiring of Technical Specialist to do desktop review on Youth in Agriculture: Mapping Policy Gaps and Opportunities Across Four Countries to Inform Fairtrade NAPP Youth Advocacy Agenda

August 2026

Hiring Organisation	Fairtrade Network of Asia, Pacific and Producer (NAPP)
Country covered of the study:	India, Sri Lanka, Indonesia, Uzbekistan
Assignment Type	Individual Technical Consultancy, Team consultancy, Firm consulting agency
Location	Remote work
Duration	8 week
Reporting To	Fairtrade NAPP Advocacy Manager
Language of Work	English
Financial Proposal	Please quote in EUR
Application Deadline	August 28, 2026
Expected Start Date	September 14, 2026

Fairtrade Network of Asia and Pacific Producers (Fairtrade NAPP) was established in 2014 and is one of the Producer Networks under Fairtrade International. Producer Networks are regional associations that Fairtrade-certified producer organizations may join voluntarily. They represent small-scale producers, workers, and other key stakeholders within the Fairtrade system.

Fairtrade NAPP supports and empowers Fairtrade-certified farmers and workers across the Asia-Pacific region. Producers collectively hold 50% ownership of the Fairtrade system and have equal decision-making power on matters that affect them. As a Producer Network, Fairtrade NAPP ensures that the voices of producers are effectively represented at regional and global levels.

Currently, Fairtrade NAPP comprises 270+ Producer Organizations across 21 countries in the Asia-Pacific region, representing over 260,000 farmers and workers. The organization focuses on producer support and relations, social compliance, youth and gender, advocacy, partnership-building, capacity development, and improving access to international markets for its members.



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It also supports producers in addressing cross-cutting challenges such as climate change, gender inequality, and compliance with evolving market and sustainability standards.

For more information, please visit: <https://www.fairtradenapp.org/>

1. Background of the Assignment

Fairtrade NAPP, in partnership with Fairtrade International, is implementing the Future is Fair project (2024-2027), co-funded by the European Commission through the Funding Framework Partnership Agreement (ECFFPA). As part of this initiative, a study is being conducted to review and consolidate national policies and programs related to youth in agriculture,

The study will cover 4 selected countries, including India, Indonesia, Sri Lanka, and Uzbekistan, with the aim of identifying policy gaps, good practices, and opportunities to strengthen youth inclusion. It will also map the policy and program landscape to inform Fairtrade NAPP's advocacy messaging in support of young farmers affiliated with Fairtrade-certified producer organizations.

2. Objectives of the Assignment

The primary objective of this consultancy is to map and analyse the policy and programme landscape governing young people engagement in agriculture across four countries, identify key gaps and opportunities, and generate evidence-based recommendations to inform Fairtrade NAPP's youth advocacy agenda.

The specific objectives of this consultancy are to:

- Map and document the landscape of existing national and subnational policies, schemes, and programs that directly or indirectly address young people engagement in agriculture.
- Critically analyze the scope, coverage, implementation mechanisms, and accessibility of identified policies and programs for young people and agricultural workers, including those connected to Fairtrade value chains and analyse level of awareness of young people on these agricultural public schemes.
- Identify gaps, overlaps, and opportunities for Fairtrade NAPP and its members to leverage, align with, or advocate for improvements in existing government interventions, policies, and frameworks for young people to utilise their knowledge and skills in the agricultural sector
- Produce a consolidated, accessible reference document that can serve as a practical tool for program design, capacity building, and stakeholder engagement.
- Provide actionable recommendations for Fairtrade NAPP's strategic engagement with government frameworks on young people in agriculture.

3. Scope of Work and Key Tasks

The Technical Specialist will be expected to undertake the following tasks:



3.1 Desk Review and Mapping

- Conduct a systematic desk review of national government documents, policy frameworks, scheme guidelines, budget allocations, and program reports related to young people in agriculture.
- Map relevant programs, schemes, policies for young people across national and state/regional Government ministries and agencies. In India, with particular attention to areas of Fairtrade producer organization presence: Maharashtra, Karnataka, Tamil Nadu, Andhra Pradesh, Telangana, Uttar Pradesh, Madhya Pradesh, Odisha, Uttarakhand, Gujarat, Rajasthan, Kerala, Jammu, Punjab, Assam and West Bengal. For Indonesia, national level, Sumatera region, other region with fairtrade certified groups.
- Review reports and data from development banks, agricultural research institutions, and international organizations (including FAO, ILO, IFAD, and relevant NGOs) on young people agricultural engagement.

3.2 Stakeholder Consultations

- Conduct key informant interviews with NAPP staff, producers, active young people within producer organization, and young people engaged with NAPP Youth program
- Engage with Fairtrade NAPP Gender and Youth staff to understand on-the-ground realities and alignment opportunities
- Document insights from consultations in a structured manner to complement the desk review findings

3.3 Analysis and Synthesis

- Analyze the extent to which existing policies and programs address the specific needs and barriers faced by young people in agriculture, including gender-disaggregated analysis where data is available.
- Assess the reach, relevance, and effectiveness of identified policies, schemes, and programmes in enabling young people to apply and develop their knowledge, skills, and capabilities within the agricultural sector.
- Identify entry points for Fairtrade NAPP to engage in policy advocacy, program co-design, or leveraging of government resources for young people.

3.4 Consolidation and Reporting

- Prepare a comprehensive consolidation report synthesizing findings, analysis, and recommendations
- Present findings to Fairtrade NAPP staff and key stakeholders for validation and feedback
- Finalize all deliverables incorporating feedback from the review process
- Submit database of comprehensive Government Schemes/Policies Guide that includes scheme names, target beneficiaries, eligibility criteria, financial and other support provisions, key features, and objectives of each scheme for circulation to Fairtrade NAPP members (pdf and excel format)

4. Deliverables



#	Deliverable	Format
1	Inception Report outlining the proposed methodology, data sources, workplan, and timeline	Word / PDF
2	Policy and Program Inventory: Structured database/matrix of all identified national and subnational policies and programs relevant to young people in agriculture	Excel / Word
3	Draft Consolidation Report: Comprehensive report (approx. 25-30 pages) covering the full landscape analysis, gap analysis, and strategic recommendations	Word / PDF
4	Stakeholder Validation Presentation (max. 25 slides): Slide deck presenting key findings for review and feedback by Fairtrade NAPP staff and partners	PowerPoint
5	Final Consolidation Report: Revised and finalized report incorporating stakeholder feedback, including an executive summary (max. 10 pages)	Word / PDF
6	Submit database of comprehensive Government Schemes/Policies Guide that includes scheme names, target beneficiaries, eligibility criteria, financial and other support provisions, key features, and objectives of each scheme for circulation to Fairtrade NAPP members (pdf and excel format)	

5. Required Qualifications and Experience

5.1 Essential

- Master's degree, or equivalent advanced qualification, in Agriculture, Business Administration, Rural Development, Public Policy, Development Studies, or a related field
- Minimum 5 years of demonstrated experience in policy research, analysis, and/or program design in the agriculture or rural development sectors in India
- Strong knowledge of Asia Pacific region agricultural policy landscape, including national and subnational government schemes and the institutional architecture of agricultural governance
- Proven experience in conducting policy reviews, landscape analyses, or similar research assignments, ideally involving young people or gender dimensions
- Excellent written and spoken English



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- Strong analytical and synthesis skills with the ability to translate complex policy information into accessible and actionable insights
- Experience engaging with diverse stakeholders including government officials, civil society, and grassroots organizations

5.2 Asset

- Familiarity with Fairtrade standards, certification systems, and producer organization structures.
- Experience working with or for international development organizations or NGOs operating in agricultural sector.
- Knowledge of global and regional frameworks on young people in agriculture (e.g., UN Decade of Family Farming, CGIAR Youth in Agrifood Systems, SDG 2 commitments).
- Prior experience in developing knowledge products, policy briefs, or advocacy materials for development audiences

6. Management and Reporting Arrangements

The Technical Specialist will work under the overall supervision and guidance of the Fairtrade NAPP Advocacy Manager, with coordination support from the advocacy assistant. Regular check-ins will be scheduled at key milestones throughout the assignment.

The consultant will be expected to maintain close communication with Fairtrade NAPP throughout the engagement, flag any challenges or delays proactively, and participate in review meetings as required.

All work produced must be shared in editable formats and are the intellectual property of Fairtrade NAPP.

7. Budget Proposal

As the assignment is expected to be undertaken primarily as desk-based work, no travel, accommodation, per diem, or fieldwork costs are anticipated. However, should travel be required to complete the assignment, all associated costs must be clearly identified and included in the financial proposal.

Payment is subject to submission of all deliverables and supporting documents.

A portion of the available budget for this assignment is funded through a grant from the European Commission (EC). Consequently, all deliverables, outputs, and communications produced under the assignment must comply with the applicable European Commission communication and visibility requirements and guidelines.

8. How to Apply

Interested and qualified individuals are invited to apply and submit the following:



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1. A cover letter (maximum 2 pages) explaining your suitability for this assignment and your approach to the work.
2. Sample work relevant to the assignment.
3. A current CV or resume (maximum 4 pages) highlighting relevant qualifications and experience.
4. A brief technical note (maximum 3 pages) outlining your proposed methodology, key data sources, and workplan.
5. A financial proposal stating consultancy rate (in EUR) and estimated total number of days
6. Contact details for two (2) references familiar with your recent work

Applications must be submitted by email to advocacy@fairtradenapp.org with the subject line: 'Application – Youth in Agriculture Policy Review– [Your Name]' no later than **August 28, 2026**.

Only shortlisted candidates will be contacted. Fairtrade NAPP reserves the right to modify or cancel this assignment at any stage of the recruitment process.

9. Ethical Standards and Safeguarding

Fairtrade NAPP is committed to the highest standards of ethical conduct, child safeguarding, and data protection. The selected consultant will be required to adhere to Fairtrade's NAPP Code of Conduct and safeguarding policies throughout the assignment. Any primary data collection involving human subjects must comply with informed consent principles and applicable data protection laws and regulations in India.

Annex A: Indicative List of Policies and Programmes for Review - India

The following is a non-exhaustive indicative list of national policies and programmes to be reviewed in India. The consultant is expected to expand upon and validate this list during the inception phase:

- Pradhan Mantri Kisan Samman Nidhi (PM-KISAN)
- Rashtriya Krishi Vikas Yojana (RKVY) — including RAFTAAR component
- NABARD's Youth in Agriculture and Allied Sectors Programmes
- Agri-Clinics and Agri-Business Centres (ACABC) Scheme
- Pradhan Mantri Kaushal Vikas Yojana (PMKVY) — agricultural skills components
- National Rural Livelihoods Mission (NRLM) / Aajeevika
- Farmer Producer Organisation (FPO) Promotion Schemes
- Sub-Mission on Agricultural Mechanisation (SMAM)
- Kisan Credit Card (KCC) Scheme
- Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)
- National Policy for Farmers 2007 (and subsequent revisions)
- National Youth Policy 2014
- ATMA (Agricultural Technology Management Agency) Programme



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- National Education Policy 2020 vocational and agricultural education provisions

Annex B: Indicative List of Policies and Programmes for Review — Sri Lanka

The following is a non-exhaustive indicative list of national policies and programmes to be reviewed in Sri Lanka. The consultant is expected to expand upon and validate this list during the inception phase:

- National Agriculture Policy of Sri Lanka (2019–2025)
- National Youth Policy (2014) and National Action Plan for Youth
- Smallholder Agribusiness Partnership Programme (SAPP)
- Agriculture Sector Modernisation Project (ASMP)
- National Agri-Business Development Programme
- Rural Economic Advancement Programme (REAP)
- Vocational Training Authority (VTA) — agricultural skills programmes
- Department of Agriculture — Youth Farmer Training Schemes
- IFAD-funded Rural Inclusive Growth and Investment Programme (RIGIP)
- National Food Production Programme (Saubhagya)
- Mahaweli Development and Environment Authority Youth Schemes
- Tea Smallholder Development Authority (TSDA) initiatives
- Export Agriculture Department — Young Entrepreneur Schemes
- National Human Resources and Employment Policy — agricultural employment provisions

Annex C: Indicative List of Policies and Programmes for Review — Indonesia

The following is a non-exhaustive indicative list of national policies and programmes to be reviewed in Indonesia. The consultant is expected to expand upon and validate this list during the inception phase:

- Petani Milenial (Millennial Farmer) National Programme
- Youth Entrepreneurship and Employment Support Services (YESS) Programme (IFAD/MoA)
- Kartu Tani (Farmer Card) — youth access provisions
- Kredit Usaha Rakyat (KUR) — people's business credit for young agripreneurs
- National Medium-Term Development Plan (RPJMN) 2020–2024 — agricultural youth targets
- Ministry of Agriculture Strategic Plan — Young Farmer Development Programme
- Balai Penyuluhan Pertanian (BPP) — agricultural extension services for youth
- SMK Pertanian (Agricultural Vocational Schools) and polytechnic programmes
- BUMN Agri Cluster — corporate social responsibility youth farming schemes



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- National Food Estate (Lumbung Pangan Nasional) — youth employment provisions
- Direktorat Jenderal Hortikultura — youth horticulture enterprise scheme
- BNI Agri — young farmer financial inclusion programmes
- UNDP-Indonesia Youth Co:Lab Agriculture Track
- Law No. 19/2013 on Farmer Protection and Empowerment — youth provisions

Annex D: Indicative List of Policies and Programmes for Review — Uzbekistan

The following is a non-exhaustive indicative list of national policies and programmes to be reviewed in Uzbekistan. The consultant is expected to expand upon and validate this list during the inception phase:

- Presidential Decree on Youth Policy (UP-5765, 2019) and subsequent decrees
- State Programme on Youth — agricultural and Rural Employment Provisions
- National Strategy on Sustainable Development of Agriculture 2020–2030
- Agency for Youth Affairs — Young Agricultural Entrepreneur Support Programme
- Preferential Credit Programme for Young Farmers (Ministry of Agriculture)
- Professional Development Centres for Agricultural Youth (PDCAY)
- Agricultural Cluster Development Policy — youth employment provisions
- Ministry of Employment — Rural Youth Employment Programme
- Uzagrotechsanoatholding — Young Mechanisation Operator Scheme
- Land Reform and Leasehold Policy — provisions for young farmers
- ADB-funded Horticulture Value Chain Development Project — youth components
- IFAD Rural Business Development Programme (RBDP) — youth enterprise provisions
- Vocational Education and Training Reform — agricultural skills tracks
- Dekhqon (Family Farm) Support Programme — intergenerational transfer provisions

This list will be refined in consultation with Fairtrade NAPP during the inception phase of the assignment.