



FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS

Terms of Reference for Consultant ■/PSA □

Minimum number of years of relevant experience required: 1yr ☐ 3yrs ☐ 5yrs ☒ 12+yrs ☐

Job Title:	Social protection consultant – Extending coverage of social protection to rural areas		
Division/Department:	ESP, Social Policies and Rural Institutions Division		
Programme/Project Number:	S03		
Location:	Home-based		
Expected Start Date of Assignment:	June 2016	Duration:	60 days (WAE)

GENERAL DESCRIPTION OF TASK(S) AND OBJECTIVES TO BE ACHIEVED

Social protection is being recognized as instrumental in poverty eradication and rural development. This has translated to global level political commitment to social protection, as recognized by a specific target under the Sustainable Development Goals' (SDGs): 'to implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable'.

About 73 percent of the world population have no access to adequate social protection (ILO,2014). A majority of people without social protection live in the rural areas of developing countries, many of them dependent on agriculture to make a living. Poor rural households are already constrained by limited access to resources, low agricultural productivity and poorly functioning markets, which reduce their ability to cope with economic and natural risks and shocks that threaten their livelihoods.

Moreover, in rural areas, and especially in agricultural contexts, employment arrangements are highly heterogeneous, and range from permanent formal jobs, to more informal forms of work, including temporary, seasonal labour. Employment is affected by the agricultural seasonal calendar, with more (informal) work concentrated at the height of the season. Informal employment comprises: own-account workers, self-employed in informal enterprises/subsistence farmers, contributing family workers, informal wage labourers, as well as members of informal producers' cooperatives. There are also gender and age-based dimensions to account for. However, monitoring the number and characteristics of the persons working in the informal sector, or in informal employment, and the conditions of their employment and work in agriculture and rural areas is difficult, as detailed data often are not available.

Informal workers in agriculture and rural areas are exposed to significant risk arising out of both the nature of the sector, and the informal status of their employment relationship (Barrientos and Ware Barrientos, 2002). Main risks may include¹: (i) high levels of insecurity of employment, low and variable wage levels (e.g., based on piece rates); (ii) widespread underemployment; (iii) annual periods of seasonal unemployment, and the risk of poverty arising from the low levels of remuneration and variability of earnings; (iv) lack of many or all of the employment and social security benefits available to formal workers (e.g. disability, maternity, sick leave, pensions, etc.); (v) high incidence of occupational safety and health risks arising out of the nature and intensity of the work; (vi) absence of maternity protection, with resulting health issues (e.g., access to sanitary facilities, potentially harmful effects of chemicals on pregnant women and foetus, premature return to work after childbearing and difficulties in ensuring breastfeeding) and lack of income security; (vii) no or minimal coverage for disability, unemployment and old age (except for case of universal social pensions or limited state benefits); (viii) absence of labour organisations and poor knowledge of rights and entitlements; (ix) limited sustainable insurance schemes to protect loss of harvest, impact of climate-related shocks, or other.

Social protection interventions can both help poor people cope with such vulnerabilities, while contributing to the creation of more and better employment opportunities for rural workers and their families². Through direct income support to the most vulnerable

¹ In close consultation with the selected consultant, the study will concentrate on some of those risks deemed relevant for this analysis.

² FAO 2015. *Social Protection and Decent Rural Employment*. Rural Transformations – Information Note #3. Rome

households, social protection helps alleviate extreme poverty and overcome food insecurity. At the same time, by providing more income security and investing in rural livelihoods, social protection can contribute to improve agricultural productivity, stimulate local economic development, build resilience, encourage sustainable natural resource uses and promote social inclusion. If properly designed, social protection tends to benefit women and promotes their economic and social empowerment. Similarly, it can also benefit children and youth, as social protection helps improve nutrition and health outcomes inasmuch as household income security allows young people to stay in school longer, and cash for work programmes help enhance employment opportunities for youth³.

FAO and ILO are working together to promote and support the effective reach and coverage of social protection to rural populations. FAO's work on social protection supports efforts to ensure coverage of social protection for all, including those whose livelihoods depend on natural resources, such as agriculture, livestock, fisheries or forestry⁴. ILO's approach pays particular emphasis on the extension of coverage to rural populations and to workers in the informal economy, and to facilitating their transition to the formal economy, based on Recommendations No. 202 and 204.

Considering the specific needs and vulnerabilities of rural populations, the existing legal and administrative social protection instruments, including both social insurance and social assistance, may not be adequate to ensure coverage of people living in rural areas. There is some evidence about the legal, financial and administrative barriers that impede such coverage to be extended, although not systematically looking at the specificities of agriculture and rural areas.

Acknowledging the need for financially feasible and sustainable solutions to extend social protection coverage, the study will:

- (i) examine the main legal, financial and administrative barriers to extend social protection coverage to rural populations based on a desk review and secondary data. Selected country examples will be used to illustrate specific issues;
- (ii) assess potential options to address these barriers, including both contributory and non-contributory mechanisms, drawing on relevant good practices at country level, and in line with a rights based and gender equitable approach;
- (iii) estimate the cost of extending non-contributory social protection benefits to people in rural areas based on one case study, providing cost simulations of social protection alternatives and identifying recommendations in terms of legal reforms and financing and delivery mechanisms.

The study will include a synthesis of the main evidence, drawing key findings and a set of recommendations, and identifying evidence gaps for further research. Based on this study, FAO and ILO will be better positioned to technically advise policy-making processes and programme design and participate in global discussions around achieving universal social protection coverage and national social protection floors.

Duties and Responsibilities

Under the overall supervision of FAO staff, namely: Natalia Winder Rossi, Senior Social Protection Officer and Social Protection Team Leader, Elisenda Estruch, Labour Economist, Decent Rural Employment Team, and in collaboration with the Development Law Branch of the Legal Office (LEGN); and ILO staff, namely: Christina Behrendt, Social Protection Policy Specialist, and Fabio Duran Valverde, Social Protection Senior Economist, the Consultant will be responsible for the following duties and responsibilities:

- Develop a detailed outline for discussion with FAO and ILO;
- Travel to Rome to discuss the conceptual approach and methodology with FAO and ILO colleagues;
- Undertake desk research to document the main legal, financial and administrative barriers to extend social protection coverage to people living in rural areas and assess potential options to address these barriers;
- Undertake a costing exercise based on a country example (e.g. Zambia –TBD–), estimating the costs to extend social protection to rural populations based on FAO's and ILO's methodologies;
- Develop a draft report on the main barriers, policy options and related costs for achieving universal social protection coverage in rural areas, including formulation of policy recommendations and next steps for FAO and ILO;
- Address FAO's and ILO's comments and suggestions and finalize the report;
- Travel to Rome to present the findings.

³ <http://www.fao.org/social-protection/en/>

⁴ FAO 2016. *Social Protection Framework*. Forthcoming

KEY PERFORMANCE INDICATORS

Expected Outputs:	Required Completion Date:
<ul style="list-style-type: none">Detailed outline timely shared for discussion with FAO and ILO;Desk research timely completed to document the main barriers to extend social protection coverage to people living in rural areas;Costing exercise completed based on country example;Complete draft report submitted for FAO's and ILO's feedback;Final report, addressing FAO's and ILO's feedback.	<p>June 2016</p> <p>June 2016</p> <p>July 2016</p> <p>July 2016</p> <p>August 2016</p>

REQUIRED COMPETENCIES

Minimum requirements:

- Advanced university degree in labour economics, international development, social;
- At least five years of relevant experience in the field of social protection, and knowledge of agriculture and rural development;
- Excellent command of English (speaking and writing skills).

Selection Criteria:

- Years of relevant experience in the field of social protection
- Extent of knowledge of agriculture and rural development
- Extent of country-level experience
- Relevant publications

HOW TO APPLY

- Interested applicants are required to create an online Personal Profile form (PPF) in iRecruitment. To create the PPF, please follow the instructions available at: <http://www.fao.org/employment/irecruitment-access/en/>
- Please upload to your Documents section an application letter stating your expression of interest and qualifications as well as a CV.
- In order for your application to be properly evaluated, please ensure that all sections of the on-line profile are completed. The PPF should be sent via e-mail to: ESP-Vacancies@fao.org
- Deadline for submission of your application:** 23 May 2016
- Applications received after the closing date will not be given consideration. Only short listed candidates will be contacted.