

Terms of Reference (ToR) for Rejuvenating a Non-Functional FPO Internship Program

Title: Internship Program for Rejuvenating a Non-Functional Farmer Producer Organization (FPO)

Host Organization: Chhattisgarh Agricon Samiti

Duration: 45 Days

Stipend: INR 7500 + INR 2500 for food

Application and Selection:

- Interested students should complete the attached application form and submit it via email to CGAgricon.
- There will be a round of interview of the student with the CAS team to know the interested area of work.
- The final decision about placement or selection at CGAgricon will be taken jointly by our team and conveyed to the student.
- A stipend of INR 7500/- will be provided to each intern.

Objective:

The aim of this internship is to diagnose challenges and identify opportunities for revitalizing a non-functional FPO, thereby enhancing its contribution to local agricultural development and farmer welfare. Interns will engage in comprehensive fieldwork, research, and planning to propose strategic interventions for the FPO's revival.

Location: Jagdalpur(Bastar) District CG

Program Structure and Activities:

Week 1: Introduction

- Conduct ice-breaking activities to build team rapport and effective collaboration.
- Provide basic induction on the mission, objectives, and current projects of Chhattisgarh Agricon Samiti, with a focus on the importance of FPOs.
- Initiate perception-building exercises to align interns' understanding of FPOs' roles in agricultural development.

Week 2: Problem Identification

- Introduce problem statement formulation, assumptions, and hypothesis development regarding FPO non-functionality.
- Develop surveys and questionnaires designed to uncover the root causes of the FPO's challenges and potential areas for intervention.

Week 3: Capacity Building and Preparation

- Offer three days of training on co-existence, well-being, and the fundamentals of successful FPO operations.
- Prepare interns for rural immersion, including detailed briefings on the FPO's history, stakeholders, and community dynamics.

Week 4 & 5: Rural Immersion

- Assign interns to stay in the villages served by the FPO, conducting surveys and engaging with local farmers, FPO members, and stakeholders.
- Employ survey tools to gather in-depth insights into the FPO's operational issues, community needs, and the agricultural ecosystem.

Week 6: Analysis and Strategic Planning

- Facilitate discussions on the findings from the rural immersion, focusing on synthesizing data and formulating viable solutions for the FPO's revival.
- Collaborate on creating a strategic plan that addresses identified challenges and leverages opportunities for the FPO's sustainable operation.

Week 7: Reporting and Program Conclusion

- Compile a comprehensive report detailing the research findings, analysis, and proposed revival strategy for the FPO.
- Present the report to Chhattisgarh Agricon Samiti for review, feedback, and potential implementation.
- Conduct a feedback session to reflect on the internship experience, learning outcomes, and areas for future improvement.
- Host a farewell event to acknowledge the interns' contributions and distribute certificates of completion.

Expected Outcomes:

- A strategic plan with actionable recommendations for rejuvenating the non-functional FPO.
- Enhanced understanding among interns of FPO dynamics, challenges, and the critical role these organizations play in rural agricultural development.
- Practical experience in agricultural development research, community engagement, and strategic planning.

Responsibilities of Interns:

- Actively participate in all scheduled training, fieldwork, and team activities.
- Conduct thorough and respectful interactions with community members and stakeholders during field research.
- Collaborate with team members in data analysis, strategic planning, and report writing.
- Adhere to all ethical guidelines and safety protocols provided by Chhattisgarh Agricon Samiti.

Language Proficiency:

- Working knowledge of Hindi is desirable for effective communication.
- Professional interpreters may not always be available in the rural area.

Logistics and Arrival:

- Prior information about travel mode and schedule will help organize logistics and facilities.
- CAS will provide accommodation during field visit.
- Food and travel should be managed by the interns. But while on field travel will be supported by CAS and INR 2500 will be provided to the interns for food which is other than stipend amount.

Working Conditions:

- Students must adhere to institutional norms, respect local culture, and maintain high moral standards.
- Wi-Fi connectivity available in the HO and local office.

Health Precautions:

- Follow universal precautions against malaria, heatstroke, and foodborne diseases.

- CGAgricon will not be responsible for any physical or mental illnesses during the stay.

Supervision and Support:

Interns will be supervised by a designated program coordinator from Chhattisgarh Agricon Samiti, who will offer guidance, logistical support, and regular feedback throughout the internship.

This ToR sets forth a structured approach to engage interns in a meaningful project aimed at revitalizing a non-functional FPO. Through targeted research, community engagement, and strategic planning, the internship aims to contribute significantly to the sustainable development of local agricultural communities.