

## **Terms of Reference (ToR) for Internship Program**

### **Title: Internship Program on Women Development and Empowerment**

**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 primary objective of this internship is to provide participants with practical experience and insights into women's development and empowerment initiatives in rural settings. The program aims to equip interns with the skills necessary to conduct research, analyze data, and develop viable solutions to enhance women's well-being and co-existence in rural communities.

**Location:** Kabirdham District CG

#### **Program Structure and Activities:**

##### Week 1: Introduction

- Ice breaking activities to facilitate group dynamics and cohesion.
- Basic induction into the Samiti's vision, mission, and ongoing projects related to women's development and empowerment.
- Perception building exercises to align interns' understanding of the challenges and opportunities in the field.

### Week 2: Problem Identification

- Training on formulating problem statements and assumptions based on preliminary research.
- Design and development of surveys and questionnaires tailored to understand women's issues at the village level.

### Week 3: Capacity Building

- Three-day training focusing on co-existence, well-being, and gender sensitization.
- Preparation for rural immersion including logistical arrangements and an overview of the villages to be visited.

### Week 4 & 5: Rural Immersion

- Stay in allocated villages to conduct surveys and interact with local communities.
- Utilization of survey tools to gather data on women's living conditions, societal challenges, and empowerment opportunities.

### Week 6: Analysis and Planning

- Group discussions to share experiences, insights, and data collected from the field.
- Preliminary analysis of survey results and formulation of action plans or recommendations for addressing identified issues.

### Week 7: Report Writing and Conclusion

- Compilation of findings, analyses, and recommendations into a comprehensive report.
- Submission of the report to the Samiti for review and potential implementation.
- Feedback session to discuss interns' experiences, learning outcomes, and areas for improvement.
- Farewell and certificate distribution ceremony to mark the conclusion of the internship program.

### **Expected Outcomes:**

- Enhanced understanding of rural dynamics and women's issues in the context of development and empowerment.
- Practical experience in research, data collection, and analysis.

- Development of actionable recommendations for the empowerment of rural women.
- Strengthened skills in report writing, teamwork, and community engagement.

### **Responsibilities of Interns:**

- Actively participate in all training sessions, discussions, and activities.
- Conduct themselves professionally and ethically during rural immersion.
- Complete assigned tasks and contribute to the team's efforts in data collection and analysis.
- Adhere to the Samiti's guidelines and respect the privacy and dignity of all individuals encountered during the program.

### **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 filed 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 provide guidance, support, and feedback throughout the internship duration.

This ToR sets the framework for a productive and insightful internship program focused on contributing to women's development and empowerment in rural areas. Through hands-on experience, training, and community engagement, interns will gain valuable skills and knowledge that will serve them in their future careers.