Request for Proposals
- Development of Gender-Responsive Agricultural Training Guidance

RFP n#: 2025-12-ID-GRTRAINING
Location: Global
Start date: 16-02-2026
End date: 31-03-2026
Technical Team: Impact Team

All applications must be submitted via this form.

You may submit questions to tender@bettercotton.org – RFP n# 2025-11-ID-GRTRAINING until 16th January 2026, noting that the **final submission deadline for bids is 23rd January 2026.**

Questions, requests and applications sent after the deadline will only be considered in exceptional circumstances.

Please note that the responses over the Christmas and new year period may be delayed, however we will endeavour to work on these as quickly as possible.

Important Submission Process Information:

After submitting your details through the form, you will receive a separate email to upload your supporting documents to a secure platform.

AT THE END OF THIS DOCUMENT, THERE IS A QUESTION AND ANSWER SECTION WHICH YOU ARE ENCOURAGED TO GO THROUGH IN PREPARATION FOR SUBMITTING YOUR BIDS

Description

The Better Cotton Initiative (BCI) is the world's largest cotton sustainability programme. Our mission: to help cotton communities survive and thrive, while protecting and restoring the environment. In difficult times, we are meeting the challenge head on. Through our network of

field-level partners we have provided training on more sustainable farming practices to more than 2.9 million cotton farmers in 26 countries. More than a fifth of the world's cotton is now grown under the BCI Standard and our membership network includes more than 2,400 members.

More information about BCI can be found on our website: www.bettercotton.org

Background

We are seeking proposals from qualified individuals or organisations to develop guidance materials for partner organisations working directly with smallholder cotton farmers and workers in cotton farms on how to deliver gender-responsive agricultural training. The objective is to address gender inequalities in cotton farming by increasing women's voice and strengthening their role in farming decisions. A key pathway to this is ensuring equitable access to agronomic skills and knowledge for women farmers. By building partner capacity in this area, BCI aims to promote more inclusive and effective agricultural training across its programmes.

BCI supports farmers to improve their practices through a global network of trusted programme partners in cotton-producing countries. Programme partners lead farmer training and community engagement, typically through field facilitators who work at significant scale (for example, one facilitator may support 200–300 farmers in India). Many partners are still at an early stage of integrating gender into their training and extension work. There is therefore a need for practical, farmer-facing tools that can be used within existing agronomic training activities and do not require specialist gender expertise.

Scope of Work

The expected output will be:

- A 10-12 page guidance document outlining practical steps for delivering gender-responsive agricultural training for women cotton smallholders and workers.
- Guidance and tools should be aligned with Better Cotton Initiative's Principles & Criteria. They should include gender-responsive pedagogies embedded across agronomic training content and short case studies or examples.
- A set of 3-4 practical tools and templates that field staff can use directly with farmers (for example: gender analysis tool, gender-sensitive training checklists, facilitator guidance notes, session plans, monitoring sheets). Tools should be simple to use and suitable for partners with limited prior experience in gender equality programming.
- Recommendations for adapting existing agronomic training materials to be more inclusive and accessible for women farmers
- A short orientation deck (PowerPoint) that partners can use to train field staff and facilitators
- A set of indicators to track women's participation and learning outcomes
- A suggested implementation plan, including key steps and capacity needs for field staff

Please note that the scope of work is global. The guidance materials should be to allow adaptation to different country and local contexts.

In addition to skills, competencies and expertise, we will consider value for money and demonstrable commitment to the sustainability field to evaluate applications.

The expected tasks will be:

- Conducting a literature review and mapping of existing training resources
- Reviewing relevant sections of Better Cotton Initiative's Principles and Criteria to ensure all guidance aligns with agronomic requirements and embeds gender-responsive pedagogies
- Conduct a short needs assessment with a sample of programme partners (for example, through remote interviews or a brief survey) to understand current training practices, constraints, and gaps in reaching women farmers.
- Develop an inception report outlining the methodology, analytical framework, detailed workplan, proposed structure of the guidance materials, and list of tools to be developed.
- Draft the full set of guidance materials, including:
  – Practical guidance document on delivering gender-responsive agricultural training
  – Tools and templates for field staff (e.g., gender analysis tool, checklists, session plans, facilitator guidance notes, monitoring sheets)
  – Recommendations for adapting existing agronomic materials to be more inclusive
  – A simple monitoring framework to track women's participation and learning outcomes
- Facilitate at least one review and validation process with BCI's team (and selected partners if required), incorporating feedback into revised drafts.
- Finalise and design all guidance materials, tools, and templates for distribution, ensuring they are user-friendly and adaptable across different geographies.

High-level Timeline

The estimated total time for this assignment is 30 days

16 January 2026	Questions deadline All questions must be sent only to tender@bettercotton.org with the RFP Reference in the Subject line.
23 January 2026	**Applications deadline** All applications must be submitted via this form.

26 January to 6 February 2026	Applications review & shortlisting / Interviews
By 9 February 2026	The successful applicant will be notified Unsuccessful shortlisted applicants will also be notified
16 February 2026	**Start of the consultancy**
By 6 March 2026	Deliverable I – Inception Report - Workplan - Methodology - Outline of guidance materials All materials should be submitted in Word or PPT.
By 25 March 2026	Deliverable II – Draft resources and tools for review
By 31 March 2026	Deliverable III – Designed guidance materials and tools.

Required Skills & Knowledge

Skills, Knowledge and Experience
Essential
Relevant degree or professional qualification in gender, rural development, agriculture, or a related field
Demonstrated experience in developing guidance materials, training tools, or capacity-building resources for implementing partners or field practitioners
Solid knowledge of gender-responsive training approaches and practical tools for engaging women farmers
Strong understanding of social and gender norms in rural contexts, preferably in smallholder agriculture
Proven ability to translate technical concepts into clear, user-friendly materials for diverse audiences
Demonstrated experience developing tools that can be adapted to multi-country and different cultural and programme contexts
Fluency in English (BCI's primary working language); additional languages from cotton-producing countries are an asset
Experience working with or designing tools for field staff, NGOs, farmer organisations, or agricultural extension services

Application Requirements

Please note that we have changed our RFP submission protocol, and this is now in two phases;

- **Phase 1: Initial details will be submitted on the form found in this link.**
- **Phase 2: You will receive an email with live links to upload relevant documents (please check your Spam and Junk folders)**

Proposals responding to this Request for Proposals should be a maximum of 6 pages (excluding CVs), and include the following:

- Overview of relevant experience
- Proposed methodology and timeline
- Detailed and transparent budget, in EUROS, including time allocation and day rates

We thank all applicants for their interest; however only shortlisted applicants will be contacted.

BCI is committed to good practice and transparency in the management of natural, human and financial resources. All applications will be reviewed under the principles and subject to BCI's policies on equal opportunity, non-discrimination, anti-bribery & corruption and conflict of interest.

Evaluation Criteria

Proposals will be evaluated based on the following criteria:

Technical Evaluation Criteria

- Demonstrated understanding of this RFP
- Quality and clarity of the proposed approach and methodology
- Feasibility of the proposed activity plan and timeline, and appropriateness of time allocated to delivering each task
- Relevant professional experience of the proposed consultant(s)
- Quality and relevance of the sample work submitted

Financial Evaluation Criteria

- Quality and clarity of budget provided, and level of detail included
- Alignment of the budget to the activity timeline detailed in the technical proposal
- Value for money
- Adherence to the available budget

Questions & Answers For RFP 2025-12-ID-GRTRAINING

1. **Question 1**

   Could BCI please confirm whether there is an indicative budget range or ceiling for this consultancy, to help applicants calibrate scope, level of effort, and day rates appropriately while ensuring value for money?

   The indicative budget for this consultancy is EUR 20,000–30,000. All costs must be inclusive (fees, travel, subsistence, and applicable taxes). Applicants are requested to submit their most competitive financial proposal within this range.

2. **Question 2**

   Are there specific cotton-producing countries or partner contexts that Better Cotton would particularly like reflected in the guidance and examples, or should these remain fully generic and globally adaptable?

   The guidance should remain generic and globally adaptable, so it can be applied across diverse contexts where BCI and its partners operate. At the same time, we would value the guidance being grounded in practical examples from the cotton sector, drawing on the types of smallholder farming country contexts where BCI is active. These are: India, Mali, Mozambique, Pakistan, and Türkiye. The examples should be illustrative, helping partners and field staff understand how gender-responsive approaches can be applied in real-world cotton programmes.

3. **Question 3**

   For the partner needs assessment, does Better Cotton have preferred partners or regions to include, or should the consultant propose a representative sample?

We would prefer the needs assessment to draw on a sample of partners working in smallholder cotton contexts, with particular focus on partners operating in India, Mali, Mozambique, Pakistan, and Türkiye.

To provide context, the number of BCI programme partners in these countries is as follows (indicative):

- India – 15
- Mali – 1
- Mozambique – 3
- Pakistan – 8
- Türkiye – 1

Programme partners may implement farm training through their own local partners. Further information on Better Cotton's country presence is available on: Where BCI Cotton is grown - Better Cotton Initiative

4. Question 4

Following completion of the guidance, does Better Cotton envisage additional phases such as piloting, facilitator training, or partner roll-out that applicants should be mindful of when proposing the implementation plan?

The piloting and roll-out phase is envisaged to take place at a later stage in FY2027 and is not part of the scope of this consultancy. At this stage, applicants are not expected to design or cost these phases but are expected to outline a suggested high-level implementation plan, including indicative next steps such as a potential piloting phase and subsequent training roll-out.

5. Question 5

What is the division between smallholder farmers and workers among your suppliers? Are the agricultural trainings different between these two groups and does the guidance need to address this?

Smallholder cotton farmers and workers receive support based on their role within the cotton production system, and these roles are not always clearly distinguished—particularly for women in smallholder contexts. Within many smallholder cotton farms, women play a crucial role in cotton production, yet they are often perceived as 'helpers'

or workers on family farms rather than recognised as farmers in their own right. This has historically limited their access to full agricultural training.

To address this, Better Cotton adjusted its definition of a farmer from "decision-maker at farm level" to "persons of any gender, background and identity and any member of households or family who share farming duties.", in order to better enable women farmers to be recognised and to access training.

In practice, there are three categories relevant to training delivery:

- Women smallholder farmers registered as Better Cotton farmers: receive training across all aspects of the Principles & Criteria.
- Workers: women hired by farmers to carry out farm activities; training typically focuses on gender awareness, human rights, and decent working conditions, rather than full agronomic content.
- Women family farmers: women engaged in farming activities on family farms but not formally registered as farmers. This group is not currently measured in a consistent way across programmes. Better Cotton aims to improve the identification, inclusion, and outreach to this group in order to ensure more equitable access to training and support.

The overarching objective is to increase outreach and provide appropriate, tailored training across all three groups. As such, the guidance should explicitly address these distinctions and provide direction on how gender-responsive training can be adapted to different roles and levels of recognition within smallholder cotton systems, ensuring that women's participation and learning needs are consistently and equitably addressed.

6. Question 6

In which countries does BCI work and are there any countries of focus for this guidance?

Please refer to the response above regarding geographic scope and use of examples.

7. Question 7

The ToR refers to a sample of work under the evaluation criteria "Quality and relevance of the sample work submitted". Can you kindly clarify what this means?

As part of the application process, we invite consultants to submit an example of relevant work they have delivered via the application link. This can be uploaded as part of the Additional Documents.

8. **Question 8**

I'm currently working as the capacity building lead for a unit with "Employer X", my contract will end soon. I am able to share a report I recently drafted for external stakeholders, or do you require samples of capacity building I've delivered?

Thank you for checking. For this assignment, samples of capacity-building or training materials would be particularly useful, as they best demonstrate experience in developing practical, practitioner-facing guidance. If you are able to share such materials, we would encourage you to do so.

9. **Question 9**

I noted in the Q&A and ToR that the training guidance is meant for a global audience with the intent of adapting this material at the country level. Given the global nature of the consultancy, is travel required to meet with any of the stakeholders?

No travel will be required for this consultancy. All meetings and engagement with stakeholders will be conducted online.

10. **Question 10**

The RFP mentions that the proposal (technical + financial) should not exceed six pages. However, after registering through the provided form link, we received a confirmation email indicating that the technical and financial proposals need to be uploaded as separate documents. Kindly confirm whether the cumulative page limit for both documents together should still be six pages, or if the six-page limit applies to each document separately.

The six-page limit applies to each document separately. The technical proposal should not exceed six pages.

11. **Question 11**

One of the key evaluation criteria for the financial proposal is adherence to the budget. It would be helpful if you could share an indicative or tentative budget range for this RFP/project to enable better alignment.

Please refer to the response of question 1.

12. **Question 12**

Is it anticipated that women farmers would be trained separately from men, or typically are they trained together?

Training approaches vary across our network. Programme partners may deliver training in women-only groups, mixed groups, or a combination of both, depending on context. We are seeking guidance to support partners in choosing and delivering the most effective approach.

13. **Question 13**

For the "practical tools" that field staff would use directly with farmers, what format are these expected to be in? Is there scope and budget for these to be in a range of formats, e.g. scripts for audio; animations or visuals; etc?

At this stage, there is no single prescribed format. In practice, partners typically use PPT handouts and posters, and these remain perfectly valid options. We are also open to ideas for other practical, low-cost formats that field staff can use easily with farmers. Especially those that improve clarity, engagement, or accessibility, provided they are simple to use and fit within the existing budget (please refer to question 1).

14. **Question 14**

Is the 31st March a hard deadline? This feels like quite a short turnaround.

Thank you for raising the point. Given the defined scope of work, the opportunity to build on existing materials, and the fact that testing or piloting is not required within this assignment, the proposed timelines would be considered manageable.

Limited flexibility may be considered, subject to mutual agreement and provided it does not materially affect overall project objectives, deliverables, or procurement requirements.

15. Question 15

The RFP indicates that the selected consultant will be notified on 9 February 2026, with the project running from 16 February to 31 March 2026. Could you please clarify BCI's assumptions regarding contracting timelines? Is contracting and onboarding expected to be completed prior to 16 February, or should this be assumed to take place during the initial project period?
BCI anticipates that contracting will take place following notification of the selected consultant on 9 February 2026 and will be completed by 16 February 2026. The project period is expected to commence on 16 February 2026.

We have a Standard Service Agreement of which our terms are fair and anticipate the the Contracting process will be smooth to fall within the window of notification and the agreed Contract Start Date.

16. Question 16

Is the 16 February–31 March timeline fixed, or is there any flexibility if required to ensure quality delivery, particularly for consultation, validation, and revision processes?

Please refer to question 14

17. Question 17

The RFP outlines a substantial set of tasks and outputs, including a literature review, needs assessment with programme partners, development of multiple guidance products and tools, review and validation processes, and finalisation and design of materials. Could you clarify whether all listed tasks and outputs are mandatory, or whether BCI anticipates that consultants will prioritise or phase elements within the available timeframe?

All tasks and outputs listed in the RFP represent the full scope of work anticipated by BCI and are expected to be addressed by the selected consultant within the project timeframe.

18. Question 18

Is BCI open to proposals that sequence deliverables (for example, delivering core guidance first, with tools or additional materials finalised in a later phase)?

Yes, BCI is open to proposals that sequence deliverables, such as prioritising the development of core guidance followed by tools or supplementary materials, provided that all agreed deliverables are completed within the overall project timeline. Please note that testing and piloting activities are not expected to fall within this project period.

19. Question 19

For the needs assessment with programme partners:
Approximately how many partners does BCI expect to be consulted?
Will BCI support introductions, scheduling, and coordination, or should consultants assume full responsibility for outreach and logistics?

- The estimated level of effort for this assignment is 30 working days. For budget-related information, please refer to the response to Question 1.
- Yes, BCI will support introductions, assist with scheduling consultations with selected programme partners, and facilitate coordination through BCI's in-country teams.

20. Question 20

For the review and validation process:
How many rounds of review should consultants plan for?
What is the expected turnaround time for BCI feedback on draft materials?

Consultants should plan for one round of review by the BCI expert team. BCI anticipates providing consolidated feedback on draft materials within approximately 3 working days of submission.

21. Question 21

Given the breadth of tasks and outputs relative to the project duration, could BCI please indicate:
the expected level of effort (for example, approximate consultant days), or
a budget range or ceiling that reflects BCI's expectations for the scope as currently described

Please refer to question 1 and 19

22. Question 22

The RFP references "finalising and designing" all guidance materials and tools. To help us scope this accurately, could you please clarify:
whether proposals should assume content development only, or include professional layout and graphic design;
whether the final deliverables are expected to be produced in English only, or in additional languages.

Proposals should assume responsibility for content development and the preparation of materials in a clear, publication-ready format. Professional graphic design and layout

beyond basic formatting are not required unless explicitly proposed by the consultant and agreed with BCI.
Final deliverables are expected to be produced in English only. Translation into additional languages is not included within the scope of this assignment.

23. Question 23

Will BCI make existing agronomic training materials or relevant internal resources available to the selected consultant for review and adaptation?

Yes, BCI will make a sample of relevant existing agronomic training materials and internal resources available to the selected consultant to support review and adaptation. Please note that there is no single, standardised agronomic training package currently used across programme partners. Each partner relies on its own training resources. The selected consultant will be expected to develop guidance to support programme partners in adapting and aligning their existing training materials as part of this assignment.

24. Question 24

Page 1 – RFP Overview (Start date 16-02-2026; End date 31-03-2026):

We understand that the consultancy period is from 16 Feb 2026 to 31 Mar 2026 and deliverables are expected within this window; kindly confirm or clarify.

We confirm our understanding that the consultancy period runs during that period.

25. Question 25

Page 2 – Scope of Work (Adapting existing agronomic materials):

We understand that recommendations are expected for adapting existing agronomic training materials to be more inclusive and accessible for women farmers, without fully rewriting all agronomic content; kindly confirm or clarify.

The assignment is for guiding materials to support our programme partners implement gender-responsive training. Please see the RFP for the expected scope of work.

26. Question 26

Page 2 - Scope of Work:

We understand that the scope of work is global. We request the client to kindly clarify the statement - 'The guidance materials should be to allow adaptation to different country and local contexts'.

BCI operates across multiple countries globally within smallholder cotton contexts. Our network of programme partners delivers training to farmers in these settings. For the specific countries of operation, please refer to responses to Questions 2 and 3.

27. Question 27

Page 2 – Scope of Work:

We understand that the guidance should allow adaptation to different country and local contexts and should not be written as country-specific unless used as an example; kindly confirm or clarify.

Yes.

28. Question 28

Page 2 – Scope of Work (Examples of tools listed):

We understand that the examples of tools provided (gender analysis tool, checklists, session plans, facilitator notes, monitoring sheets) are indicative and the final toolset will be confirmed during inception based on needs assessment findings; kindly confirm or clarify.

Yes.

29. Question 29

Page 2 - Scope of Work - Short orientation deck that partners can use to train field staff and facilitators:

We understand that a short orientation deck is to be prepared. We request the client to clarify the audience and partners in this instance.

BCI collaborates with its network of programme partners. We expect the guidance to support implementation of farm-level training in smallholder cotton setting. For further details, please see question 3.

30. Question 30

Page 3 - Scope of Work - The expected tasks - Finalize and design all guidance materials tools and templates for distribution ensuring they are user friendly and adaptable across different geographies:

We request the client to provide an indicative list of the different geographies.

Please refer to the response provided in question 3

31. Question 31

Page 3 - The expected tasks will be : Conducting literature review and mapping existing training resources:

We understand that the client will make available the requisite resources in respect to this component to the contractor. We also understand that the contractor is expected to assess these only. Kindly confirm or clarify.

Yes.

32. Question 32

Page 3 - The expected tasks will be : Conduct a short needs assessment with a sample of program partners:

We understand that the client will support in providing introductory letters to partners and other stakeholders. We also request the client to kindly indicate a tentative no of interactions along with a tentative no of stakeholders that is expected out of this assignment

Yes. We do not have an expected number of programme partners and look forward to your sampling proposal. See question 3 for the number of programme partners.

33. Question 33

Page 3 – Conduct a needs assessment with the sample of programme partners to understand current training practices, constraints, gaps in reaching women farmers:

We understand that BCI will support access to a sample of programme partners for interviews/surveys as needed for the short needs assessment; kindly confirm or clarify.

We request the client to kindly clarify if the deliverables of the contractor will be used by any other agency or partner other than BCI. if yes, kindly share names of such entities

1. Yes.
2. The deliverables will be used by our network of programme partners, please refer to the RFP.

34. Question 34

Page 4- Application requirements- Proposals responding to this Request for Proposals should be a maximum of 6 pages (excluding CVs):

Please clarify if annexures (references, sample work, workplan charts) count within page limit of 6 pages.

Technical proposal should be 6 pages maximum, including workplan but excluding budget, CV and sample.

35. Question 35

Page 4- Application requirements- CVs:

Please clarify if there is any format for the CVs

There is no format prescribed for the CVs

36. Question 36

Page 5 - Application requirements:

We understand that the payment will be made in EUROS. We request the client to kindly clarify the payment schedule for this assignment. Also please clarify if the budget should be inclusive of taxes.

- If you have a preferred payment schedule please share this, alternatively we prefer to either pay at the end of the project or in instalments against key deliverables.
- Either is fine, but please specify if this total cost includes or excludes taxes. For the budget range, please refer to question 1.

37. Question 37

Page 5 - Evaluation Criteria - Financial Evaluation Criteria:

We request the client to kindly clarify the available budget for this assignment

Please refer to the response provided in question 1

38. Question 38

Page 5 - Evaluation Criteria - Technical Evaluation Criteria - Feasibility of the proposed activity plan and timeline, and appropriateness of time allocated:

We request the client to kindly clarify the indicative time allocation per resource. We also request the client to specify an indicative no of resources for the assignment along with their desired qualifications

Please refer to question 19.
Regarding the desired qualifications, please refer to the RFP.

39. Question 39

Page 5 - Evaluation Criteria - Technical Evaluation Criteria - Quality and relevance of the sample work submitted:

We understand that we are expected to submit the relevant credentials of the sample projects. Please clarify if there are any criteria to assess the quality of the sample work.

The samples will be assessed based on their relevance and applicability of the experience presented.

40. Question 40

Page 1 - Application Deadline:

We request the client to kindly consider extending the date of submission by 7 days to at least 31st of January 2026. This will help us in mobilizing the right resources and help us to curate your proposal better. It will help us to deliver a quality proposal to you.

Thank you for your request. At this time, it is not possible to extend the proposal submission deadline. We look forward receiving your proposal.

41. Question 41

General:

We request the client to kindly allow scanned signature of authorized personnel for this assignment

On behalf of the Procurement Team: As part of the Supplier onboarding we will ask for the details of the authorised signatory and all approvals will be electronic via DocuSign.

42. Question 42

Process of Application:

We understand that the agency is supposed to first fill the form by the deadline and then upon prompting from the client documents should be uploaded. Kindly confirm

On behalf of the BCI Procurement Team. Yes, our submission process has been updated. After completing the form, you will receive an automated email with links valid for 12 days to upload your submission.

Please note, our links are valid only for a short period of time due to our security protocol. If they expire you can either write to us at tender@bettercotton.org and we will reactivate them and share directly or you can complete the Form again and you will receive new links.

43. Question 43

Pre bid responses:

Please confirm if there will be any pre bid meeting. If yes, kindly share a link.

There will not be a pre-bid meeting for this RFP.

44. Question 44

Evaluation criteria:

Please provide the weightage for technical vs financial evaluation. (QCBS %, if applicable)

The weighing applied in this RFP is 70% Technical : 30% Financial.

45. Question 45

''Adherence to the available budget" is listed, but no budget ceiling is provided, can you share the budget range or maximum available?

Please refer to the response provided in question 1

46. Question 46

Could you confirm whether 'design' means content formatting and structuring, or full graphic design and branded layout? If full design is expected, will BCI provide brand guidelines and templates?

Please refer to question 22. BCI will provide brand guidelines. A basic PPT Template is available, however, we encourage you to work on a template that is best suited for programme partners.

47. Question 47

Which specific agronomic training documents are we supposed to use as the base (manuals, modules, slide decks, facilitator guides, e-learning, SOPs, toolkits)?

The question is not fully clear to us.

48. Question 48

Are there specific regions or countries BCI would like the guidance to prioritize for contextual examples, given the global scope?

Please refer to the response provided in question 3

49. Question 49

Relationship to existing gender-focused work
Better Cotton Initiative and its partners have previously developed gender-related resources, such as the Enabling Gender Equity on the Cotton Farm toolkit. To help us position this work appropriately:

- How does this new project relate to that earlier toolkit and similar initiatives?
- Is this work intended to update, complement, scale, or address gaps identified during implementation of earlier gender-focused resources?
- Is the emphasis now more specifically on how partner organisations deliver gender-responsive agricultural training, rather than on gender sensitisation content itself?

This project builds on earlier toolkits and related initiatives by complementing existing gender-focused resources rather than duplicating them. It is intended to address implementation-level gaps identified through previous work, with a particular focus on strengthening how partner organisations design and deliver gender-responsive agricultural training.

The emphasis of this assignment is therefore less on developing new gender sensitisation content, and more on improving delivery approaches, practical application, and integration of gender responsiveness within existing agronomic training programmes.

50. Question 50

Profiles of people delivering training
Are there general assumptions or common characteristics of trainers and extension agents within partner organisations, such as:

- Experience delivering agricultural training,
- Familiarity with gender concepts, and
- Literacy levels or comfort with written guidance, facilitator manuals, and slide-based materials?

Experience and familiarity with gender concepts of trainers and other field staff varies across partner organisations and regions. All field staff are experienced in delivering agricultural training.

51. Question 51

Profiles of people receiving training
Are there common characteristics of farmers and workers who receive training that the materials should be designed for, including:

- Literacy or numeracy constraints, and
- Gender norms that affect participation in mixed or women-only training settings?

Literacy and numeracy constraints vary highly per country and region. However, in general guidance should take into account low levels of literacy and numeracy.
Regarding gender norms, a general description of barriers will be provided to consultants.

52. Question 52

Training delivery realities and constraints
Based on Better Cotton Initiative's experience:

- Are there typical constraints partners face when delivering training (for example, limited time per session, large group sizes, seasonal constraints, or high facilitator-to-farmer ratios)?
- Should the guidance assume that training materials need to work in low-resource and low-connectivity settings by default?

Trainers and other field staff can face operational constraints when delivering training, including limited time per session, large group sizes and seasonal pressures. This differs per partner and region.

Accordingly, the guidance should assume delivery in low-resource and low-connectivity settings by default.

53. Question 53

Measurement and indicators
To align with current monitoring and reporting:

- What training-related indicators do partners currently report to Better Cotton Initiative?
- Are learning outcomes or changes in knowledge and practice currently measured, beyond attendance?
- Are there existing partner-level tools, dashboards, or indicator frameworks that this work should align with or complement?

Partners currently report primarily on the number of farmers trained, topics, and attendance or reach metrics.

Measurement of learning outcomes or changes in knowledge and practice beyond attendance is limited.

There are existing partner-level reporting tools and indicator frameworks in place, and this work should align with and complement these where relevant, without introducing additional reporting burdens.