



KARUNA MISSION SOCIAL SOLIDARITY - LOIKAW (KMSS - LOIKAW)
ကရုဏာလူမှုစည်းလုံးညီညွတ်ရေးအသင်း - လွိုင်ကော် (ကရုဏာ - လွိုင်ကော်)

Terms of Reference (ToR) for Project Advisor

And

**Memorandum of Agreement between Project Advisor and KMSS-Loikaw on
Securing and Enhancing Customary Rights to Land and Resources in Myanmar (SECuRe)**

1. Project Background

KMSS-Loikaw is engaging in community development initiatives, focusing on promoting indigenous people's rights to customary land ownership, natural resources, and agricultural livelihoods. Their approach is centered around empowering communities to take charge of their own initiatives and foster creativity. The organization's primary objective is to combat climate change and promote environmental conservation through customary land mapping, documentation of customary land use and management practices, the revival of effective customary forest management, agricultural practices, local seed exchange, soil enhancement, rice breeding techniques, and the advancement of sustainable agricultural livelihoods.

KMSS-Loikaw is taking another step to implement activities of securing customary land rights through mapping and documentation and enhancing land and natural resources as described the following.

A brief narrative explanation of the Objectives of the project



The project is aimed at indigenous communities' rights to customary practices of land and resource use and management to be recognized at multiple levels through a growing movement of communities and community alliances in Kayah/Karenni, Kayin, and Southern Shan states, Myanmar.

Objective 1: Over the next three years, the project aims to select a specific number of target communities for mapping boundaries and land use. These maps, including signed agreements, will be printed and used for advocacy and community management planning. Additionally, the project will provide mapping services to interested communities who have already established their boundary agreements.

Throughout the project, a certain number of PAR books with information on indigenous people's customary land practices will be published, with the goal of demonstrating customary land use and

practices and advocating interim customary ownership protection.



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Relevant pieces of training will also be offered to staff, volunteers, community leaders, and alliance members to build capacity and skills for mapping and documentation, all in order to facilitate in effective claim for the rights of indigenous communities to customary land and resource ownership. We intend to cover the border areas of the diocese territories of Loikaw, Taungngu and Pekhon to widen and strengthen the networking of indigenous communities who share similar cultures, geographical landscapes, livelihood, customary practices and political marginalization. *(To achieve proof maps and documents of village territories, and customary land use to claim the rights of the indigenous communities to customary land and resource ownership and to make use of them in their land enhancement and improvement of resource management)*

Objective 2: The project will support community-led initiatives for effective land use and resource management, aiming to improve sustainable land use and resource management for communities in both low and high lands. Specifically, the project will provide support for community planning and practices for land/resource management and innovative agricultural livelihood improvement. Through these efforts, the project seeks to achieve evidence of land occupancy/ownership of customary lands and claim the rights of indigenous communities to customary land and resource ownership. *(To achieve evidence of occupancy/ownership of customary lands to claim the rights of the indigenous communities to customary land and resource ownership and at the same time to enhance customary land use and resource management)*

Objective 3: The project will strengthen and empower community leaders and alliance members to engage in people-led advocacy. This approach will seek to mobilize people of all ages, genders, and walks of life, including key figures in social, political, and religious spheres, in advocacy efforts. The advocacy will focus on a bottom-up, community-led approach to ensure that these efforts are rooted in the communities and lead to continual protection and advocacy for the rights of indigenous communities to customary land and resource ownership. *(To achieve continual process of protection and advocacy by the communities for their rights to customary land and resource ownership)*

2. Role of the Project Advisor

The project advisor will provide independent and strategic guidance to the project teams to ensure the project is implemented effectively and achieves its desired outcomes towards its vision.

3. Responsibilities

- Review project documents (project proposal, work plan, budget, etc.) and provide feedback and recommendation.
- Advise on project implementation strategies and methodologies.
- Identify and advise on potential risks and mitigation strategies.
- Provide guidance in the project's areas of focus.
- Review project deliverables and provide constructive feedback/recommendation.
- Participate in project meetings and discussions as needed.



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- Organize quarterly coordination/ review workshops among project partners in collaboration with project managers.
- Assist with monitoring and evaluation of project progress.
- Communicate with stakeholders as required.
- Prepare reports on project progress and recommendations as required by the donors' contracts.
- Organize exposure visits outside of the country as pertained in the project scheme
- Assist the Director in other contact related matters

4. Deliverables

- Implementation guide documents
- Progress reports
- Presentations for donors and stakeholders as needed
- Coordination meetings
- Annual Review workshops
- Monitoring/review trips for three project partners as needed

5. Reporting

- The project advisor will report quarterly to the director of KMSS-Loikaw

6. Duration of Assignment

- The duration of the project advisor's assignment is one year (from April 01, 2024 to March 31, 2025) with possibility of extension as required by the project and decision of the management team of KMSS-Loikaw

7. Working Schedule

- During the assignment, the project advisor will commit time working from home or in the fields as needed in fulfilling his assigned responsibilities including casual and informal discussions online or in person with project teams/managers on topics periodically arising for question and answer during the project implementation.



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8. Remuneration

- The project advisor will be remunerated with a fixed amount of 1,500,000 MMK without any other HR benefits of the organization.

9. Agreement Conditions:

- Both KMSS-Loikaw and the project advisor have the obligation to honor the Terms and Conditions of the Employment Agreement.
- Each of the parties may request early termination upon written notice one month in advance of the termination of the Employment Agreement.

10. Agreement

I, **Thet Htwe Aung**, have read and understood "Terms of Reference" of my Employment Agreement. I hereby declare that I agree to the "Terms of Reference" of my Employment Agreement and I duly promise to abide by them.

Fr. Edward Thant
Director
2/Da Ma Sa(N) 042710

Thet Htwe Aung
Project Advisor
2/Pha Ya Sa (N) 012846

Signed at: Demoso

Date: April 01, 2024