

# TERMS OF REFERENCE

## Gender Analysis/Audit

### Women's Economic Advancement for Collective Transformation (WEACT)

#### PARTNERS

 <p><b>OXFAM</b></p>	 <p><b>SEND GHANA</b> Working to promote good governance and equality of men and women in Ghana</p>	 <p><b>WILDAF</b> Women in Law &amp; Development in Africa <b>WILDAF GHANA</b></p>	 <p><b>viamo</b></p>
 <p><b>norsaac</b></p>	<p><b>TUNGTEIYA WOMEN'S ASSOCIATION</b></p>	 <p><b>DO THE RIGHT THING</b> <b>Friends of the Nation</b></p>	 <p><b>Shea Network Ghana</b> Promoting Sustainable Shea Business</p>

## BACKGROUND

Women face many complex barriers to their economic empowerment, such as prohibitive social norms, restricted access to productive resources, patriarchal structures, the traditional division of labour at the household level and lack of education.

In the WEACT project, Oxfam alongside its civil society, governmental and corporate partners will take a systemic approach to tackle the barriers women face when they are seeking to increase the agency and leadership to be economically empowered. The Project will adopt multiple entry points - **individual, collective, formal and informal to address these barriers**. This will be the heart of the systemic approach which will involve different - stakeholders (women's rights organizations, governments, private sector, civil society, primary change agents, etc.) leading to sustainable transformations and shift in attitudes and behaviours across the agricultural sector to promote Women Economic Empowerment (WEE).

Oxfam will play a facilitating, supporting and convening role to ensure the success of this initiative. The Project will bring together seven key partners: SEND Ghana, Friends of the Nation (FoN), Women in Law and Development in Africa (WILD AF), TungTeiya Women's Association, Shea Network, Norsaac and Viamo. These partners will share responsibility for the implementation of the project in their operating districts across six selected regions.

## PROJECT RESULTS

Over the next 5 years, Oxfam aims to contribute to **enhancing economic empowerment, well-being and inclusive economic growth for women, in the shea and cocoa chains across 9 districts in the Upper West, Upper East, Northern, Savanna Western North and Western Regions in Ghana**. The project is seeking to address the systemic barriers to women's economic empowerment and give women a voice. Approximately 5400 women and girls will benefit directly from the project with 3510 men and boys as direct beneficiaries.

### 4 MAIN project PILLARS:

1. Improve the ability of women to individually and collectively overcome legal and social barriers to their participation in agriculture and economic activities. Through increased access to information about their legal rights via a Legal Literacy Volunteer Model, women will be empowered to claim their rights and report abuses hampering them from participating fully economically.
2. Improve the capacity for household members (women, men, boys and girls) to recognize, reduce and redistribute unpaid work freeing time for women to actively participate in economic activities. Women, men, boys and girls will better understand the importance of addressing the heavy and unequal paid and unpaid workloads of women and girls, so that women and girls have more choices about their time and participation in economic, political and social activities. This will be done through the implementation of a gender-model family approach.
3. Increase access to economic opportunities by implementing a gender-responsive skills development programme focused on transformative leadership, business acumen and negotiation skills; as well as providing technical and financial assistance for women to develop alternative livelihoods. Women will be empowered individually to increase their productivity and revenue through innovative new models.
4. Enhance equal access to productive resources for women by using a multi-stakeholder social lab approach. The project will establish a social lab with diverse actors coming together to identify the cross-sector challenges to WEE, implement multiple and collaborative interventions across the shea and cocoa value chains, learn how change happens to address systemic barriers to WEE and potentially scale-up interventions based on the findings of the initiative.

## KEY STAKEHOLDERS

The Women in Agriculture Directorate at the Ministry of Agriculture and the Department of Gender at the Ministry of Gender, Children and Social protection. Other key stakeholders are the private sector actors (Mars, Mondelez, The Body Shop, Cargill, Nestle, etc.) who will work together to contribute to strengthening WEE, ensuring awareness-raising, and positive changes in attitudes, capacities and policies related to WEE. Ultimately, Oxfam believes that a systemic approach to WEE is central to provide changes in scale and requires the expertise, influence, reach and resources of the different partners to be successful. It also believes that for WEE to be sustainable, and for all women to benefit, parallel progress must be made on women's social and political empowerment. This will lead to women's economic empowerment, which is about more than material resources, it is fundamentally about a woman's ability to enjoy all other human rights.

## OBJECTIVES AND SCOPE OF THE CONSULTANCY

SEND GHANA through the WEACT project seeks the expertise of a consultant to conduct a study on the gender dynamics and issues in the project communities. Primarily, the gender audit is expected to engage communities to identify gender issues/gaps and propose innovative gender oriented actions to address these issues. Also, the study should highlight the general gender outlook of Ghana's cocoa and shea sector and critically assess the extent to which gender issues are effectively institutionalised in Ghana's cocoa and shea sector policies, programmes and practices. Additionally, the study should determine the status of government's responsiveness to gender issues and posit how gender imbalances affect both men and women farmers and the cocoa and shea sector largely. Key focus is to clearly bring out gender disparities in cocoa and shea farmers' access to inputs and services, financial support, training and information; participation and involvement in cocoa pricing processes.

A component of the study will focus on the present organisational structures and proceedings of the sector regulators (COCOBOD and Tree Crop Development Authority) and how this supports or derails gender considerations in programming and service delivery. This will inform to some extent the level of understanding and acceptance of gender prioritisation in the sector by the COCOBOD and how gender is mainstreamed in its interventions.

Specifically, the project seeks through this assignment to

1. assess and identify gender issues at the community level that inhibits women's economic advancement and propose solutions to address these issues/gaps,
2. assess how gender is mainstreamed in Ghana's cocoa and shea sectors
3. assess how responsive policies and programs are to gender issues identified

### Project Communities

REGION	DISTRICT	COMMUNITY
1. Northern Region:	1. Savelugu	1. Diare 2. Bunlung
	2. Mion	3. Salankpang 4. Jimli
2. Stavanna Region:	3. West Gonja	5. Kananto 6. Larabanga
3. Upper East Region:	4. Garu	7. Zotrikuom 8. Kpatia
4. Upper West Region:	5. Sissala West	9. Silbele

		10. Gwolu Town
5. Western Region:	6. Amenfi West	11. Anankrom 12. Kwabeng
6. Western North:	7. Aowin	13. Asuaklo 14. Nyankamam
	8. Suaman	15. Kwasuo 16. Dadieso
	9. Sefwi-Wiawso	17. Sui 18. Ahokwa

The main services to be undertaken by the consultant include, but not limited to the following:

### 1. Produce a detailed inception report

No later than a week after contract signing, the consultant will be expected to embark on an inception mission and produce an inception report detailing:

- Background/introduction
- Proposed methodology detailing the study area, type and number of respondents.
- A list of potential stakeholders to be consulted and interviewed, and an analysis plan.
- A detailed work/implementation plan
- Other key issues identified so far and relevant to the study, and relevant attachments: maps, data etc.
- An annotated outline of the final assessment report

### 2. Undertake a comprehensive review and analysis of the cocoa shea sector in Ghana focusing on gender (access to inputs, services and information and involvement in decision making processes)

The consultant is expected to undertake a desk review and present various gender standards and policies in the sector and highlight how these policies are responding to gender needs in the sector. This should be complemented with primary evidence based on a well-represented sample. Guided by field research/survey questionnaires prepared by the consultant and approved by SEND Ghana, the consultant will be expected to combine both qualitative and quantitative data in the fieldwork through broad-based consultation process including surveys, interviews, and focus group discussions with key stakeholders.

In undertaking this study, the researcher will interface extensively with (1) farmers including men, women and youth involved in shea and cocoa farming in the project communities,

(ii) Government institutions responsible for management and oversight of the cocoa-shea sector at the national and local levels, (iii) private sector and industry players within the cocoa sector including administrative units of farmer cooperatives (iv) civil society organizations and community based organizations involved in shea and cocoa advocacy, and (v) other stakeholders that may be relevant to the study.

### 3. Develop a draft and final report

The consultant will prepare a draft report based on a detailed desk research and the outcome of the field work. After a few iterative processes based on review of the draft report by the WEACTION project partners, the consultant would be expected to submit a final report. The report is expected to cover, but not limited to, the following areas:

- Assess the gender dynamics, gaps and how it impedes women economic advance at the communities
- A review of Ghana’s cocoa and shea sector and how responsive policies and programs are to gender issues over time.
- Assess the general gender outlook in the cocoa and shea sector and posit how gender imbalances affect both men and women farmers and the cocoa and shea sector largely.
- A situational analysis of the cocoa and shea sector taking into consideration the key institutions, regulators, programs and interventions, cocoa and shea farmers, interventions, market, among other relevant situations of importance to the study
- The current state of gender mainstreaming in Ghana’s cocoa and shea programs and the existing gap(s).
- The level of involvement of women farmers in decision making processes in cocoa and shea at different levels.
- The extent to which gender mainstreaming in the cocoa and shea sector is affecting livelihoods and addressing the unmet needs of farmers especially women and youth farmers.
- Recommendations needed to improve the sector’s gender responsiveness in a manner that would ensure improvement in the livelihoods of all cocoa shea farmers.

### Deliverables and Output

The deliverable schedule for services to be provided under this engagement is as follows:

Outcomes	Deliverable/Output
1. Develop an inception report with a good literature background and the critical issues the study would address, potential stakeholders to engage with, a proposed work plan, and an outline of the final report	Inception report
2. Design and submit data collection tools to SEND Ghana for review and approval	Survey instruments/Draft questionnaires and interview guides/enumerator training, etc.
3. Pretesting of data collection tools	Report on outcome of pilot test
4. Undertake and complete data collection and analysis	Raw data collected, transcripts and analysis of data collected, pictures or videos taken during data collection
5. Preparation, completion and submission of draft report to SEND Ghana for review	First draft report
6. Preparation, completion and submission of final draft report to SEND Ghana to reflect comments arising from the review (this may however go through a number of iterative processes before the final report)	Final draft report
7. Develop a gender action plan/strategy based on issues/gaps identified for the WeACT project	Gender Action plan

**Contract Duration**

The anticipated duration of the contract is thirty (30) days, starting **1st –30th April 20, 201.**

During this period, the consultant is expected to deliver on the key outputs detailed above.

**Expression of interest documents should be sent via e-mail to [career@sendwestafrica.org](mailto:career@sendwestafrica.org) and copy [mumuni@sendwestafrica.org](mailto:mumuni@sendwestafrica.org) before 5: 00 PM – Wednesday, 24<sup>th</sup> March, 2021**