



Republic of Ghana

**WEST AFRICA FOOD SYSTEM RESILIENCE PROGRAM**

**(FSRP2)**

**Phase 2 of a Multiple-Phase Programmatic Approach**

**Project Number: P178132**

**TERMS OF REFERENCE**

**FOR THE RECRUITMENT OF AN INDIVIDUAL CONSULTANT AS A GENDER-BASED VIOLENCE (GBV) SPECIALIST**

**June 2024**

## 1.0 INTRODUCTION

The Government of Ghana (GoG) has received funding from the World Bank to implement the second phase of a multi-programmatic approach for the West Africa Food System Resilience Program (FSRP2) across the major food baskets of Ghana. The second phase includes Ghana, Sierra Leone and Chad and three regional partners, (ECOWAS<sup>1</sup>, CILSS<sup>2</sup> and CORAF<sup>3</sup>).

The development objective of the FSRP2 is to increase preparedness against food insecurity and improve the resilience of food systems in Ghana. The West Africa Food System Resilience Project is organized around five core distinct but interrelated components to help achieve the objectives of the project. The project components consist of:

**Component 1:** Improving digital advisory services to support timely agriculture and food crisis prevention and management - This component aims at strengthening national capacity to provide demand-driven digital advisory services. This will include agro-advisory and impact-based hydromet/climate information and early warning services, and promote their use for food crisis prevention, management, and response.

**Component 2:** Sustainability and adaptive capacity of Ghana's food systems productive base - This component consolidates the regional agricultural innovation systems and strengthens regional food security through integrated landscape management. These include strengthening regional research and extension systems to deliver improved technological innovations including climate-smart, nutrition-sensitive, gender- and youth friendly technologies in a sustainable manner, as well as a combination of natural resource management with environmental and livelihood activities using the integrated landscape management approach.

**Component 3:** Enhancing regional food market integration and agricultural inputs and output trade - This component aims at expanding food trade in West Africa to enable effective distribution of surplus produce to deficit regions. It will facilitate the production and commercialization of agricultural products, inputs, and technologies within and across national borders.

Sub-component 3.2 seeks to support the development of strategic and regional value chains i.e., (a) rice; (b) maize and (c) livestock (poultry) with backward integration with the soya bean value chains through i) strengthening multi-stakeholder coordination and promotion of enabling environment for the private sector to thrive; ii) strengthening value chain organization and financing; and iii) supporting agricultural competitiveness and market access infrastructure.

**Component 4:** Contingency emergency response – This component aims at making available resources to strengthen the response capacity of the Government of Ghana in case of an

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<sup>1</sup> ECOWAS – Economic Community of West African States

<sup>2</sup> CILSS – Comité permanent inter-Etat de lutte contre la sécheresse au Sahel (translated as Permanent Inter-State Committee for Drought Control in the Sahel). CILSS invests in research for food and nutritional security and fight against the effects of desertification and climate change in the Sahel and West Africa.

<sup>3</sup> CORAF – Conférence de responsables Recherche Agronomique Africain (West & Central Africa Council for Agriculture Research and Development). CORAF is responsible for improved efficiency and effectiveness of smallholder producers and to promote agribusiness sector.

emergency. This involved making available funding to respond to eligible emergencies or crises, including pest and disease infestation such as the Fall Army Worm, locusts, swine fever and bird flu; extreme droughts or floods; widespread and severe bush and wildland fires.

**Component 5:** Project management - This component involves establishing effective coordination, management, and monitoring and evaluation system for the project. These will include: (i) establishing and maintaining financial management and procurement systems; (ii) reporting on program activities; (iii) ensuring the full implementation of environmental and social risks and impacts management; (iv) maintaining and ensuring the performance of the monitoring and evaluation system; and (v) developing and implementing knowledge management and communication for development strategy and study tours, among others.

The expected outcomes at the end of the program include:

- i. Program direct beneficiaries 300,000; of which 40% are women;
- ii. Proportion of food-insecure households in the targeted areas reduced by 25%;
- iii. Food system actors accessing hydro and agrometeorological advisory services with 211,200; of which 40% are women;
- iv. Producers adopting supported climate-smart agricultural technologies and services with 240,000; of which 40% are women;
- v. Surface area under integrated landscape management increased by 4,850 ha; and
- vi. Share of intra-regionally traded production in selected value chains (maize, rice) increased from 20% to 30%.

The Ministry of Food and Agriculture (MoFA) is the government agency responsible for the implementation of the project, together with technical partners such as Research Institutions, Ministries, Departments and Agencies (MDAs) as well as Private Sector organisations.

Some implementation partners (IPs) include Ghana Meteorological Agency (GMET), Council for Scientific & Industrial Research (CSIR), West Africa Centre for Crop Improvement (WACCI), etc.

It has been identified that implementation, particularly components 2 & 3, of the project has the potential risk of causing gender-based violence.

The initial pre-effectiveness assessment noted this potential risk and impact and approved the services of a gender-based violence specialist as key mitigation measure.

As part of the services to ensure that the Project complies with Gender and the Gender-Based Violence (GBV) provisions setting up the Project risk management system, FSRP would like to engage the services of a Part-Time Gender-Based Violence Specialist to provide various advisory services with regards to gender mainstreaming and addressing issues relating to Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) on project activities. The GBV Specialist will also facilitate and ensure that women's empowerment and gender equality are correctly considered in the programming, design, and implementation of overall project activities.

## **2.0 OBJECTIVE OF THE CONSULTANCY ASSIGNMENT**

The main objective of the consultancy is to engage an individual consultant on a part-time basis as a GBV Specialist for FSRP2 to lead and manage all efforts and activities relating to GBV issues and also support in mainstreaming gender issues, with the aim of addressing all gender based violence issues including meeting Project targets on gender and ensuring that project activities manage all SEA/SH that might arise relating to all project components.

## **3.0 SCOPE OF THE ASSIGNMENT**

He/she will be responsible for the following activities:

- Review the SEA/SH Prevention Management Plan section of the Project-level ESMF that will guide the preparation of GBV/SEA/SH mitigation measures in relation to project activities as required by the World Bank;
- Prepare an addendum to the GBV/SEA/SH for the activities to be implemented under the CERC and to reflect all relevant stakeholders and target groups with a comprehensive social inclusion;
- Undertake desk review of relevant studies, reports, documents on gender and GBV/SEA/SH including assessment and management of environmental and social risks associated with GBV/SEA/SH within the project scope, access to social services for low income and vulnerable groups, economic development, gender and GBV/SEA/SH.
- Review any relevant secondary data on the project target zones areas, including incidences of GBV/SEA/SH in household or beneficiary survey disaggregated in categories of gender and age data.
- Shall be responsible for the accuracy of the data, analysis and interpretation of all data received and collected as well as for the conclusion and recommendations derived from the data in relation to GBV/SEA/SH on all project activities.
- In relation to the Additional Finance (AF) activities, the consultant shall identify, analyze and map stakeholders to facilitate consultations with such stakeholders and entities, to factor their views, needs and priorities into assessments and mitigation plans redress as they relate to GBV and gender issues as a whole.
- Advise on engagement strategies to achieve inclusiveness targeting gender, youth and diverse social groups and persons with disabilities including separate consultations with gender and age disaggregated group facilitated by respective categories to ensure meaningful engagement and inputs from them.
- Shall lead in the mapping of service providers at project target areas where GBV survivors shall be referred to during project implementation;
- Shall work closely with state organisations and other institutions responsible for gender and GBV case management to ensure all that all project related cases are recorded in their system for effective management;
- Review and revise (where necessary) all project existing GBV/SEA/SH risk management instruments, including the Stakeholder Engagement Plan (SEP), Environmental and Social Commitment Plan (ESCP), Labor Management Procedures (LMP) and Resettlement Policy Framework (RPF) and the ESMF to reflect E&S risks associated with potential sub-project activities.
- Support the Gender Officer in the implementation of the Bank approved Gender Action Plan (GAP) and develop of Youth Action Plan (YAP) for gender/youth targeting;
- Supervise and monitor the incorporation of the GBV/SEA/SH and gender approach in a cross-cutting manner in all project activities;

- Support the M&E Specialist in the identification of GBV/SEA/SH and gender-sensitive indicators and the implementation of annual impact studies;
- Provide training on GBV/SEA/SH management to other project staff and work closely with the Environmental and Social Risk management team;
  - Under the guidance of the Project Coordinator, work closely with all the components leads in designing and overseeing the roll-out of gender inclusive models and gender-based violence under the Project.
  - Liaise with CORAF to be conversant with the regional Gender action plan to help implement the national Gender action plan.
  - Develop and implement a plan of engagement with the Women in Agricultural Development (WIAD) Directorate of MoFA.
  - Liaise with WIAD and other gender-based development partners and remain consistent with Ghana Policy on Gender.
  - Lead the design and implementation of a gender training programme targeted at value chain actors/ consultants/ and providers of services;
  - Supervise and monitor the incorporation of gender approach in a cross-cutting manner in all project activities;
  - Advise the Project Coordinator in all aspects related to GBV, SEA/SH, gender;
  - Support the component leads of the different project components and sub-components to design mechanisms which facilitate an equal participation of men and women beneficiaries including the youth;
  - Support the M&E Specialist in the identification of gender-sensitive indicators and the implementation of annual impact studies;
  - Lead linkages with similar Government of Ghana and development partner by MoFA to ensure synergy, continuity and sustainability;
  - Prepare Technical planning for development of annual work plans and budgets and follow-up of gender activities on the project;
  - Ensure that gender issues are appropriately incorporated in monitoring, evaluation, and communication activities;
  - Work closely with Senior Management and project staff to develop a gender mainstreaming strategy and action plan and a related exit strategy to ensure that gender equality is systemically institutionalised within the PIU after the departure of the GBV Specialist;
  - Prepare case studies documenting the learning from the initiative with a focus on programmatic as well as institutional dimensions, reflecting on processes as well as lessons learned to feed into the knowledge management processes.
  - Prepare and submit annual reports and other reports as required by the project reporting.

#### **4.0 Qualifications and Experience**

- At least a Master's or Advanced degree in Gender Based Violence Management, Gender and Development, Social Development, Sociology, etc. or a relevant field from a recognized institution of learning;

- At least five (5) years professional experience working on GBV and gender responsive programming in development;
- Proven experience combining formal expertise on GBV, gender mainstreaming and gender equality with experience of applying these concretely to specific value chain programmes sectors, plans, policies, and business processes.
- Proven experience leading action learning processes, developing SEA/SH management programmes, gender training tools, and delivering trainings on gender-responsive programming.
- Knowledge and experience working on world bank and donor funded projects.
- An understanding of the public sector.
- Good oral and written communication

## **5.0 DURATION OF ASSIGNMENT**

The position will be on a contract basis for one (1) year with the possibility for extension depending on performance and availability of funds.

## **6.0 DOCUMENTS TO BE PROVIDED BY FSRP**

FSRP will provide relevant key background documentation of the Project to the GBV Specialist example, the PAD, ESMF including the SEA/SH.SEP,LMP, RPF, PIM, Gender Action Plan, and others relevant to enhance the Specialist's performance on the job.

## **7.0 LOCATION OF THE CONSULTANT**

The GBV Specialist will be at Consultant's Home Office.

## **8.0 REPORTING**

The GBV Specialist will report directly to the Project Coordinator and will work closely with the Environmental and Social Specialists on the Project and other relevant Specialists.