

**Organization: Capacity Enhancement and Community Support (CAPECS Ghana)**

**Project: Driving Resilience and Inclusion against Violent Extremism (DRIVE)**

**Terms of Reference (TOR) for a Resource Person to develop Gender Equality and Social Inclusion (GESI) strategies for three (3) District Assemblies in the Upper West Region of Ghana**

### **About CAPECS Ghana**

CAPECS is a fast growing innovative Ghanaian civil society organization dedicated to empowering vulnerable people by creating an enabling environment for them to thrive. CAPECS does this through the design and implementation of innovative and impactful projects and advocacy. Conceived as an organization meant to champion the cause of the vulnerable and excluded, CAPECS aims to mobilize, coordinate, and leverage the power and resources of other change actors to promote overall wellbeing for all. CAPECS seeks, among other things, to promote sustainable employment opportunities for all (especially women and youth), promote inclusion and participation for disadvantaged people, promote health and wellbeing, and improve human security and good governance.

### **Background**

The threat of violent extremism in Ghana, particularly in the northern border regions, has heightened over the past two years. Key issues driving vulnerability, recruitment, and radicalization include the marginalization of women, youth, persons with disabilities, and ethnic minorities, along with unresolved chieftaincy and land conflicts. These issues are prominent in the Upper West Region, which also faces added insecurity due to its proximity to Burkina Faso, where violence and instability have caused an influx of asylum seekers into border districts of the region. Indeed, recent studies have highlighted the exclusion of women, youth, ethnic minorities and persons with disabilities in community decision-making and access to livelihood opportunities as a critical driver. Studies have also pointed to significant inequities in participation and access to public services by some ethnic minorities as a key driver. Aside these, the misidentification of some ethnic minorities by staff of some state agencies creates difficulties for some ethnic minorities in registering for the Ghana Card, which has become a primary document for accessing nearly all public services in the country.

In some communities, there is a high degree of hostility towards some ethnic minorities, thereby exacerbating their marginalization. Ethnic minorities face unequal treatment and discrimination in their quest to access essential services and participate in the socio-politico-economic life of their communities. These issues underscore the need for inclusive and equitable policies and programmes to mitigate the risks of violent extremism and foster social cohesion.

The state's response, however, has largely focused on promoting stability and protecting territorial integrity through kinetic operations, with little attention on addressing inequities, discrimination and marginalization. In view of this, the DRIVE project is being implemented to promote a fair, equitable and non-discriminatory access to decision making, livelihood opportunities,

participation and inclusion for excluded groups, and create pathways for equitable access to public services in a sustainable manner in the Sissala West, Wa East and Wa West Districts of the Upper West Region of Ghana.

### **Project Objectives:**

The overall objective of the DRIVE project is to contribute to addressing the drivers of and vulnerability to violent extremism (gender inequities, marginalization and exclusion) through institutional capacity strengthening and GESI mainstreaming at the district level to promote social cohesion for sustainable peace and security in the region.

The project aims to achieve three specific objectives as follows:

- 1) To build the capacity of District Assemblies and key stakeholders on GESI to adapt and localize the National Gender Policy in the Sissala West, Wa East and Wa West Districts.
- 2) To build capacity of frontline staff of Ghana Health Service on GESI in the Sissala West, Wa East and Wa West Districts.
- 3) To promote constructive dialogues and engagements for gender equality and social inclusion in the Sissala West, Wa East and Wa West Districts.

### **Duration of assignment:**

The assignment will take twenty-seven (27) days within the period December 2024 to February 2025.

### **Scope of Work:**

The following constitute the responsibilities of the Resource Person:

1. Prepare training materials (PPT) on GESI and the National Gender Policy.
2. Use the materials developed to facilitate trainings for the following target groups:
  - a. Staff of district assemblies and decentralized agencies.
  - b. Assembly members.
  - c. Queen Mothers and Divisional chiefs.
3. Use the opportunity of training sessions in “2a, 2b & 2c” above to elicit inputs from stakeholders towards the development of district-specific GESI strategy documents.
4. Develop district-specific and context-appropriate GESI strategy documents for the Sissala West, Wa East and Wa West District Assemblies by adapting the National Gender Policy and incorporating inputs from district stakeholders.

### **Deliverables:**

The following are the deliverables expected of the Resource Person:

- A detailed GESI strategy document each for Sissala West, Wa East and Wa West.
- Training materials (PPT) on GESI and the National Gender Policy.
- A one-time 2-day district-based non-residential training for each of the following stakeholder groups in the target districts:

- Staff of District Assemblies and decentralized agencies.
- Assembly Members.
- Queen Mothers and Divisional Chiefs.
- Inputs from stakeholder groups to be incorporated into district-specific GESI strategy documents.
- A brief training report for each training session – nine reports required.
- An assignment completion report summarizing all the activities undertaken, deliverables achieved, challenges encountered and recommendations for future actions.

### **Responsibilities of CAPECS:**

- Mobilize participants for trainings
- Provide relevant training logistics including the printing and duplication of training materials
- Transport Resource Person (1) to and fro Wa and target districts
- Accommodate Resource Person (1) in target districts where needed
- Note that CAPECS will not take responsibility for the following even if the Resource Person does not reside in Wa:
  - Transportation from their place of abode to Wa.
  - Accommodation in Wa.

### **Resource Person Fee:**

Indicate daily rate in the application. CAPECS and the selected Resource Person shall discuss and agree on the final daily rate before signing an assignment agreement.

### **Qualification and experience:**

- Minimum of Master’s Degree in gender studies, development studies, social work, sociology, psychology, law, or related field.
- Expertise in developing and conducting GESI trainings.
- Expertise and competence in developing GESI strategy documents.
- Ability to communicate/deliver trainings for adult learners.
- Strong knowledge and understanding of the National Gender Policy and Gender Equality and Social Inclusion strategies and approaches.
- Evidence of similar assignments undertaken in the past.
- Must be available for travels and meetings in target districts.

### **How to apply:**

Interested and qualified candidates should send us a 2-page (maximum) Expression of Interest (EOI) detailing their experience in similar assignments, qualifications, daily rate and contact details. Interested candidates should send their EOI to [pbanoeyele@gmail.com](mailto:pbanoeyele@gmail.com), copied to [capecsgh@gmail.com](mailto:capecsgh@gmail.com). Females are strongly encouraged to apply.

Deadline for application: Thursday 5<sup>th</sup> December, 2024.