

Summary

Title	Gender mainstreaming in WASH Implementation in Ghana.
Purpose	Ensuring the empowerment of 25,000 women and girls to participate in all stages of WASH programming and addressing their WASH Specific Gender needs
Expected fee	To be determined
Location	Accra, Ghana.
Duration	105 days to be spread over 11 months (roughly covering 21 days each in the first and last month and 7 days a month for the rest of the months.)
Start Date	January, 2015
Reporting to	WASH Specialist, Tamale

Background

Within the UN, a Human Rights Based Approach (HRBA) to programming is adopted as the means of ensuring that development is rights focused. With the passage of the UN resolution A/RES/64/292 on water and sanitation as a human right, the HRBA becomes extremely important in WASH programming and principles of universality, non-discrimination and equality are required to be adhered to. Within UNICEF, the organization has taken the HRBA a step further by adopting an equity approach.

As part of addressing inequities, UNICEF has developed the Gender Action Plan 2014 -2017 which specifies how the organization will promote gender equality across all of its work in order to foster gender-equitable child outcomes as a catalyst to a more equitable world. This action plan is informed by the Gender Policy 2010 which mandates all UNICEF-assisted programming to contribute to gender equality in clearly defined and measurable ways.

One key inequity found in programming in general and in WASH in particular is that of gender.

In recognition of this gender inequity the African Ministerial Council on Water (AMCOW) published the AMCOW Policy and Strategy for Mainstreaming Gender in the Water Sector in Africa, in 2011. The Policy serves as a guiding framework for AMCOW member states to mainstream gender in their sector policies and programmes.

UNICEF WASH programme in Ghana has started interventions aimed at supporting the Government to holistically address the themes and strategic objectives outlined in the policy. UNICEF procured the services of a national consultant to undertake this assignment for the Government of Ghana, specifically the Ministry of Water Resources Works and Housing (MWRWH) for water issues; the Ministry of Local

Government and Rural Development (MLGRD) for sanitation issues and the Ministry of Education for WASH in Schools issues. The work has led to a comprehensive Gender study and assessment of the sector, the development of gender mainstreaming guidelines and toolkit for the sector, capacity building and backstopping of critical district and community level staff in gender mainstreaming with the anticipation that continued backstopping will reinforce all the gains made.

The review of status of gender mainstreaming in Ghana indicated that whilst gender issues are being integrated into national policies, this is not being replicated at the regional and district levels. The report identified that governance challenges amongst duty-bearers exacerbates this challenge. Roles and responsibilities are not clear amongst key stakeholders, sex-aggregation of data is poorly understood and variable in its collection. Importantly, the report identified a fundamental lack of review of sector gender policies, practices and data. This assignment, which was part of the GOG-UNICEF WASH programme and funded under the Department of Foreign Affairs, Trade and Development (DTATD), Canada “Enhanced Water and Sanitation Services in Schools and Communities” project complements the Sector Gender Assessment (SGA) and is a key contribution to the sector’s efforts at gender mainstreaming.

While there were significant achievements made with the consultancy, several challenges still exist at the implementation levels in mainstreaming gender within Ghana’s institutional framework for WASH delivery. There are critical areas that would still require some ongoing support in terms of holistic gender equity promotion in the sector and dissemination of the gender mainstreaming guidelines and toolkit.

Justification

- The assignment is a critical contribution to the Sector’s development plan. It will help to fulfill AWP activities 36.1 “*Support the Establishment and Capacity Building of 200 gender responsive Water and Sanitation Management Teams*” and 36.2 “*Empower 25,000 women and girls to participate effectively in all stages of programming and meet their gender specific needs*”

From the outcomes of the gender assessment, there is evidence that support for gender mainstreaming in the WASH sector is likely to require further backstopping and documentation of emerging outcomes. Capacity to mainstream gender is low in Ghana and no consistent capacity building effort is made in the WASH sector. A clear strategic approach to gender equality is essential for WASH sector stakeholders to be more gender-responsive but is barely visible in practice.

This assignment requires focused and dedicated attention over a period of 11 months, a period that members of the WASH team cannot dedicate to this assignment alone.

Expected Outputs

The following outputs are expected to be delivered from this consultancy:

- 50% of children and youth ambassadors in targeted schools of 13 focus districts in five regions are girls.
- 10% of sanitation businesses in the 13 districts are managed by women
- 30% of natural leaders in targeted communities of the 13 districts are women.
- 7500 school girls reached with Menstrual Hygiene Management programme.
- 4500 women participate in Rotating Savings and Credit Associations (ROSCA)
- Lessons documented, evidence generated and tools developed to enable scale up of gender mainstreaming.
- Consolidated sector gender capacity assessment report.
- Impact Assessment of Gender Mainstreaming within the DFATD funded Enhanced Water, Sanitation and Hygiene (WASH) Services in Schools and Communities in Ghana.

Specific Tasks and Deliverables

S/No.	Tasks	Deliverables	Timeframe
1	Carry out follow up visit to implementing organizations and districts to ascertain level of implementation of existing guidelines.	Follow-up support provided to all implementing organizations and districts with at least two visits per organization and district.	By the end of the first month
2	Facilitate national level discussions to ensure the full adoption of the gender mainstreaming guidelines as sector instruments by each of the sector agencies document for gender capacity assessment for the WASH sector.	National level discussions held to ensure adoption of the guidelines as sector instruments.	By end of the second month

3	<p>Support sector stakeholders plan for and roll out the implementation of the gender mainstreaming guidelines by sector stakeholders particularly EHSD and SHEP, the two institutions that were identified to have the greatest need for gender mainstreaming. As part of the rollout, produce extracts of the plans in simple one-pagers and checklists that can be printed, shared and used easily in implementation. Key activities to be included in the plan are:</p> <ul style="list-style-type: none"> a. Coaching and mentoring both sexes to be part of Children and Youth Ambassadors for WASH and ensuring that 50% of Ambassadors are girls. b. Mentoring and coaching both sexes, especially females, to engage in WASH activities as natural leaders, community consultants for CLTS facilitation, latrine artisans and agents of private sanitation marketers, small scale sanitation or soap business managers. c. Supporting the establishment of Rotating Savings and Credit Associations (ROSCA) for women to build their financial capacity to meet the sanitation and hygiene needs. 	<p>Implementation plan developed to roll out the gender mainstreaming guidelines.</p> <p>This plan is implemented and outputs included in reports from EHSD and SHEP of participating district.</p>	By end of the fourth month
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4	<p>Outline a plan of action to help the DFAT D project of the GoG- UNICEF WASH programme to meet the target of “25,000 women and girls empowered to participate in all stages of WASH programming and address their WASH Specific Gender needs”.</p>	<p>Plan of action developed to meet target of 25,000 women and girls empowered to participate in all stages of WASH programming and addressing their WASH Specific Gender needs.</p> <p>Participating districts implement this plan of action and report on activities and outcomes.</p>	By end of fourth month
5	<p>Produce a consolidated sector gender capacity assessment report which incorporates outputs of previous assessments for the sector. This will ensure that the sector has a single reference document.</p>	<p>Report on consolidated gender assessment (gender assessment and gender capacity assessment) for the sector</p> <p>Outputs from the previous assignment incorporated into the sector gender capacity assessment conducted by MWRWH.</p>	By the end of the sixth month
6	<p>Support districts to implement the plan of action and report on activities and outcomes. At the district level:</p> <ol style="list-style-type: none"> a. Provide on the job training where required. b. Provide some technical backstopping and share with regional and district coordinators 	<p>Updates on implementation of gender mainstreaming guidelines at community and school level by EHSD and SHEP.</p>	Monthly

7	<p>Generate specific data on key gender outcomes as a result of implementation of the guidelines for use in advocacy.</p> <p>a. Monitor and report on gender mainstreaming results and outcomes.</p> <p>b. Elicit some general evidence of improvements in gender mainstreaming, sex disaggregation of data and gender analysis in programming and support to addressing particularly gender equity, women’s and children’s issues.</p> <p>c. Facilitate the development of policy briefs and media publications on gender disparities in WASH</p>	<p>Data generated and available on key gender outcomes as a result of implementation of the guidelines for use in advocacy.</p> <p>Policy briefs and media publications developed.</p>	Monthly
8	Facilitate a participatory project impact assessment on gender and document results for sector learning and advocacy	<p>Project impact assessment on gender carried out.</p> <p>Completion Report</p>	from the tenth to the eleventh month

Methodology

The assignment will be mainly field based and will entail visits to all regions where the GoG-UNICEF WASH programme is being implemented as well as the selected project districts for the DFATD funded “enhanced water and sanitation services in schools and communities”. Consultations are expected with key stakeholders at the community, area council, and district regional and national levels paying particularly attention to separate consultations with boys and girls in schools and men and women in communities. It will also involve on the job mentoring for district and regional level staff.

Reporting

Within UNICEF, the consultant will report to the WASH Specialist, Tamale but will hold consultative meetings with the entire WASH team in Accra and Tamale when necessary.

Expected background and Experience

The Consultant is expected to hold a master's degree in a relevant discipline with a qualification in Gender Studies. A minimum of 10 years progressively responsible professional work is expected from the Consultant with proven experience in gender assessments and mainstreaming. Experience in Gender Mainstreaming within the WASH Sector is highly desirable.

Schedule of payment.

The Consultants will be paid according to the following schedule:

Five (5) equal payments of 20% each (each equivalent to 21 days of work) will be made to the consultant based on the following deliverables.

1. Consolidated sector gender assessment report including the facilitation of national fora to enhance sector ownership of guidelines.
2. Development of gender mainstreaming roll- out plans by EHSD and SHEP and plan of action for DFATD project targets and districts.
3. Progress reports showing 40% improvement on implementation of Plans of action for 13 DFATD project districts
4. Progress reports showing 80% improvement on implementation of Plans of action for 13 DFATD project districts
5. Impact assessment of project and project completion report

General Conditions: Procedures and Logistics

1. The consultant will be provided with DSA when on travel to the regions and districts according to the prevailing UN rate pursuant to UN rules.
2. The consultant will mainly work from a remote location but will be expected to meet with GoG staff and UNICEF staff at least weekly at the EHSD offices.
3. The Consultant will be provided with Transport (this will include the hire of vehicles where necessary) for official assignments.
4. The consultant shall provide his/her own materials, i.e. computer, office supplies for the assignment except that required for the use of third parties.

Policy both parties should be aware of:

- Under this consultancy agreements, a month is defined as seven (7) working days except for the first and last months which have twenty-one (21) working days each, and fees are prorated accordingly. Consultants are not paid for weekends or public holidays.
- Consultants are not entitled to payment of overtime. All remuneration must be within the contract agreement.
- No contract may commence unless the contract is signed by both UNICEF and the consultant or Contractor.
- For international consultants outside the duty station, signed contracts must be sent by fax or email. Signed contract copy or written agreement must be received by the office **before Travel Authorisation is issued.**
- No consultant may travel without a signed travel authorisation prior to the commencement of the journey to the duty station.
- Unless authorised, UNICEF will buy the tickets of the consultant. In exceptional cases, the consultant may be authorised to buy their travel tickets and shall be reimbursed at the “most economical and direct route” but this must be agreed to beforehand.
- Consultants will not have supervisory responsibilities or authority on UNICEF budget.
- Consultant will be required to sign the Health statement for consultants/Individual contractor prior to taking up the assignment, and to document that they have appropriate health insurance, including Medical Evacuation.
- The Form 'Designation, change or revocation of beneficiary' must be completed by the consultant upon arrival, at the HR Section.
- ****** Please consult with HR on entitlements as many are set by UNICEF rules.**

Estimated Workplan

No.	Activity	Time frame										
		Month 1	Month 2	Month 3	Month 4	Month 5	Month 6	Month 7	Month 8	Month 9	Month 10	Month 11
1	Carry out follow up visits to implementing organizations											
2	Incorporate outputs from previous assignment to gender capacity assessment											
3	Hold national level discussions held to ensure adoption of the guidelines as sector instruments.											
4	Work with Regions and districts to develop plan of action to meet target of 25,000 women empowered											
	Northern Region											
	Upper East Region											
	Upper West Region											
	Volta Region											
	Central Region											
5	follow up visits to regions and districts for backstopping and monitoring implementation of the guidelines											
	Northern Region											
	Upper East Region											
	Upper West Region											
	Volta Region											
	Central Region											
6	Generate data on key gender outcomes and results from implementation											
7	Develop policy briefs and media publications											
8	Facilitate a participatory project impact assessment on gender and document results for sector learning and advocacy.											
9	Completion report											

