



NETWORK FOR WOMEN'S RIGHTS IN GHANA (NETRIGHT)

(Mobilizing for Women's Rights in Ghana)

TERMS OF REFERENCE (ToR)

GENDER ANALYSIS OF TRADE AND AGRICULTURE POLICIES

1.0 Introduction

The Network for Women's Rights in Ghana (NETRIGHT) is made up of civil society organisations (CSOs) and individuals who are working together to bring gender perspectives into national policies, programmes and processes, and advocate for policy reforms to strengthen women's human rights. NETRIGHT draws attention to violations of women's rights and campaigns for changes to achieve women's equality. The network also creates space for debate and clearer articulation of different positions within the women's movement in Ghana. To ensure inclusiveness, NETRIGHT provides a national advocacy platform for CSOs around national and international processes and educates the public about gender equality and women's rights issues. NETRIGHT focuses on three (3) core areas namely economic justice, movement building and natural resource management.

NETRIGHT is implementing a project on **Leveraging Collective Power for Inclusive Sustainable Development** as part of initiatives under the STAR Ghana Foundation intervention on phase 2 of the **Action for Voice, Influence and Inclusive Development (AVID 2)**. NETRIGHT's project seeks to facilitate women's access and control of economic resources through capacity building and advocacy for policy reforms

2.0 Objectives

The main objective of this assignment is to analyse trade and agriculture policies with a gender and social inclusion (GESI) lens to inform advocacy efforts towards inclusive sustainable development. Specifically, the assignment will:

- review the Ministry of Trade, Agribusiness and Industry's National Micro, Small Medium Enterprise (MSME) and Entrepreneur Policy (2019), Digital Financial Services Policy and the ruling NDC government's policy on agribusiness,
- analyse the GESI responsiveness of the policies and how rural women farmers can benefit from such policies to enhance their business, and
- propose GESI innovative interventions that will facilitate the creation of an enabling environment to promote women's agribusiness.

3.0 Rationale

Women access to economic resources continue to be a challenge due to systemic and structural barriers limiting their livelihood options, especially women who find themselves in vulnerable situations. However, interventions by government over the years to enhance women's access to

economic resources do not consciously tackle systemic and structural issues to strengthen women's access to and control of economic resources. For instance, government's efforts in addressing women's access to credit has been providing micro-credit to women rather than undertaking policy reforms to enhance women's access to credit.

Through targeted GESI-responsive advocacy, NETRIGHT intends to engage policy spaces in the agricultural and land sectors, raise awareness of rights among women farmers' groups in rural settings to enhance their access to productive resources. The assignment is premised on strengthening the agency of women in vulnerable situations to access economic resources.

4.0 Scope of Work

The consultant will be responsible for the following tasks:

- **Desk Review:** Review the National MSME and Entrepreneur Policy, Digital Financial Services Policy and the ruling NDC government's policy on agribusiness.
 - Identify the GESI gaps in the above policies
 - Analyse how the GESI provisions in these policies will benefit women in agriculture, particularly rural women farmers
 - Make recommendations as to how gaps (if any) can be addressed to help carry out specific GESI responsive advocacy interventions at the district and national levels.
- **Stakeholders' Consultation:** Consult with rural women farmer groups and other relevant actors to gather insights and perspectives on rural women farmers' access to productive resources and propose recommendations to address accessibility challenges.
- **Draft Report:** Prepare and submit a draft report for feedback.
- **Validation Workshop:** Present the findings and recommendations to key stakeholders for validation.
- **Final Report:** Incorporate feedback and finalise report for submission.
- **Policy Brief:** Develop a policy brief based on the findings and recommendations.

5.0 Deliverables

- **Inception Report:** A report outlining the consultant's understanding of the task, proposed methodology, and work plan.
- **Draft GESI Report:** A draft report outlining the findings and practical recommendations to inform advocacy efforts to promote rural women farmers' access to productive resources.
- **PowerPoint Presentation:** PowerPoint presentation on findings and recommendations for the Validation Workshop.
- **Final GESI Report:** A comprehensive report outlining the findings and practical recommendations to inform advocacy efforts to promote rural women farmers' access to productive resources.
- **Policy Brief:** Policy brief focusing on women's access to productive resources.

6.0 Timeline

The consultant is expected to complete the assignment within a total period of six (6) weeks after the signing of the contract.

7.0 Reporting

The consultant will report to the project lead and Programme Manager of NETRIGHT

8.0 Qualifications

The ideal consultant should have:

- A strong background in gender, social inclusion and development, with proven experience in GESI analysis.
- In-depth knowledge of GESI, agribusiness, entrepreneurship and financial inclusion issues in Ghana.
- Previous experience working with women in agribusiness, particularly, rural women farmers, women farmers' groups, MSMEs.
- Excellent research, analytical, and report-writing skills.
- Proven ability to engage and consult with a wide range of stakeholders.

9.0 Fee

The fee for this assignment will be discussed and agreed upon between the consultant and NETRIGHT.

10.0 Application Process

Interested candidates should submit their CV including contact details of two (2) referees, a cover letter and examples of relevant previous work to info@netrightghana.org by 25th March 2025.

