



NETWORK FOR WOMEN'S RIGHTS IN GHANA (NETRIGHT)

(Mobilizing for Women's Rights in Ghana)

TERMS OF REFERENCE (ToR)

GENDER ANALYSIS OF POLITICAL PARTY MANIFESTOES

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 ***Advancing Gender Responsive Governance and Inclusive Democracy in Ghana*** as part of initiatives under the STAR Ghana Foundation intervention on ***inclusive Elections and Accountable Governance***. NETRIGHT's project seeks to empower women, young persons and socially excluded groups to engage and demand for an inclusive, responsive and accountable governance in Ghana.

The multi-party democracy in Ghana is becoming a de-facto two-party system resulting in a system where discourses on critical national issues are based on toxic partisan perspectives with the country missing out on non-partisan perspectives that could contribute to addressing the persistent inequalities that abound in the country.

The project will focus on mobilising and empowering women, young persons and marginalised groups across Ghana to drive systemic change by demanding for gender responsive, inclusive and accountable governance.

2.0 Objectives

The main objective of this assignment is to analyse the manifestoes of the **two (2) major political parties** with a gender equality and social inclusion (GESI) lens to inform advocacy efforts towards an inclusive, responsive and accountable governance in the country.

3.0 Rationale

9 Asmara Street East Legon | P.O. Box 19452, Accra-North | Tel: +233 302 511 189 / 500419 / 503669

Cell: +233 200 458 945 | Email: netright@ymail.com / info@netrightghana.org

www.netrightghana.org

Ghana prides itself as a democratic country, however, it is among the lowest ranked on the continent in terms of gender equality and women's empowerment. Women in Ghana play critical roles in all spheres of life; however, politicians and political parties continue to relegate women issues and critical concerns of other socially excluded groups to the background. The lack of political will continues to erode the gains being made to protect the rights of women and vulnerable groups.

Political parties pay lip service to women and vulnerable groups especially during election period with no intentionality of engagement to better understand their issues which will allow better integration in their party manifestoes. As such elected governments develop ad hoc interventions which do not tackle systemic and structural barriers that inhibit the effective participation of citizens especially women, young persons and PWDs in all sectors.

It is against this background that NETRIGHT is seeking to engage a **gender and social inclusion expert** to analyse the Manifestoes of the **two (2) major political parties** to ascertain how adequately they have addressed issues of women, youth, PWDs and the most marginalised groups in their Manifestoes. The findings will inform NETRIGHT's advocacy on tracking, demanding and holding the government accountable to gender transformative interventions towards creating an inclusive, responsive and accountable governance in Ghana.

4.0 Scope of Work

The consultant will be responsible for the following tasks:

- **Desk Review:** Review the manifestoes and policies of the two major political parties – New Patriotic Party (NPP) and National Democratic Congress (NDC) from a GESI perspective.
- **Situational Analysis:** Review the manifestoes based on national and international frameworks, regulations, legislations, policies and lived experiences of women, young persons, PWDs on impact of Ghana's development agenda to ascertain whether the manifestoes are reflective of practical solutions towards addressing systemic barriers and aligns with international standards on GESI to enhance inclusive, responsive and accountable governance.
- **Stakeholders' Consultations:** Consult with relevant stakeholders to gather insights and perspectives on inclusive, gender-responsive and accountable governance.
- **GESI Analysis Report:** Prepare a comprehensive report that documents the entire process, including the methodology, findings, and practical recommendations including a tracking table on specific interventions mentioned in the Manifestoes to address GESI issues.
- **Stakeholders' Forum:** Present the report at a forum to sensitise stakeholders on the findings and recommendations to guide their advocacy efforts beyond Election 2024.

5.0 Deliverables

- **Inception Report:** A report outlining the consultant's understanding of the task, proposed methodology, and work plan.

- **Draft GESI Report:** A comprehensive report outlining the findings, tracking table and practical recommendations to inform advocacy efforts on inclusive, responsive and accountable governance.
- **Final GESI Report on Political Party Manifestoes:** Incorporating feedback received during consultations and ensuring alignment with best practices.

6.0 Timeline

The consultant is expected to complete the assignment within a total period of four (4) 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, socio-economic and governance issues in Ghana.
- Previous experience working with political parties, CSOs, women and marginalised groups is an advantage.
- 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 October 2024.