



**Consultancy:** Assessing indicators of change resulting from gender awareness raising within the agricultural extension sector

**Location:** Ghana

**Duration:** 2 months



This assignment is perfect for someone looking to apply their experience and Knowledge within an organisation that is focused on helping to deliver 8 of the Sustainable Development Goals: (1) No Poverty; (2) Zero Hunger; (3) Quality Education; (5) Gender Equality; (12) Responsible Consumption and Production; (13) Climate Action; (15) Life on Land; and (17) Partnerships for the Goals.

**We live in a world where the demand for multiple land uses constantly rises and climate change places additional stress on the sustainable use of natural resources. While solutions to issues such as hunger and poverty are now within our reach, how we act today will make a big difference to how we live tomorrow.**

# ABOUT US

## Introduction

Following the validation and publication of the GRAST report in Ghana, CABI has initiated a series of follow-on activities aiming to facilitate action on the areas highlighted as opportunities for improving access of women to extension services. To date, these have taken the form of:

- Training of extension staff on gender principles and tools (in 4 regions)
- Establishment of a multi-stakeholder platform on gender with a co-developed action plan
- Deep dive investigative report into issues around the employment of women extension staff
- Review of challenges in the implementation of gender policies relating to extension services.
- ICTs and gender in agriculture – workshop on best practices

These activities are ongoing and will be complemented by a behaviour change campaign aimed at farmers and influencers, seeking to address social norms which prohibit access to extension advice. The activities will continue into 2023.

## Assessment

While these activities are at an early stage, and we recognise that shifts of individual and institutional behaviours will take time and commitment, it is useful to understand what is happening as a result of work so far and identify opportunities for improvement and adaptation. We are also seeking to understand whether the activities we are implementing are the right ones, which are starting to lead to the changes we hope to see as outlined in the GRAST report.

For this reason, we are seeking a consultant to conduct a short review of the activities and changes to date. The consultant will identify and plan assessment activities that answer the following questions and make recommendations on how the work should develop (including anything that needs to be done differently).

1. How have the recommendations in the GRAST assessment report been implemented so far? What progress has been made?
2. Are the approaches starting to lead to any changes in behaviour? What, if any, changes in attitudes are being observed already? Are there any early changes in practice or behaviour?

**By sharing knowledge and science, CABI tackles global issues like poverty, hunger, education, equality, sustainability, climate change and biodiversity. We do this by helping farmers grow more and lose less of what they produce, combating threats to agriculture and the environment from pests and diseases, protecting natural habitats from invasive species, and improving access to scientific knowledge.**

CABI is an international, inter-governmental, not-for-profit organization that improves people's lives worldwide by providing information and applying scientific expertise to solve problems in agriculture and the environment. Our approach involves putting information, skills and tools into people's hands. CABI's 49 Member Countries guide and influence our work which is delivered by scientific staff based in our global network of centres.

CABI is committed to making a difference, playing its part in creating a brighter, more equitable and sustainable future.

You can learn more at:  
[www.cabi.org](http://www.cabi.org)

3. Are we engaging with the correct people to change behaviours in relation to gender in extension delivery? Who else should we be talking to?

## Consultant requirements and deliverables

All written documentation will be submitted in English using Microsoft Word in electronic copy. The main body of all reports should be written in simple, non-technical language, with any technical material to be presented in annexes. All primary data collected and analysis conducted for the purpose of the assessment shall remain the property of CABI, and must be submitted electronically, and in a clear and comprehensible format in Excel, and any other statistical software.

The consultant will provide:

- A draft final report within **8 weeks**, for review by CABI before the end of January 2023
- A final report within **2 weeks** of return of comments by CABI, to include:
  - Executive summary of max. 1 page
  - Methodology/ approach
  - Key findings
  - Conclusion
  - Annex with data in excel, and supporting tables per country

## Requirements

- Excellent understanding of gender issues, preferably within an agricultural context
- Strong experience in carrying out key informant interviews and focus group discussions in Ghana
- Track record of working in the agricultural development arena and supporting organisations in this area
- Good knowledge of public agricultural extension service delivery and information service provision
- Strong analytical, data interpretation, and communication skills
- Excellent reporting and presentation skills

## Management and implementation responsibilities

The consultant will report to the CABI Monitoring and Evaluation (M&E) team and the Project Manager. Any proposed changes to the team composition listed in the application must be approved by CABI.

The Consultant shall be responsible for:

- Proposing a research design and implementation plan for agreement by CABI
- Conducting all data collection
- Data cleaning and data quality assurance, analysis and reporting, in a clear and accessible format
- All his /her field expenses
- Regular progress reporting to the CABI M&E team and Project Manager, including responding to any comments or technical inputs within agreed timelines.

- Producing deliverables within agreed timelines, and in accordance with quality requirements from CABI.
- Seeking comments and feedback from CABI, through the M&E team, in sufficient time to discuss and incorporate these into the final report.
- Producing the final report as specified above.

CABI shall provide:

- Guidance and technical support as required throughout the assessment
- Introductory meetings with key staff.
- Comments and feedback on, and approval of all deliverables, within agreed timelines.

## Proposal for assignment

Interested candidates or firms are requested to submit:

1. A proposal detailing their interpretation of the TOR, proposed methodology including, work schedule and plan of activities. *The proposal should ideally not exceed 5 pages.*
2. The proposed budget, in US Dollars (*Propose a realistic budget for this assignment*), including a breakdown of the budget and a justification of expenses. The budget should include only those costs that can be directly attributed to the activities proposed, with an explanation of budget line items.
3. Evidence that the consultant is able to deliver the work.
4. Upon a review of the submission, CABI may require additional documentation to fulfil due diligence requirements. Requests for this will be made on a case-by-case basis, and a timeframe for turnaround agreed upon.

## How to apply

All documents must be submitted by email to: [procurement-africa@cabi.org](mailto:procurement-africa@cabi.org) by **Midnight (EAT) on 22<sup>nd</sup> November 2022.**

## EQUAL OPPORTUNITIES:

We are a thriving international organisation attracting a diverse range of talented people from around the world. Our staff currently comprises over 30 nationalities and as an equal opportunity employer, we welcome applications from candidates irrespective of age, gender, race, colour, nationality, ethnic or national origin, disability, religion, sexual orientation or marital status. No applicant will be disadvantaged by conditions which cannot be shown to be justified and selection will be based on merit.

## STAFF FEEDBACK:

"CABI is a great place to work – fair, flexible and friendly."

"I really appreciate the way our team is run – it is very participatory and communication is excellent."

"I am very proud to work for CABI...I would always encourage other people to join the organisation."

"CABI is a great organisation with a real sense of mission and purpose."

"I appreciate the flexibility and hybrid working at CABI which helps contribute to my wellbeing."

"The global virtual Town Hall format is a great way of hearing from colleagues across CABI about the work they're doing."



Visit us on [LinkedIn](#) to find out more about working at CABI

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