



EMPOWERING WOMEN IN GHANA'S POST-HARVEST FISHERIES SECTOR

TERMS OF REFERENCE FOR CONSULTANCY SERVICES- BUDGET ANALYST

ABOUT THE IMPLEMENTING ORGANIZATION

CERATH Development Organization (CDO) is a non-governmental entity empowering marginalized communities in urban and rural West Africa. CDO is committed to catalysing progress through five key intervention domains: Agriculture, Fisheries, Inclusive Finance, Renewable Energy, Water, Sanitation and Hygiene (WASH). Our overarching aspiration is to elevate the quality of life for those grappling with poverty.

BACKGROUND INFORMATION

Women in fisheries, collectively called fishmongers, play vital roles in Ghana's highly gendered artisanal marine fisheries sector. There are opportunities in the post-harvest management system for labour participation and economic advancement for women fishmongers in the fishery sector. However, about a quarter of women in Ghana's fisheries sector work under unfair conditions, having no room for economic advancement and sustainability. Additionally, women's access to fisheries resources is constrained by social and financial capital gaps.

Furthermore, service provision and support that address women's specific roles and labour needs in the sector are very limited. The persistence of the problem is rooted in a gender-related bias at the system level, which discounts the value of women's productive work in the fisheries sector. Fish capture is exclusive to men (and boys), while women dominate the post-harvest sphere. Yet, public interventions, budgetary and spending decisions are largely skewed towards the fish harvest sphere. To achieve an optimally functioning fishery sector with equitable outcomes for all participants, particularly women, there is a need for relevant state actors to integrate gender equality and social inclusion (GESI) principles in their service provision, increase resource allocation and prioritise women's specific roles and labour needs in the sector.

OVERVIEW OF THE PROGRAMME

The Co-Impact Gender Fund supports CDO in the design of a five-year strategic framework which is part of Co-Impact's collaborative design for systems change in the Global South. The paramount objective of the framework is to create a just and inclusive systems change that advances gender equality and women's leadership in the fisheries post-harvest sector. At the forefront of this framework is the national fisheries programme titled "**Empowering Women in Ghana's Fisheries Sector**". With an emphasis on system thinking and a systems practice approach, the programme prioritizes improving the financial resource allocation to the post-harvest fisheries management system, to expand and enhance the quality, reach and impact of equitable services to women in the sector.

Towards this end, CDO seeks the services of a public budget analyst to undertake a comprehensive analysis of the budget allocations to and within the fisheries sector. The budget analysis will play a significant role in shaping the project's deliverable of advocating for increased budget allocation for the fisheries post-harvest sector. This will bring about sustainable change which will in turn contribute to enhanced gender equality, economic growth and development in Ghana's artisanal fishery sector.

OBJECTIVES OF ASSIGNMENT

The primary objective of the assignment is to conduct a detailed assessment of the budget allocation processes within the fisheries sector including budgetary resource mobilization, practices, planning and monitoring of allocations and expenditures. Specifically, the assignment seeks to:

- Assess the efficiency, effectiveness, equity, and adequacy/deficiency of past allocation and expenditure levels.
- Conduct SWOT analysis on the mechanisms involved in the current budgeting and financing system.
- Develop an evidence-based guiding tool for improved budget allocation and spending to better address the needs of target groups.

SCOPE OF WORK

The budget analysis should focus on an assessment of the national budget allocations to the fisheries sector for the current and historical fiscal year since the establishment of the Ministry of Fisheries and Aquaculture Development and its implementing body – the Fisheries Commission. This will offer a broader understanding of the historical and contemporary dynamics in budget allocation and implementation, aligned with the sector policies, strategies, and programmes. Within this context, key areas of inquiry will include:

1. **Analysis of budget processes and trends:** Identify and analyse current and historical budget trends, practices and procedures in relation to financial resources mobilization (funds sourcing), allocation and spending levels in the fisheries sector (particularly the post-harvest sector).
2. **Identification of funding sources:** Identify and analyse sources of financial resources for MoFAD and FC – including internally generated funds, government allocations, donor contributions and other revenue streams. Special attention will be given to budget allocation, funding sources, disbursement for goods and services in the Post Harvest Management and Trade Division, data collection, and human resource development.
3. **Mapping of the budgetary processes:** Conduct a mapping of the practices and procedures involved in the financial resources mobilization, allocation, and utilization (expenditure) with the aim of assessing the strengths, weaknesses, opportunities, and gaps that are imperative to influence effectiveness and equity of fisheries post-harvest service delivery.
4. **Capacity needs assessment:** Assess the capacity needs of relevant actors or institutions at the national and local levels, towards resources mobilization, planning and implementation as well as monitoring of allocated resources and expenditure in the post-harvest fisheries management system.

Findings and recommendations from the budget analysis will culminate in a guide to serve as a tool for improving budget resource allocations, towards a more impactful and equitable service delivery in the post-harvest fisheries management system.

APPROACH

In undertaking the assignment, the consultant is expected to provide technical and professional leadership in accomplishing the exercise, propose the appropriate assessment approach, data collection, analysis, and reporting methods. Other areas of interest would include sampling design, quality assurance, and ethical considerations.

DELIVERABLES

- Detailed action plan including schedule & budget.
- Detailed methodology including data collection, analysis, and reporting approach.
- Comprehensive report in Word and PowerPoint presentation (summary) of findings and recommendations.
- Guiding document on best practices for effectiveness and efficiency in the sourcing of funds, budget planning, implementation, and monitoring of budget-allocated resources and expenditure.

TIMELINES

Task	Indicative Deadline
Submission of the draft report	19 th July 2024
Submission of final report incorporating feedback from CDO.	26 th July 2024

QUALIFICATION AND SKILLS

- Post-graduate qualifications in the following fields; Finance, Economics, Development Studies, and other equivalent disciplines.
- A minimum of 10 years' experience in the development sector including consultancy work with state and non-state fisheries sector actors.
- Excellent knowledge of the dynamics in the fisheries landscape and related issues.
- Strong working experience in budget analysis and financial assessments, preferably in the fisheries sector.
- Over 5 years' experience in programme design, monitoring, and evaluation of fisheries interventions.
- Demonstrated ability to deliver quality results within tight and/or frequently changing deadlines



- Excellent analytical, communication, and presentation skills.

REQUIREMENTS

Consultants who meet the requirements should submit the following:

- A cover letter of no more than one page
- A curriculum vitae
- Contact details of at least three referees
- A technical and financial proposal detailing the budget analysis process, including basic context analysis, methodology, report structure, and timeline informed by this ToR.
- Sample(s) of budget analysis conducted

Application

Interested candidates should send their applications via mail to vacancy@cerathdev.org on or before 12th July 2024.