



NETWORK FOR WOMEN'S RIGHTS IN GHANA (NETRIGHT)

(Mobilizing for Women's Rights in Ghana)

TERMS OF REFERENCE (ToR)

DEVELOPMENT OF A NATIONAL ADVOCACY TOOLKIT ON UNPAID CARE WORK (UCW)

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 in partnership with Alinea International and other partners are implementing a project titled ***United for Care Sensitive Approaches to Rights and Empowerment (UCARE)***. The project aims at reducing the unequal and unfair burden of unpaid care work on women and adolescent girls in Northern Ghana. UCARE will be implemented in ten (10) districts spread across three (3) regions, namely Northern, North-East and Savannah and national level advocacy to mobilise support for policy reforms. NETRIGHT is responsible for the national level policy advocacy.

In Ghana, women disproportionately bear the burden of unpaid care work (UCW), such as childcare, housework, and caring for the sick and elderly, which contributes to time poverty and hinders their economic empowerment. This unequal distribution of care responsibilities restricts women's access to education, employment, and political and social participation, while also impacting their health and well-being. The issue is particularly pronounced in rural areas and among marginalised communities, where women are often smallholder farmers and face increased challenges due to climate change and environmental degradation.

NETRIGHT is seeking a consultant to develop an advocacy training toolkit to inform a national level advocacy on UCW.

2.0 Objective

The main objective of this assignment is to develop a national advocacy training toolkit to inform advocacy efforts on unpaid care work (UCW) to reduce the unequal and unfair burden of UWC on women and adolescent girls in Ghana.

3.0 Rationale

The measurement of economies mainly considers the market economy and paid work, ignoring unpaid work; thus, offering limited guidance for policies to promote women's empowerment and gender justice. According to a Ghana Statistical Service (GSS) report (2009), Ghanaian women work on average, 13 hours a day but are only paid 40% of that time, while 60% of their day's work is devoted to unpaid services to other members of their family. The report noted that the amount of unpaid care and domestic work performed by women and girls in northern Ghana, for example, is twice the national average of 3.07.

It is against this background that NETRIGHT is interested in initiating a national campaign on unpaid care work and time poverty as part of efforts to promote women's socio-economic and political empowerment, and gender justice in the country.

4.0 Scope of Work

The consultant will be responsible for the following tasks:

- **Desk Review:** Review existing advocacy toolkits and materials to identify best practices to inform the development of the toolkit.
- **Stakeholders' Consultation:** Consult relevant actors working on UCW to gather insights and perspectives on UCW to feed into the development of the training toolkit.
- **Draft UCW Advocacy Training Toolkit:** Develop content for the toolkit, including modules on data analysis, message development, and stakeholder engagement.
- **Pilot-testing:** Collaborate with NETRIGHT to select a group of women's rights organisations (WROs) and community-based organisations (CBOs) for pilot testing.
- **Final UCW Advocacy Training Toolkit:** Incorporate feedback and finalise the advocacy training toolkit for submission.

5.0 Deliverables

- **Inception Report:** A report outlining the consultant's understanding of the task, proposed methodology, and workplan.
- **Draft UCW Advocacy Training Toolkit:** A draft toolkit outlining the content for the toolkit, including modules on data analysis, message development, and stakeholder engagement.
- **Pilot Testing:** Pilot testing of toolkit with selected WROs and CBOs to identify areas for improvement.
- **Final UCW Advocacy Training Toolkit:** A comprehensive advocacy training toolkit on UCW to strengthen advocacy efforts towards recognition, reduction and redistribution of UCW.

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 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 developing training toolkits.
- Knowledge of the care economy and women’s economic empowerment issues.
- Previous experience working with CSOs including WROs.
- Excellent research, analytical, and 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 8th August 2025.

