Terms of Reference

Development of Roadmap for Mainstreaming Human Security and Gender Equality into National Border Security Strategies

1. **Introduction**

STAR- Ghana Foundation, with funding from the International Organization for Migration (IOM) Ghana, is implementing the Community cohesion project across six (6) border communities in the Upper East Region of Ghana. The project seeks to enhance communal and social cohesion through the establishment of dialogue platforms as a mechanism for collaborative problem solving around issues of security and socio-economic vulnerabilities in selected border communities. It also seeks to build capacities of members of the community dialogue platforms in relevant areas such as peace, border security, human rights and gender equality etc, and sensitize the selected border communities on prevailing border security threats. The project will capture lessons from implementation to contribute to the mainstreaming of relevant themes/approaches such as community engagement, human security and gender equality into national border security strategies.

STAR Ghana Foundation is seeking a resource person to lead the development of a Roadmap for Mainstreaming Human Security & Gender Equality into National Border Security Strategies/frameworks.

These terms of reference describe the scope of the assignment and the expected deliverables.

1. **Background**

Although Ghana enjoys relative stability compared to its neighbors in the West African sub-region, recent developments in the Sahel suggest that no country in the sub-region is safe from the activities of Violent Extremist Organizations (VEOs). The activities of these organizations have spread beyond the Sahel and are now targeting the northern regions of littoral West African countries including Ghana. Apart from the activities of these VEOs, unresolved conflicts particularly in northern Ghana, could be exploited by VEOs to infiltrate into the country.

Other drivers including growing inequalities, socio-economic grievances, growing distrust between communities and local/state authorities, particularly the security agencies, as well as porous borders between some communities in Northern Ghana and neighboring countries account for Ghana’s increasing vulnerability to the activities of VEO. A number of actors including the Government of Ghana (GoG) have initiated a raft of measures – both traditional and human security, in response to this situation with the aim to build capacity to prevent and when necessary, counter violent extremism.

The International Organization for Migration (IOM) in Ghana has conducted a security perception survey in selected communities – Pulmakom, Namoo, Pusiga, Kulungugu, Paga and Mognori, in the Upper East Region to understand the views of various demographics of the communities on the causes of insecurity at the border regions and ways security could be strengthened. These surveys are accompanied by a mix of community dialogue/engagements and other human security interventions to foster dialogue and collaboration between the communities and border management agencies to create a shared sense of ownership of governance and security challenges in the communities, while also reinforcing social cohesion and community resilience.

In addition to these set of actions being implemented in the communities; the project intends to develop a Roadmap for Mainstreaming Human Security and Gender Equality into the National Border Security framework. This is intended to recommend lessons and reflections on human security and gender equality at the community level to inform relevant national strategies and frameworks for ensuring border security in particular, and broader national stability and security.

1. **Purpose and Scope of Assignment**

The purpose of the assignment is to develop a Roadmap for Mainstreaming Human Security and Gender Equality into National Border Security Strategies/frameworks. Acting as a resource person, the consultant, in collaboration with the SGF team will lead consultations and harmonise outputs from these and relevant sources as inputs into drafting the roadmap.

The assignment will cover:

1. Relevant literature review and expert interviews
2. Production of an interim report based on literature review
3. Facilitate two consultation workshops– one with a security working group and another with non-security working group (both in Accra) to gather data/inputs for the development of the roadmap
4. Harmonize inputs from consultations, reviews and interviews to develop a final roadmap for mainstreaming human security and gender equality into national border management security strategies
5. **Approach**

This assignment will be analytical in nature, involving secondary data through review of relevant literature, and primary data through expert interviews and group consultations with subject area practitioners and actors. It will also involve incorporating relevant lessons from interventions implemented in border communities and also draw from other best practices.

The resource person is expected to propose a detailed methodology and report structure at commencement of the assignment

1. **Deliverables and Tasks**

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| *Deliverable* | *Tasks* |
| 1. Detailed approach/methodology and report structure | * Participate in inception meeting with SGF * Present proposed methodology and report structure to SGF for feedback |
| 1. Interim Report | * Prepare and submit interim report covering synthesis from literature review and expert interviews ahead of consultation workshop |
| 1. Facilitate consultation workshop | * Propose participants for consultation workshops * Develop and share a guide for facilitating workshops to generate relevant inputs |
| 1. Final roadmap | * Produce draft roadmap, in the agreed format * Produce final report based on SGF feedback |

1. **Relationships**

* The Executive Director of STAR Ghana Foundation, supported by the Head of Programmes, will be the main interface between the resource person and the Foundation. They will provide strategic level support and information necessary for the timely execution of deliverables
* The Project Manager will provide logistical and operational support to the resource person to facilitate the work.

1. **Person Specification**

The preferred candidate will meet the following specifications:

* Hold at least a master’s degree in a relevant field with a strong background in research
* Posses relevant field experience as a practitioner
* Have a good understanding of the subject matter of the assignment
* Demonstrable record of past experience in similar assignments
* Strong ability to identify and engage key personalities and/or institutions as may be necessary for the successful execution of the assignment
* Demonstratable experience in facilitation and strategy/frameworks/curriculum development
* Excellent written and communication skills

1. **Timelines/Duration of Engagement**

The assignment will be conducted and completed by 20th February 2023. The resource person will be expected to use a total of 15 days within this period to complete the assignment.

1. **How to Apply**

Interested and qualified applicants should submit a CV and an Expression of Interest (EOI) of not more than two pages to: Ms Eunice Agbenyadzi ([EAgbenyadzi@star-ghana.org](mailto:EAgbenyadzi@star-ghana.org)). The EOI should detail:

* The applicant’s understanding of the assignment
* Proposed approach to the assignment
* Applicant’s technical qualifications
* Proposed workplan and
* Reference to similar works by the applicant