

TERMS OF REFERENCE

Mrs. Esi Sutherland-Addy

IMPACT ASSESSMENT OF THE GIRLS EDUCATION PROGRAMME IN GHANA

Background

One of the innovations of the Education Reforms Programme, for which planning was initiated in 1984, has been the recognition that gender is an issue that must be specifically tackled.

Apart from attempting to make curriculum and learning gender neutral where gender mainstreaming has been prevalent, (such as vocational skills), the programme identified the low participation and retention of girls in formal education as a key development issue requiring specific targeting and particular interventions. Since then, a number of major conferences such as the World Conference on Education for ALL (Jomtien 1990) with its review in Daker in the year 2000 as well as World Summit on Children (1989) among numerous others have foregrounded the centrality of the education of girls and women to the successful implementation of key plans aimed at safeguarding and improving the human condition.

Reforms in the Ghanaian Educational System at the basic level has the free Compulsory Universal Basic Education Programme as the flagship, which continues to focus on girls' education.

In the ambit of these concerns, a number of programmes have been supported by multi-lateral agencies and NGOs to turn the intentions expressed in various declarations into life-changing instruments on the ground. Ghana in particular has received support from the United Nations family of agencies, the World Bank, CIDA, DFID, the Japanese Government, USAID, and the African Development Bank in its bid to revamp its education system. These agencies have tended to require the government to develop, implement and monitor the girls' education plan of its policies. Along with these invitations at the national level have been those undertaken by a growing number of NGOs which are dedicated to women and girls and which are partially or fully focused on education. These offer a range of services mainly in informal and non-formal education for girls.

There is however, yet to be a comprehensive review of the aggregate effect of the various interventions on the educational status of the Ghanaian girl. The purpose of the survey is to review the aggregate impact of goal setting and practical activities in the area of girls education since 1987 and to deduce emerging trends for the purpose of supporting policy review of this important area.

Specific Objectives of the Impact Assessment

- 1. Review Implementation on Girls's Education and assess progresses in relation to the objectives set by FCUBE/GEU.**
 - 1a. Increase national enrolment of girls in primary schools to equal that of boys and develop and maintain strategies aimed at ensuring the continuation of girls into junior secondary.
 - 1b. Reduce the dropout rate for girls in primary from 30 to 20 percent, and of girls in secondary from 21 to 15 percent (a dropout is someone who has left school and not returned).
 - 1c. Increase the transition rate of girls from junior to senior secondary by 10 percent.
 - 1d. Increase the participation of girls in science, mathematics and technology (STM) subjects by improving the quality of teaching and enhancing the perception of these subjects (GES, 1999)
2. Assess whether there exists a framework within which there can be said to be a comprehensive Girls' Education Programme in Ghana.
3. Examine how all stakeholders' interventions have been contributing to the achievement of the objectives set by FCUBE/GEU and identify key contributors / programmes / activities accountable for the major progresses.
4. Make recommendations on relevant interventions and strategies for improvement to further enhance and accelerate the impact of girl's education programme in Ghana.

Implementation Approach and Key Tasks

The implementation has three phases.

Phase I: Information Gathering

- Locate, collect and review various reports on activities aimed at improving girls' education produced by Governmental Ministries, Departments and Agencies; Multilateral and Bilateral Agencies; and NGOs and CBOs.
- Collect the statistical data (enrolment, drop-out, retention, etc) from 1990 to 2001 to conduct a trend analysis in Girls' Education in Ghana (national, selected district and school level).
- Prepare a summary report of policies and objectives declared and activities undertaken accompanied by an assessment of goal attainment and emerging trends (focus on girls' participation and academic competencies in education).
- Examine compatibility between goals set and activities undertaken with a view to assess sustainability and effectiveness of interventions (at the national, selected district, and school level).

- Identify key area /criteria to be verified and design an instrument to be used during the field research.

This phase will take 15 working days.

Phase II: Field Research

- Based on the findings and trends revealed in the review exercise undertaken in Phase I, identify and visit a number of representative projects and activities for the purpose of verification of information provided in the summary reports.
- Assess the viability of the framework of policies and the sustainability of the interventions as envisaged by the actors in the sub-sectors.

This phase will take 20 working days.

Phase III: Final Reporting

Complete a final report analysing and compiling the findings on the current situation of the girls' education programme in Ghana from Phase I and II. Provide recommendations on relevant interventions and strategies for improvement to further enhance the impact of girl's education programme in Ghana

This phase will take 10 working days.

Note: Following activity will be discussed upon the completion the final report

Provide support to UNICEF in planning and facilitating of the workshop to discuss/review suggested strategies.

Deliverables

1.	Comprehensive list of documents reviewed	17 December, 2001
2.	Comprehensive list of institutions contacted	17 December, 2001
3.	Summary report	17 December, 2001
4.	Instruments for data collection/verification	17 December, 2001
5.	Draft report	11 February, 2002
6.	Final report	18 February, 2002

Justification

To undertake this study, Mrs. Sutherland-Addy is proposed because she has been a key member of PNDC educational team which initiated reforms including a strong girls education plank. She subsequently has been used by the University of Cape Town, the Commonwealth, UNESCO, UNDP the World Bank, the Forum for African Women Educationalists and the Ghanaian Ministry of Education to undertake a broad range of activities including project inception, development implementation and evaluation.

She is highly sought after for her incisive but sensitive assessments of situations affecting African higher education, distance education, and most prominently, girls' education. Her membership of FAWE Ghana Chapter as well as FAWE in Nairobi have provided her with an overview of interventions by NGOs in the area of education both in Ghana and around the African Continent.

Her membership of a number of Policy Making bodies at national and international level over the past fourteen years confirm her recognition as an expert on African Education and culture as practitioner, policy maker and analyst.

We have sighted a number of reports on studies undertaken by her as well as other papers produced which confirm her capacity to undertake the study and provide insights which will be well respected by end users.

Reporting

The Consultant will work very closely with Saori Ohkubo, but will report to Augustine Agu, both in UNICEF Ghana.

Duration

The Consultant will work for a total of 45 working days with effect from November 5, 2001 through February 15, 2002.

Contract Fee

The Fee will be paid by local currency. An amount equivalent to \$ 250 (US dollars) which is 1,771,250 Ghanaian cedis (\$ 1 = 7,085 ceids as of October 2001) at the day of agreement upon the fee per working day for each working day shall be paid as consideration for the services of the Consultant. Total amount is therefore ****. (The Consultant shall undertake to personally discharge any tax obligations accruing from the total sum.

Other Cost (Fee for Research Assistants)

An amount of 4 million Ghanaian cedis (flat fee) will be provided for the Consultant to cover the costs to hire research assistants responsible of the following activities.

- Data coding, entry, and validation.
- Administration and editing of survey instruments.

Medical Expense and Insurance

All medical expenses shall be borne by the Consultant. Accordingly, the Consultant shall make adequate provision by taking out insurance for life, accident, travel, health and medical expenses incurred during the period of the agreement.

Mode of Payment

Consultancy fee

- *** Cedis (15 working days) - To be paid on presentation of the summary report.
- *** Cedis (30 working days) - To be paid on acceptance of the final report by UNICEF.

Research Assistant Fee

- *** Cedis (40 % of total fee) - To be paid on presentation of the summary report.
- *** Cedis (60 % of total fee) - To be paid on acceptance of the final report by UNICEF.

DSA will be provided prior to the field trip when a travel plan/authorization is finalized. **Transportation needs** will be discussed at the same time (the actual amount associated to the field trip will be calculated when the visiting sites are identified upon the completion of the assignments in Phase 1).

Exit and Penalty Provisions

The Consultant and UNICEF may agree to reschedule deadlines if unforeseen circumstances arise. In the event that such rescheduling has not been agreed in advance by exchange of letters and by submission of scheduled drafts should not occur within the deadlines indicated with these Terms of Reference, a fine of two percent of the total value of the contract may be deducted if not accomplished in time. In the event of the client, UNICEF and the government of Ghana are unhappy with the work produced by the Consultant, they may opt to terminate the contract on mutually agreeable terms. Likewise, if the Consultant is unhappy with new conditions given to him or her by the client, he or she may opt to withdraw on mutually agreeable terms.

Submission of reports

Reports will be produced on MS Word (97 or 2000) and submitted to the Education Section with a diskette.

Budget

A budget sum of ***** is set aside for the completion of the activity.

Consultancy fee	***
Research Assistant fee	***
DSA and transportation (when in the field)	***
Supply items (stationary/photocopying)	***

WORKPLAN

The Consultant’s work is planned as follows

Period	Duration (working days)	DSA (days)	Location	Activity
Nov 5-16, 2001 Dec 10-14, 2001	15		Accra	Summary report Survey instrument
Jan 7 to Feb 1, 2002	20	28	Field	Survey
Feb 4-15, 2002	10		Accra	Final Report
Total	45	28		

Note: It is agreed that the Consultant will be on leave from November 19, 2001 to December 4, 2001.