



**GHANA**  
NATIONAL PLASTIC  
ACTION PARTNERSHIP



**Canada**

## **Terms of Reference**

### **Equality and Non-discrimination Advisor**

### **Ghana National Plastic Action Partnership**

#### **Background**

Globally, in the current linear plastic economy, only 14% of plastic packaging is collected for recycling. When additional value losses in sorting and reprocessing are factored in, only 5% of the original plastic material value is retained for subsequent reuse. This represents 80–120 billion dollars of losses annually in plastic packaging material value (after a short first-use cycle). Furthermore, this plastic packaging must go somewhere. Currently that is mostly to municipal dumps, landfills, the streets, rivers, lakes, and oceans. If unaddressed, it is predicted that current growth rates of plastic waste will result in more plastic in the ocean than fish by 2050.

In Ghana, a Circular Economy model has multiple benefits including protecting the environment and natural resources, job creation and economic development. Ghana's success to demonstrate how to transition towards a Circular Economy framework in the plastics sector could be a model for other sectors in Ghana, such as mineral production or palm oil, as well as presenting a model for other countries in the region to follow.

#### **Global Plastics Action Partnership**

The Global Plastics Action Partnership (GPAP) is an initiative hosted at the World Economic Forum (WEF) within the Platform for Accelerating the Circular Economy (PACE). With the leadership of Canada, the UK and private sector partners, notably Dow, Nestlé, The Coca-Cola Company, and PepsiCo, the GPAP was established with a vision to avert plastic pollution from source to sea by 2025, by fast-tracking circular economy solutions. GPAP's goal is to foster the creation of a gender-inclusive circular plastics economy that will be built upon a zero-waste approach to resource use and management.

Ghana, along with Indonesia, Vietnam, and Nigeria, is one of four pilot countries that are forming national level public-private-civil society partnerships called National Plastic Action Partnerships (NPAPs). NPAP's take global commitments and translate them to country-specific concrete domestic actions and solutions.

#### **Ghana National Plastic Action Partnership**

The Ghana NPAP will support the Government of Ghana to implement the *National Plastics Management Policy*, and to continue to refine the policy framework to best support industry to partner with government in implementation.

The proposed outcomes for the successful implementation of the Ghana NPAP include:

- a well-established Circular Economy framework for the plastics sector in Ghana that will drive solutions in the long-term;



- an equitable and functioning extended producer responsibility (EPR) scheme for plastic packaging;
- a comprehensive logistics scheme capable of recovering waste plastics for recycling and proper management;
- technology transfer for best-in-class and locally appropriate solutions;
- awareness creation and education so that all of society moves together;
- recognition and support for the informal sector, bring them into the formalized process;
- a comprehensive regulatory framework to create an even playing field and smart industry signals to support the private sector to move towards Circular Economy practices; and,
- to establish Ghana as a regional model for Circular Economy solutions.

The Ghana NPAP is working with a high-level Steering Board composed of public, private, and civil society partner representatives.

### **Statement of Services**

GPAP is seeking the support of a part-time consultant to assist the Ghana NPAP to integrate a gender inclusive approach to key deliverables planned for 2022. Focus is to be given to equality and non-discrimination particularly related to: migrants, refugees, older persons, youth, persons with disabilities and those working in informal economy or living in informal conditions.

These include three critical analytical pieces as per NPAP's 2022 work plan:

1. Mainstream inclusion across all NPAP activities
2. Conduct an intersectional and inclusive context assessment of informal actors
3. Support all Task Forces to implement recommendations for inclusion and non-discriminatory approaches in the Gender Strategy and the National Action Roadmap

The role of the Ghana NPAP Equality and Non-discrimination Advisor would be to conduct a variety of finite and ongoing activities to support the three pieces above, over a five-month period:

1. Conduct an intersectional and inclusive context assessment of informal sector actors to identify the diverse groups that work in the sector and provide recommendations on how they can be supported.
  - a. Synthesis data of informal actors amongst partners, identify gaps for the collection of an intersectional and inclusive data
  - b. Conduct participatory data collection and engagement activities with key stakeholders in the public, private, informal and CSO sectors at the national, regional and district levels of Ghana to identify marginalized groups and inequalities faced
  - c. Validate findings from stakeholder consultations and data collection exercise at the national, regional and district
  - d. Update the gender strategy with gaps and recommended actions on inclusion



**GHANA**  
NATIONAL PLASTIC  
ACTION PARTNERSHIP



**Canada**

2. Use capacity building, accompaniment, informal coaching, writing and other methods of technical assistance to work with the Ghana NPAP Secretariat and advise the Ghana NPAP to integrate inclusion in all of its efforts and approaches:
  - (a) Organise at least 3 inclusion and non-discrimination capacity building trainings for Technical Committee Members, Partners of NPAP and Task Force Members;
  - (b) Provide technical support to the Secretariat to ensure that all its activities, documents and events take into considerations gender and inclusivity in their approach
  - (c) Provide capacity building trainings for informal actors based on needs identified during the context assessment
  
3. Provide technical support to all Task Forces of the NPAP. The Task Forces drive implementation of recommended actions of the National Action Roadmap to reduce plastic pollution and transition to a circular economy. The Task Forces are focused around the 6 impact areas which are:
  - Financing
  - Transform Behaviour
  - Innovation
  - Informal Sector Integration and Gender Inclusion
  - Policy
  - Metrics
  - a) Ensure gender recommended actions and activities as proposed in the gender strategy and the National Action Roadmap are implemented by Task Forces
  - b) Participate in all meetings of the Task Forces, support in reviewing approaches, strategies, and activities to ensure that they are gender-responsive and inclusive
  - c) Lead in organising meetings of the Inclusion Task Force, meet with the Co-Chairs to review and finalize agenda for meetings, record minutes of meeting and share with Task Force Members. Lead out in the implementation of some recommended activities of the Inclusion Task Force and other activities as may be assigned to promote gender and inclusivity

The consultancy is expected to contribute to a participatory mechanism in which stakeholders feel engaged and part of designing and implementing a national plastics strategy that is gender-responsive. Collaboration with GPAP's Global Gender Advisor is recommended across all deliverables outlined above.

**Qualifications:**



**GHANA**  
NATIONAL PLASTIC  
ACTION PARTNERSHIP



**Canada**

1. At least 7 years' demonstrated experience conducting equality and non-discrimination mainstreaming and providing practical recommendations to government and the private sector in areas such as market systems, value chain strengthening, or national economic planning.
2. Master's degree in related field (development studies, or other social science degrees with a focus on gender/human rights/ discrimination) or equivalent in terms of experience.
3. Proven experience conducting participatory research and stakeholder engagement activities with the Ghanaian public and private sectors, including the informal sector.
4. Demonstrated experience designing inclusive monitoring and evaluation plans, especially gender equality results indicators.
5. Knowledge of value chain and market sector development is a must.
6. Knowledge of issues related to plastics and waste management and environmental conservation an asset.
7. Fluency in English; Effective communicator. Knowledge of Ghanaian Language is an asset (Twi, Ga, Ewe, Hausa).
8. Experience working with civil society and informal sectors an asset
9. Effective communications skills when addressing sensitive issues with diverse types of stakeholders

**Timeline:** Expected start date: As soon as possible

#### **Key Deliverables**

1. An intersectional and Gender Inclusive context assessment of the informal sector in the plastics value chain in Ghana
2. A suit of recommended actions and activities to update the current gender strategy to an inclusion strategy highlighting needs for equality and non-discrimination particularly related to: migrants, refugees, older persons, youth, persons with disabilities and those working in informal economy or living in informal conditions
3. A database of and inclusive informal sector actors identified through partners or field data collected in prioritized regions. The data set should identify the following groups of persons: child pickers, migrants, elderly, wealth quintile, minority ethnic group, minority languages, persons with disability, youth across gender.
4. At least 3 Capacity Building reports for trainings that will be organised within year
5. Monthly reports and minutes of all Inclusion Task Force meetings shared with the Secretariat and the Sub-Committee of Inclusion.

Please send a CV and a Statement of Interest to the [ghana@globalplasticaction.org](mailto:ghana@globalplasticaction.org) including your daily fee rate by 10<sup>th</sup> January 2022.

Please include 1 writing sample of a gender mainstreaming activity you have previously conducted.