

TERMS OF REFERENCE FOR
NATIONAL CONSULTANT FOR THE PREPARATION OF GENDER-RESPONSIVE WATER
INVESTMENT PROGRAM, FINANCING STRATEGY AND ROADMAP FOR IMPLEMENTATION IN
GHANA

1. PROJECT BACKGROUND

On 6 September 2023, African Heads of State and Governments committed to support the implementation of the Continental Africa Water Investment Programme (AIP) as part of the Nairobi Declaration on Climate Change. Africa is highly vulnerable to climate change, and it is expected to significantly impact water, with an increase in extreme events, including droughts, floods, water scarcity, and waterborne diseases. Despite this marked vulnerability, many African countries have limited capacity to access climate finance for strategic water investments. Access to climate finance for water security in Africa is critical to achieving the objectives of the African Union (AU) Climate Change and Resilient Development Strategy and Action Plan (2022-2032), which recognizes the need to strengthen climate-resilient water systems under Focus Area 2: Adopting Pathways Towards Transformative Climate Resilient Development.

The Continental Africa Water Investment Programme (AIP) supports the implementation of the African Union Climate Change and Resilient Development Strategy. The Assembly of the African Union Heads of State and Government adopted it as part of the Programme for Infrastructure Development in Africa—Priority Action Plan 2 (PIDA-PAP 2) to address the growing need for investment in water, which is greatly exacerbated by climate change. The AIP comprises five pillars that aim to contribute towards narrowing the investment gap in water across Africa, namely:

- (i) Mobilise high-level political commitment and leadership on water investments – The AU-AIP High-Level International Panel on Water Investments in Africa was created in 2022, bringing together the present and former African heads of State and global leaders. In 2023, the Panel supported the AU in the development and launch of the Africa Rising Investment Tide and the Action Plan for Water Investment in Africa Reports, which offer Concrete courses of action to help countries mobilize at least USD 30 billion annually by 2030 for the implementation of the AIP;
- (ii) The AIP-PIDA Water Investment Scorecard – The AIP-PIDA Water Investment Scorecard aims to improve the accountability, transparency, and effectiveness of water financing and investments. This tool allows countries to establish baselines, track progress, identify bottlenecks, and take action toward meeting Africa's water investment needs. The AUDA-NEPAD adopted it in February 2022 and has been developed and tested in 10 countries in 2023 before its deployment at the level of AU Member States;
- (iii) Water investment programs at regional and national levels – AIP supports AU Member States to develop national water investment programs to close the water investment gap. Many African countries are extremely vulnerable to climate variability, reflected in weak institutional capacity, inadequate water infrastructure, and insufficient data processing and communication systems to ensure effective water management.

National water investment programs aim to address these gaps, thereby bridging the investment gap for water security;

- (iv) International Blended Investment Facility AIP – The AIP will assess the need for a blended International Investment Facility, targeted at assisting countries in mobilizing Official Development Assistance (ODA) and grant financing. This will help to de-risk priority water investments through various innovative financial instruments and sources including sovereign wealth funds, guarantees, trade finance, institutional investors, private equity funds, foundations, value-based impact investing, and funding climatic conditions; and
- (v) Gender Equality and Empowerment of Women and Girls in Water Investment – The Transformative Climate-resilient Development for Gender-responsive Water Programme (AIP WACDEP-G) aims to develop tools to assist governments in addressing systemic inequalities in decision-making, planning, and implementation of water investment actions. It promotes a transformative approach to institutions, social structures, and relations. The AIP WACDEP-G was piloted in five African countries between 2020 and 2024, and plans are underway to scale it up to other African countries.

2. CONTEXT OF THE AU AIP MULTICOUNTRY GCF READINESS PROJECT

Ghana is one of the fifteen (15) countries participating in the first phase of the Programme, "Support to the Readiness of the African Union Commission's Multi-Country Programme". The Green Climate Fund (GCF) funds the project, amounting to Six Million One Hundred and Sixty-Four Thousand Fifty-Three (6,164,053) US Dollars. The African Union Commission is implementing the Programme through the Global Water Partnership (GWP) in Southern Africa (GWP-SA) and the GWP Africa Coordination Unit (CU-GWP Africa).

The overall objective of the project is to strengthen the capacities of participating countries to plan climate-resilient water investments and prepare projects to undertake climate actions through:

- Strengthening countries' capacity for climate finance programming and direct access to GCF resources, with a focus on water-related climate actions;
- Improving strategic frameworks for planning climate-resilient water investments by developing water investment programs;
- Developing national project pipelines through the development of concept notes;
- Establishing a continental knowledge and investment platform to facilitate learning and investment in water security in Africa.

Through the AU AIP Multicountry GCF Readiness Project, the Global Water Partnership (GWPO) and its regional partners seek to strengthen the readiness of African countries to access climate finance for water and environment investments.

3. JUSTIFICATION

Ghana's population is over 30 million, with an average growth rate of 2.1% per year (between 2010 and 2021). Most communities depend on natural resources, including water in rivers, lagoons, and lakes, for their survival. The practice has led to the over-exploitation of natural resources, resulting in the degradation of the environment. An analysis of weather parameters across the agro-ecological zones in Ghana shows the manifestation of climate change. The increased temperatures, rainfall variability with unpredictable extreme events of floods and drought (dry spells), sea-level rise, and increasing greenhouse gas emissions (NCCP, 2012) are a testament to the phenomenon. The evidence of climate change and its impact on Ghana's economy is acknowledged and manifests along the coast with a rise in seawater level and a decrease in crop yield, among others, thereby affecting livelihoods and health while deepening poverty with women and the youth mostly disadvantaged. This threatens Ghana's long-term development outlook due to its reliance on climate-sensitive sectors. Despite the vulnerability, Ghana has limited capacity to access climate finance for no/low regrets investments in water resources and related infrastructure. Over the years, the national Integrated Water Resources Management (IWRM) Plan, basin-wide IWRM plans, and the master plans of the productive sectors have been developed and are complementary to improve the development and management of water resources and service delivery. Further, the National Water Policy (2024) provides policy direction for all the water sector frameworks for water resources development and management. However, assessing the financing gap for water resources and infrastructure, followed by a financing strategy and roadmap for implementation, remains a challenge.

As part of this AU AIP Multi-country GCF Readiness project, a Water Investment Program, a financing strategy, and a roadmap for implementation are planned. To this end, the Africa Coordination Unit of GWP is requesting the services of a national consultant to lead the "Mission to develop a Water Investment Program, including its Financing Strategy and Roadmap for Implementation for Ghana. The terms of reference provides an overview of the project background and context, objectives and expected results, methodology, and modalities for undertaking the mission.

4. OBJECTIVE OF THE MISSION

4.1. Overall Objective

This mission aims to develop a Water Investment Programme for Ghana using the AU guidelines for developing Climate-resilient water investment programmes developed in collaboration with the Global Water Partnership (GWP).

The guidelines emphasize the importance of high-level political commitment and support, recognizing water as a vital enabler of populations' socio-economic aspirations and a connector of sectors across scales.

4.2. Specific Objective

The specific objectives include the following:

- To examine the national Sector Strategic Development policies and programs in the context of water security, climate resilience, and gender inclusion.
- To identify and prioritize gender-responsive water and water-related project ideas toward water security and climate resilience
- To assess the financial requirements and suitable financial instruments of the project ideas.
- To develop a gender-responsive and climate-resilient water investment programme for Ghana that includes the investment plan and its finance strategy.

4.3. Specific Tasks of the Mission

The scope of work shall include, but not be limited to the following;

4.3.1. Activity 1: Identify the Water Investment Needs and Formulate the Goal and General Objectives of the Water Investment Programme:

Task 1.1 Conduct water investment needs assessment for the next fifteen years (2025 – 2040), referencing existing water-related investment plans and analysing the impacts of climate variability and change, and economic and demographic trends on water resources and water infrastructure.

Task 1.2 Identify, describe, and categorise the issues impacting water resources, infrastructure, and services.

Task 1.3 Define the (strategic) objectives of the water investment program.

Task 1.4 Present the results at an “extended” technical working group meeting and, based on the feedback, finalise the Water Investment Objectives Report.

Level of effort: Twenty (20) man-days are allocated to this work.

Methodology: The Consultant will undertake the assignment in consultation with the technical working group drawn from the water, environment, climate, gender, and development sectors to discuss context-specific projects to determine context-specific issues, including hydrological, socio-economic, environmental, institutional, or systemic.

Expected deliverable: A situational Analysis Report that defines the objectives based on the key challenge(s) identified.

4.3.2. Activity 2: Identify a Limited List of Gender-Responsive Projects Within the Water Sector:

Task 2.1 Explore the national frameworks including policies, strategies, and plans for project ideas on gender-responsive water security and climate-resilient development within the broader context of a Water Investment Program.

Task 2.2 Identify priority investment project in the water sector and other related sectors (e.g., agriculture, energy, health), taking into account identified needs and the use of indigenous knowledge.

Task 2.3 Develop the Investment Plan

Level of effort: Twenty (20) man-days are allocated to this work.

Methodology: The Consultant will work with the technical working group drawn from the water, environment, climate, gender, and development sectors to discuss context-specific projects, including hydrological, socio-economic, environmental, institutional, or systemic issues worth considering for project ideas.

Expected deliverable: Investment Priorities Report (Investment Plan).

4.3.3. Activity 3: Prepare Cost Estimate of Projects, Financing Strategy, and a Roadmap for Implementation of the Investment Priorities

Task 3.1 Prepare indicative cost estimates of each project of the Investment Plan, considering the costs of operation, maintenance, and capital investments, if any.

Task 3.2 Identify existing financing sources and assess the financing gap for the implementation of the investment plan;

Task 3.3 Identify funding pathways and additional financing sources (public budget and donor funding, private, philanthropic, climate finance, etc.) to bridge the financial gap.

Task 3.4 Define actions required for resource mobilization and assign responsibilities to respective stakeholders

Task 3.5 Prepare a financing strategy and roadmap to implement the Investment Plan.

Level of effort: Twenty (20) man-days are allocated to this work.

Methodology: Costing informs the scope and design of projects/programs. The consultant shall provide cost estimates for all projects. The consultant will conduct a desk study and collect available data from the Ministry of Finance and other relevant agencies. The consultant will engage the technical working group to agree on the financing strategy and roadmap for the implementation for the Water Investment Program.

Expected deliverable(s): A financing strategy and implementation roadmap for the Water Investment Program

4.3.4. Activity 4: Develop the Water Investment Programme

Task 4.1: Compile the Investment Plan and the Financing Strategy and develop the Water Sector Investment Programme

Task 4.2. Facilitate a national workshop for the validation of the Water Investment Programme

Level of effort: Five (5) man-days are allocated to this work.

Methodology: The consultant will engage with national stakeholders to validate the workshop.

Expected deliverable(s): Water Investment Program

5. GENERAL METHODOLOGY

5.1. Approach

The methodology for this assignment will include a participatory process, involving relevant sector actors from water, climate, finance, gender, and development. To this end, a technical working group will provide the necessary technical support throughout the process, including project ideation and investment plan preparation. This will be guided by a structured, inclusive, and results-oriented process, integrating the following aspects:

- **Literature review:** This will include collecting and analyzing the relevant strategic documents, reports, policies, and institutional frameworks on water and related ecosystems.
- **Stakeholder consultations/facilitation:** The consultant will lead and facilitate at least four (4) meeting discussions with the technical working group to build consensus on the issues that merit consolidation into the water investment program.
- **Participatory approach:** Involve national-level stakeholders through consultation workshops and a validation session.

Client: This service is provided to GWP and its partners, including GWP-CU, GWP-WA, the Ghana Country Water Partnership/Water Resources Commission, and the Ministry of Works Housing and Water Resources.

Collaboration: The consultant will carry out the tasks with the express contributions from the technical working group.

Coordination: The National Technical Coordinator shall coordinate the work of the Consultant.

6. MONITORING/REPORTING REQUIREMENTS

The deliverables are organised to guide payments of the consultancy fee as presented in Table 1. Details of payment terms shall be reflected in the contract to be entered into with the consultant.

Table 1 Deliverables of the Water Investment Programme study

Deliverable	Number of days	Percentage payment of Consultancy fee (%)
An inception report includes an approach to the tasks and a revised work plan.	5 days after contract signing	20
Situational Analysis Report: Overview of the water sector, investment Priorities report and the Water Investment Objectives Report	50 days into the contract	20
Investment Plan for Ghana	75 days into the contract	30
Water Investment Programme (including its Financing Strategy and Roadmap for Implementation of the Water Investment Program	100 days into the contract	30

7. QUALIFICATION AND EXPERIENCE

The consultant to undertake the assignment shall have the qualifications and expertise as follows:

- Advanced degree (Master's degree and above) in any or a combination of the following fields: water resource management, resource planning, economics, engineering, natural resource management, development studies, or any equivalent educational background.
- Excellent understanding of national and regional water, environmental, and climate sectors and related policies.
- Relevant experience in assessing investment needs and developing action/investment plans in water, natural resources or related fields.

- Good knowledge of financing mechanisms, instruments, and associated institutional arrangements relating to development aid, domestic financing, and climate financing, in particular the GCF, the Adaptation Fund, the GEF, etc.
- Demonstrated experience in project preparation.
- Familiarity with multi-stakeholder approaches and information gathering as well as private sector engagement.
- Knowledge of the workings of various international and national cooperating partners.
- Excellent report writing and presentation skills.
- Excellent facilitation and communication skills.
- Proven ability to operate in a multi-cultural environment and interact with stakeholders within a regional and national context.
- An understanding of indigenous knowledge and its integration into climate-resilient water projects is an added advantage.
- Excellent writing and analytical skills in English.

8. CONTRACTUAL TERMS

8.1 Type of contract: Individual consultant. The terms shall be duly described for signing before the commencement of the study.

8.2 Duration: The contract duration is sixty-five (65) man-days and shall not exceed one hundred (100) days.

8.3 Supervision: The national consultant will work under the supervision of the AIP National Technical Coordinator in consultation with the Ag. Executive Secretary of the Water Resources Commission.

9. SUBMISSION OF APPLICATION

Interested applicants should submit:

1. **A cover letter** dated and signed with the stated period of availability of the consultant and addressed as follows:
The Manager GWPSA NPC
Ground Floor, Block A Hatfield Gardens
333 Grosvenor Street Hatfield, Pretoria
2. **A detailed CV**, highlighting relevant experience including three (3) professional references.
3. A technical proposal with methodology describing the steps, methods, and tools to achieve each deliverable.
4. A work plan to guide the study.

5. A dated and signed financial proposal, indicating the amount of the tender in words and figures (in USD). ***The consultant shall include the cost of holding all the workshops to validate the deliverables in the financial proposal.***

Note on Withholding tax: GWPSA NPC Ltd (the company) shall, in terms of section 58 of the Botswana Income Tax Act CAP 52:01 (Act) deduct a withholding tax at the default rate of 15% as per the applicable Double Taxation Avoidance Agreement (DTAA) for any other country. The tax so deducted shall be remitted to the Botswana Unified Revenue Service, and the company shall issue the payee/contractor with BURS' tax certificates, which may, depending on the tax laws of the country of residency of the contractor, be used to claim foreign tax credits.

Applications must be sent before/on **23 June 2025** to:

- GWPSA Procurement (gwpsaprocurement@gwp.org) with copy to maxwell.boateng-gyimah@aipwater.org, ROMensah@mofep.gov.gh, boatgyimax2@gmail.com, julienne.ndjiki@gwpsaf.org; and maxime.teblekou@gwpao.org
- For any inquiries, do not hesitate to contact Mr. Maxwell Boateng-Gyimah (maxwell.boateng-gyimah@aipwater.org) or to call +233 558 584069

10. SELECTION CRITERIA AND ELIGIBILITY

The tenders shall be evaluated in two stages. The first stage will involve the evaluation of the technical offer. The second stage will evaluate the financial proposal. The technical proposal contributes 80% of the total and final evaluation score whilst the financial proposal carries 20% of the weighted score. The Proposal that scores 75% and more will proceed to the financial evaluation stage. Table 2 provides a summary of how the technical proposal will be evaluated and scored.

Table 2 Summary of scoring of the technical proposal

Summary of Technical Proposal Evaluation Forms		Score Weight (%)	Points Obtainable (%)
1	Expertise of Firm / Organization / Individual	30	30
2	Proposed Methodology, Approach and Implementation Plan	40	40
3	Management Structure and Key Personnel	30	30
TOTAL		100%	100

The financial offer of each tender shall be evaluated on relative terms and ranked as follows:

$Pf_r = 100 \times Pf_l / Pf$, with:

- Pf_r , being the bidder's relative financial proposal.
- Pf_l , which is the least budget of financial proposals for technically successful bids.
- Pf , being the bidder's financial proposal.