



## **Terms of Reference: Development of a Manual for Integrating Fulbe into Host Communities in Ghana**

STAR-Ghana Foundation (SGF) is seeking a consultant to undertake research and lead consultations to develop a manual as a practical guide for the integration of Fulbe into host communities in Ghana.

**Closing Date:** 30<sup>th</sup> November 2023

**Type:** Individual Consultant

**Duration:** December 2023 to February 2024

**Scope of work:**

This assignment involves leading various processes resulting in the development of a manual for Fulbe integration into host communities in Ghana. It will involve leading consultations with different stakeholders and through different fora to generate inputs for the development of the manual. It will also involve extensive literature review and drawing from best practices, as well as presenting drafts for stakeholder validation and finalizing a manual as a guide for the peaceful integration of Fulbe.

### **Background**

The Fulbe are an ethnic group of people spread across many countries, predominantly in West Africa and are considered the largest ethnic group in the sub-region (Tonah, 2005). The presence of Fulbes in Ghana dates to the beginning of the 20th century when they migrated to the country due to better pasturing opportunities for their cattle as compared to the drier Sahelian homelands (Ibid). They initially settled in the northern regions of Ghana but are now found in all regions of the country (Tonah,2005). Many second and third generation Fulbes were born and bred in Ghana and they consider themselves as Ghanaian Fulbe. Many of them speak the dominant dialects of their communities and have family, social and economic ties across the country.

In spite of their existence in Ghana for close to a century, the history of the social integration of the Fulbe into the educational, local governance, traditional governance, economic and social systems of Ghana remain a chequered one. At the national and community levels, Fulbe are sometimes excluded from socio-political participation and access to resources. Their exclusion from participation in national and communal life and lack of access to resources are driven by stereotypes and prejudices and discrimination (SGF, 2023; USAID, 2022).

In the context of threats of spillovers of violent extremism, the continuous sense of marginalization and exclusion of Fulbes could fester entry points for their radicalization by VEOs. It could also result in escalation of violent clashes between Fulbe and host communities, with possible sub-regional conflicts and geopolitical implications for Ghana.

A number of interventions by different actors have been piloted and implemented at adhoc basis towards integrating Fulbe into host communities and promoting peaceful coexistence. Some of these, like mixed village savings and loans schemes, establishing community dialogue platforms – involving both host community members and Fulbe settlers, have been commended as useful in promoting cohesion and helping to peacefully resolve conflicts. On the other hand, attempts to create local leadership and representation for Fulbe by installing/enskinning Fulbe community chiefs have received some resistance and backlash in some communities in northern Ghana including in Bongo<sup>1</sup> in the Upper East region and Buipe<sup>2</sup> in the Savannah region. The mixed reactions and persistent tensions are in part due to the lack of a blueprint or documented procedure for integration of Fulbe and other settler populations into host communities. It is against this background that, STAR-Ghana Foundation is seeking the services of a consultant to co-lead the development of a manual as a practical guide to stakeholders at various levels of governance for Fulbe integration and peaceful resolution of Fulbe-host communities' conflicts.

### ***Testing Community-Driven Approaches and Conduct of Fulbe Perception Survey***

Under its Security in Northern Ghana (SING) Project funded by the Conflict Security and Stability Fund (CSSF) of the Foreign Commonwealth and Development Office of the UK, STAR-Ghana Foundation (SGF) has implemented various community-led approaches and actions towards promoting peaceful integration and cohesion between Fulbe and host community members in northern Ghana. The Foundation has also conducted a perception survey across all five (5) regions of northern Ghana to enhance understanding of the attitudes, perceptions and norms that influence relationships between Fulbe and host communities in northern Ghana.

These are expected to serve as key inputs in the development of the manual for Fulbe integration into host communities in Ghana.

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<sup>1</sup> <https://mywordfonline.com/2023/04/08/we-demand-our-land-back-from-fulani-herdsmen-bongo-soe-community-members/>

<sup>2</sup> <https://www.ghanaweb.com/GhanaHomePage/NewsArchive/Buipe-youth-demonstrate-against-Buipewura-for-enskinning-Fulani-man-as-chief-1683437>

## Approach and scope of work

A mixed method approach is recommended for this assignment. It will involve reviewing relevant literature including but not limited to the Fulbe perception survey report and relevant project reports. The literature review will also include best practices on similar themes in other jurisdictions. To complement the literature review, the assignment will also involve primary data from organized consultation fora (including national and regional fora for the dissemination of findings the Fulbe perception survey), focused group discussions, key informant and expert interviews.

Interim report and recommendations will be subjected to interrogation and feedback through validation fora before the manual is finalized.

## Activities and deliverables

| SN | Deliverable   | Activities   |
|----|---|--|
| 1  | Inception Report detailing plan of work and budget  | <ul style="list-style-type: none"><li>- Prepare detailed assignment plan.</li><li>- Propose detailed workplan and field budget.</li></ul>  |
| 2  | Data collection Tools   | <ul style="list-style-type: none"><li>- Draft field data collection tools for review and approval by SGF</li><li>- Draft guiding questions to generate inputs from survey dissemination</li></ul>  |
| 3  | Interim Report synthesizing inputs and recommendations from various sources, for SGF feedback | <ul style="list-style-type: none"><li>- Participate in two perception survey dissemination fora and facilitate appropriate sessions to generate inputs.</li><li>- Review relevant data and synthesize key findings and themes.</li><li>- Collect data from FGDs, KIIs and expert interviews and synthesise findings/recommendations.</li></ul> |
| 4  | Draft Manual  | <ul style="list-style-type: none"><li>- Draft manual based on data collected and feedback generated from consultations.</li><li>- Support organization and participate in validation fora.</li><li>- Present draft manual to stakeholders at validation fora.</li></ul>  |
| 5  | Final Manual  | <ul style="list-style-type: none"><li>- Incorporate feedback from validation fora into draft manual.</li><li>- Finalize and present Manual for Fulbe Integration to SGF.</li></ul>   |

## Management and support

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

## Qualifications

The preferred consultant will meet the following minimum specifications:

- Hold at least a master's degree in a relevant field with a strong background in research.
- Have demonstrable experience and record in curriculum and/or manual development.
- Strong experience and skills in training and capacity building
- Strong background and experience the anthropological and/or socio-cultural background and context in northern Ghana in relation to this subject
- 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.
- Ability and available to travel to the field for the purposes of data collection and as would be necessary for completing the assignment.
- Have good understanding of conflict and cultural sensitivity around the theme for the assignment.
- Ability to present to high level audience and facilitate sessions to generate inputs and feedback for the development of the manual.
- Excellent written and communication skills

*Please note that this is only the minimum requirement, and that final selection will be based on an assessment of the quality of all EOIs that will be received for this assignment. Therefore, merely meeting the minimum requirements above does not necessarily guarantee selection for the assignment.*

## Expression of Interest

Interested consultant(s) should share a technical proposal that includes the following:

- A short 1/2-page proposal that reflects your own understanding of the assignment.
- Indicative timelines for delivery of the main activities
- Financial proposal for the assignment
- Profile and CV of the consultant(s)
- Overview and evidence of relevant assignments in the last 5 years
- At least 3 references client organizations and key contact persons (include name; email address and mobile number)

## How to apply

The Expression of Interest (Eoi) should be submitted via e-mail with the subject line: EOI to Develop Manual for Fulbe Integration in Ghana\_APPLICANT'S NAME to: [info@star-ghana.org](mailto:info@star-ghana.org) by close of business on Thursday 30<sup>th</sup> November, 2023.

Questions or requests for clarifications should be directed to: [Aatimpe@star-ghana.org](mailto:Aatimpe@star-ghana.org) CC: [EAgbenyadzi@star-ghana.org](mailto:EAgbenyadzi@star-ghana.org)

## About STAR-Ghana Foundation

STAR Ghana Foundation (SGF) is a registered national civil society organisation which works towards the development of a vibrant, well-informed, and assertive civil society able to contribute to transformational national development and inclusive access to high quality, accountable public services for all Ghanaian citizens. For more information, visit our website on: <https://www.star-ghana.org/>