

Technical Adviser – Tonga Women’s Economic Empowerment

Terms of Reference

Reports to:	<i>Pacific Women</i> Support Unit Senior Program Manager, and DFAT Fiji Program Manager, Gender
Location:	Home-based with travel to Tonga
Duration:	29 days (including travel)
ARF Classification:	C3

Pacific Women program

Pacific Women Shaping Pacific Development (*Pacific Women*) was announced by the Australian Government at the Pacific Island Leaders’ Forum meeting in August 2012. It commits up to \$320 million over 10 years in the 14 Pacific Islands Forum member countries.

Pacific Women aims to improve opportunities for the political, economic and social advancement of Pacific women. The four objectives sought by *Pacific Women* are:

- Women, and women’s interests, are increasingly and effectively represented and visible through leadership at all levels of decision-making.
- Women have expanded economic opportunities to earn an income and accumulate economic assets.
- Violence against women is reduced and survivors of violence have access to support services and to justice.
- Women in the Pacific will have a stronger sense of their own agency, supported by a changing legal and social environment and through increased access to the services they need.

An important element of *Pacific Women* is delivery of support through individual country plans. These country plans provide the detail on what will be funded and how these funding decisions are made. Country plans represent locally relevant responses and align with country specific gender policies and priorities.

The *Pacific Women* Support Unit provides the program with logistical, technical and administrative support and is located in Suva, Fiji, with a sub-office in Port Moresby, Papua New Guinea (PNG).

Pacific Women in Tonga

The Tonga country plan for *Pacific Women* was developed following a design team visit to Tonga from 18 to 25 March 2013. Through this design process, the Australian Government committed to spend approximately \$10.1 million over 10 years on initiatives that support women’s empowerment in Tonga. The first country plan included activities valued at \$2.6 million funded through a combination of regional and bilateral funds to:

- Strengthen the national response to violence against women.
- Research the impacts of the seasonal migrant worker scheme on women and men.
- Strengthen the organisational and technical capacity of women’s organisations.
- Support the Government of Tonga to organise key women’s event.

- Strengthen the gender responsiveness of designs, baselines and monitoring and evaluation of programs funded with Australian aid.

In October 2015, a mid-term review of the Tonga country plan found that work to ‘strengthen the organisational and technical capacity of women’s organisations’ did not proceed as planned. The outcome of the review resulted in an extension of the current country plan for three years from June 2016 to June 2019.

Tonga National Centre of Women and Children

The Tonga National Centre for Women and Children (TNCWC) was established by the Catholic Women’s League in 2000 as a crisis centre for women and children experiencing domestic violence. TNCWC currently offers counselling, advocacy and community awareness-raising to support women and children affected by violence. TNCWC was identified as a key women’s organisation that would receive support under the first Tonga country plan.

In October 2015, TNCWC underwent an organisational strengthening review. The recommendations from this review was for the organisation to respond to the duplication of services in Tonga by developing new programs and services that would lead to its long term sustainability.

During the mid-term review in October 2015, TNCWC signalled its intention to close its safe house and instead deliver services that focus on economic empowerment for women survivors of violence. TNCWC is exploring possibilities for expanding women’s economic opportunities which could include training, business opportunities and mentoring. Economic independence may support women who wish to stay in their relationships as well as women choosing to leave.

Purpose of consultancy

The purpose of this consultancy is to lead a design for a women’s economic empowerment program for TNCWC. This design should include a proposal that reflects TNCWC’s absorptive and human resource capacity with a detailed risk management strategy.

Objectives and Tasks

Objectives	Tasks
1. Document review and in-country preparation	<ul style="list-style-type: none"> ▪ Desk based literature review of relevant documentation ▪ Examine lessons learnt and best practice in women’s economic empowerment in Tonga and internationally ▪ Develop a methodology for in-country consultations ▪ Participate in pre-mission briefing (remotely) with TNCWC, DFAT and <i>Pacific Women</i> Support Unit.
2. Undertake in-country mission to inform the design of the TNCWC Women’s economic empowerment program	<ul style="list-style-type: none"> ▪ Carry out consultations with TNCWC staff and board to assist with possible programming ideas ▪ Carry out interviews with key stakeholders who are working on women’s economic empowerment in Tonga; and stakeholders working in eliminating violence against women ▪ Identify options for TNCWC in relation to implementing a women’s economic empowerment program for women who have experienced family violence

Objectives	Tasks
	<ul style="list-style-type: none"> Provide a briefing to DFAT at the completion of the in-country mission outlining preliminary findings and recommendations.
3. Prepare a proposal for a women's economic empowerment program	<p>Write a draft three-year women's economic empowerment proposal. This should include the following:</p> <ul style="list-style-type: none"> Analysis of the context, issues to be addressed, key outcomes of consultations and synthesis of research on best practice and lessons learned; Expected Results: including short, intermediate and long term outcomes Implementation Plan Risk Management Matrix M&E Plan (in line with the Tongan Pacific Women Monitoring and Evaluation Framework) Implementation arrangements A costed budget
4. Submission of final design document	Incorporate comments from <i>Pacific Women</i> and DFAT and submit the final proposal to DFAT for funding consideration.

Outputs and Timeframes

Output	Description	Means of verification	Days
Document review and preparation including a desk review summarising the key learnings	Technical Adviser to submit design methodology outlining approach and key stakeholders for in-country mission	Electronic submission	5
In-country mission	<ul style="list-style-type: none"> Consultations with TNCWC staff and board Consultations with in-country stakeholders De-brief with DFAT Post before leaving country 	Consultations conducted and debrief meeting completed	15
Draft proposal for a women's economic empowerment program for TNCWC	Draft three-year proposal in line with above requirements	Electronic submission	7
Final Proposal	Final three-year proposal that integrates DFAT and <i>Pacific Women's</i> comments		2
Total Days			29

Duration and Timing

The Technical Adviser will be engaged up to a maximum of 29 days, including travel days.

The adviser is expected to start mid-February 2017, with all deliverables submitted by end of April 2017.

Intended users of the work

- Australian Department of Foreign Affairs and Trade - Tonga Post
- *Pacific Women* Support Unit
- Tonga National Centre for Women and Children (TNCWC)

Resources

- *Pacific Women* Tonga country plan
- *Pacific Women* Tonga mid-term review, Aide Memoire, and final annex to country plan
- *Pacific Women* Women's Economic Empowerment Roadmap – preliminary findings
- Tonga National Centre for Women and Children Organisational Review
- DFAT's Gender Equality and Women's Empowerment Strategy and other relevant DFAT documents
- Government of Tonga's Revised National Policy on Gender and Development
- PHAMA Gender Analysis of Tongatapu

Selection Criteria

The Technical Adviser will have the following skills and experience:

- Relevant qualifications, particularly in women's economic empowerment, international development, and/or program design;
- At least 10 years' experience in leading program design processes in development context;
- Demonstrated knowledge of economic / livelihood programming in the domestic violence context;
- Demonstrated experience in participatory methodologies to support analysis and women's empowerment;
- Inter-personal skills and tact in working with a range of government, civil society and community-level stakeholders;
- Track record of successful consultancies; and
- Excellent analytical, research and report writing skills.