

Long-Term Adviser: Gender Equality and Social Inclusion, Nauru

Terms of Reference

Reports to:	Ministry of Women and Social Development Affairs, Government of Nauru; and Counsellor Development, Australian Department of Foreign Affairs and Trade (DFAT) Nauru Post; and Programs Unit Manager, <i>Pacific Women</i> Support Unit
Location:	Nauru Island, Nauru.
Duration:	1 June 2021–31 December 2021

Overview of Role

The Gender Equality and Social Inclusion (GESI) Adviser will provide advice and technical support on gender equality and social inclusion to the Government of Nauru's Ministry of Women and Social Development Affairs (WSDA), and the Department of People Living with a Disability (PLWD).

Technical assistance focus areas include: advancing gender equality and social inclusion priorities outlined in the Nauru National Sustainable Development Strategy 2005-2025; progressing the outcomes of the *Pacific Women* program Nauru Country Plan 2019–2022; and mainstreaming gender equality and social inclusion outcomes in national COVID response and recovery strategies.

Reporting to the Secretary of WSDA and DFAT Nauru Post, the GESI Adviser will work with Nauru stakeholders to maximise the impacts of Nauru's COVID-19 recovery programs within the broader development priorities by enabling a focus on women and girls, and in so doing, reducing the immediate, and long-term negative impacts of COVID-19 on women's safety, health, social and economic wellbeing.

The GESI Adviser will provide advice and technical assistance, as requested, to support Nauru stakeholders to build comprehensive and sustainable national domestic violence prevention and support services for survivors and perpetrators of domestic and gender-based violence.

Program background

Through a 10-year commitment, Pacific Women Shaping Pacific Development (*Pacific Women*) connects more than 170 gender equality initiatives supported by Australia and is implemented by over 160 partners across 14 Pacific Island countries.

Pacific Women is one of the largest global commitments to gender equality. It partners with governments, local and international non-government organisations (NGOs), private sector, disabled people's organisations, coalitions and others to improve the political, economic and social opportunities of Pacific women and to end violence against women and girls. Its emphasis is on partnerships and locally-driven development.

Pacific Women was announced at the Pacific Islands Forum Leaders' meeting in August 2012. It commits up to AUD320 million over 10 years in 14 Pacific Islands Forum member countries.

Pacific Women initiatives respond to the commitments in the 2012 Pacific Leaders' Gender Equality Declaration, while also supporting Australia's Pacific Step-up and its Partnerships for Recovery approach of working together with Pacific partners to address COVID-19 impacts on women, girls and their communities.

The outcomes sought through *Pacific Women* are:

- **Ending Violence against Women:** Violence against women is reduced and survivors of violence have access to support services and to justice.
- **Economic Empowerment:** Women have expanded economic opportunities to earn an income and accumulate economic assets.
- **Leadership and Decision Making:** Women, and women's interests, are increasingly and effectively represented and visible through leadership at all levels of decision making.
- **Enhancing Agency:** 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.

Since 2012, an estimated 1.22 million Pacific Island women, men and children have been able to access services and information across 14 partner countries through initiatives supported by *Pacific Women*.

Providing technical, knowledge sharing and convening support to the portfolio of partners is the *Pacific Women's* Support Unit. The Support Unit's offices are in Suva, Fiji, and Port Moresby, Papua New Guinea.

Context

Contextual information about prevalence of violence against women and responses in Nauru can be found in the [Pacific Women Nauru Country Plan Summary](#); and about counselling services in the [Review of Counselling Services in the Pacific](#). The *Pacific Women* program approach to ending violence against women can be found in the [Ending Violence against Women Synthesis Roadmap Report](#). Country Plans are the mechanism through which *Pacific Women* outcomes and activities are planned and agreed between the Australian Department of Foreign Affairs and Trade (DFAT) and counterpart governments, following extensive national consultations. They provide detail on what will be funded and how these funding decisions are made. Country Plans align with governments' gender equality priorities, policy and planning frameworks. They reflect the concerns, needs and priorities of women and girls in the Pacific and represent locally relevant responses.

Roles and responsibilities

The objectives of the role are:

Objective 1: Provide technical assistance, institutional strengthening and capacity development support to **strengthen government capabilities to develop, progress and report national GESI commitments**, policy, legislation, plans and programs, including embedding GESI-targeted outcomes in COVID-19 recovery policies, programs and services.

Objective 2: Deliver **training, mentoring, coaching and technical assistance** activities to strengthen Nauru women's machinery and support DFAT Post.

Objective 3: Provide advice and technical assistance, as requested, to support Nauru stakeholders to build comprehensive and sustainable **national prevention and support services** for of domestic and gender-based violence.

Working closely with the WSDA and the Department of PLWD, the GESI Adviser will:

- Develop a work plan, which outlines the specific interventions to be provided by the GESI Adviser.
- Provide GESI technical support to the WSDA, the Department of PLWD and the national women's machinery to implement national GESI commitments, policy, legislation, plans and programs, specifically focusing on assessing and reporting on the Government of Nauru's international commitment to Beijing +25 and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).
- Support the WSDA and Department of PLWD with institutional strengthening, strategic planning, annual planning, budgeting, policy and program development and implementation, monitoring and reporting.
- Strengthen systems for implementing, tracking and reporting on gender mainstreaming and social inclusion throughout the Government of Nauru.
- Provide technical assistance to the WSDA and Department of PLWD to support development of the national disability policy implementation plan.
- Support WSDA to monitor and respond to the specific gendered impacts that government COVID-19 response and recovery programs may have on women and girls.
- Provide mentoring support to established GESI institutional mechanisms to improve planning, coordination, monitoring and reporting on GESI interventions and results.
- Assist WSDA and relevant civil society organisations to design and implement GESI community awareness raising, behaviour and social norms change activities.
- Support DFAT Nauru Post staff to mainstream GESI across the Australian development cooperation program in Nauru.
- Provide technical assistance to DFAT Nauru Post on GESI programming and the development of new initiatives.
- Develop written material, including monthly reports and case studies, that document the GESI Adviser's outcomes and achievements, lessons and challenges. Develop an exit or transition strategy to ensure continued progress towards GESI outcomes at the end of the GESI Adviser's role.

GESI and COVID-19 Community of Practice

The GESI Adviser will be a member of the *Pacific Women* GESI and COVID-19 Community of Practice until such a time the program ends. The Community of Practice supports DFAT Posts and government and civil society partners to ensure gender equality and social inclusion outcomes are embedded in national COVID-19 response and recovery programs. The GESI Adviser will:

- Meet with the Community of Practice virtually on a fortnightly basis.
- Develop, adapt and share guidelines, frameworks, protocols and communication products relevant to GESI and COVID-19, as agreed by the Community of Practice.

- Draw upon regional experience and lessons to strengthen GESI and COVID-19 programming in Nauru. The costs of regional-level work are covered by the *Pacific Women* regional budget.

Management Arrangements

The GESI Adviser will report to DFAT Nauru Post and a delegated WSDA official. Contract management will be coordinated by the *Pacific Women* Support Unit. DFAT Nauru Post may choose to novate the advisory role to a nominated DFAT technical facility at the end of 2021.

Communication

To ensure clear communication and reporting, the GESI Adviser will:

- Conduct regular phone meetings with the WSDA and Department of PLWD counterparts, including the Legal Adviser, at weekly or fortnightly intervals as required.
- Conduct regular phone meetings with DFAT Nauru Post Gender Focal Points, at weekly or fortnightly intervals as required.
- Conduct regular phone meetings with the *Pacific Women* Support Unit at fortnightly intervals.
- Submit a monthly activity report to WSDA and Department of PLWD, DFAT Nauru Post and the *Pacific Women* Support Unit.

Selection criteria

- Experience living in the Pacific region or small island developing states context.
- Relevant tertiary qualifications (in gender equality, gender-based violence, international development, social work, psychology or another relevant field).
- Experience in GESI audit and analysis.
- Ability to develop and deliver GESI training to a range of stakeholders.
- Experience working in the areas of eliminating violence against women, the promotion of women's leadership and decision making and women's economic empowerment.
- Track record of building institutional capacity in government and civil society organisations in key aspects of organisational management.
- Proven ability in using a broad range of capacity development modalities.
- Committed to working in a team and superior communication and interpersonal skills,
- Ability to work in a multi-cultural environment with sensitivity and respect for diversity.