

Terms of Reference

Gender Specialist

Department of Foreign Affairs and Trade
Australian Embassy, Manila

Background

1. The Australian government recognises that gender equality is critical to development and must be a key part of aid programming. Gender inequality persists in the Asia-Pacific region, undermining economic growth, human development and poverty reduction. It is estimated that the region is losing up to US\$47 billion annually because of women's limited access to employment opportunities, and up to US\$30 billion annually due to gender gaps in education. Women continue to be under-represented politically. Rates of domestic violence are alarming, with approximately one in three women in South East Asia experiencing physical and/or sexual abuse by their intimate partner.
2. The Australian Government commits to be at the forefront of efforts to empower women and girls and promote gender equality in the region. At least 80 per cent of its aid investments will address gender issues and will invest strongly in enhancing women's voice in decision-making, leadership and peace-building, women's economic empowerment, and ending violence against women and girls.
3. Gender equality is a cross-cutting theme across Australia's aid program in the Philippines. The Australian aid program in the Philippines is currently re-drafting its gender note to align with the priorities of the Australian Government and will be designing specific investments on women's economic empowerment. The gender note will articulate the mainstreaming objectives and strategies of the aid program and will identify opportunities to inform the development and design of aid investments. The Philippines program is also committed to giving special attention to incorporating measurable indicators to improve program performance against gender equality results.
4. The Aid Quality Team in Manila is responsible for policy coordination and project management functions in the area of gender and women's empowerment, along with disability-inclusive development, performance and quality of aid investments, policy research, and for managing related partnerships and aid investments.

Objective

5. Under the supervision of the Portfolio Manager for Aid Quality, the Gender Specialist will contribute to the development of gender equality strategy papers, investment designs, and performance framework for the aid program in the Philippines.

Scope of Work

6. The Gender Specialist will undertake the following activities under the Aid Quality Portfolio:
 - (a) Desk review of aid policies, strategies and approaches, initial assessment of key issues around current policy framework on gender equality and women's empowerment;

- (b) Desk review of current international practices/approaches on gender mainstreaming and women's economic empowerment, including framework and guiding principles around developing performance measures of aid investments;
- (c) Consult with internal and external stakeholders on key gender issues and opportunities to advance women's economic empowerment in the Philippines and other gender priorities of the Australian Government;
- (d) Develop with DFAT sector teams an analytical paper (gender note) that articulates the priorities and strategies for gender equality and women's empowerment;
- (e) Take the lead and/or support relevant sector teams in the design of gender-focused aid investments;
- (f) Update the assessment on gender compliance/performance of active aid investments;
- (g) Contribute to the development of monitoring and evaluation framework of new design investments and performance assessment of current aid investments; and
- (h) Develop a registry of gender specialists in the Philippines.

Outputs

7. The Contractor must provide the following reports:

Reports

- (a) Work plan and timeline of activities and monthly outputs as set out in the scope of work
- (b) Work progress documentation with summary of services provided over the 20-day period, DFAT-accepted outputs, and updates and issues that will impact on work plan and timeline

Submission Date

- within 7 days after contract mobilisation
- at the end of every 20 working days

Qualifications

8. The contractor must have:
- a. At least 5 years demonstrated experience in developing, implementing, evaluating gender-focused and gender mainstreaming programs;
 - b. High degree of familiarity with gender and development issues in the Philippines particularly on women's economic empowerment, political leadership, and gender-based violence;
 - c. Excellent writing and analytical skills; and
 - d. Ability to work within a multicultural team and work under pressure and tight deadlines.

Duration

9. The contractor will be engaged for a maximum of 300 days over a twelve month period.