

## TERMS OF REFERENCE

<b>1. Position Title:</b>	Consultant for Evaluation: Solomon Islands Rural Women's Economic Empowerment and Leadership Program
<b>2. Time Commitment:</b>	The Consultant(s) must commence the Services no later than 28 <sup>th</sup> February and complete the Services by 24 <sup>th</sup> May.
<b>3. Budget:</b>	Up to AUD25,000 (includes any potential travel)
<b>4. Location:</b>	Home-based, with travel to Solomon Islands
<b>5. Reporting To:</b>	Program Manager, Solomon Islands – IWDA
<b>6. INTRODUCTION</b>	
<p><u>West AreAre Rokotanikeni Association (WARA)</u></p> <p>Established in 1999, West AreAre Rokotanikeni Association (WARA) is a voluntary rural based women's association, covering the southern part of Malaita Province in the Solomon Islands. WARA is divided into 13 zones – 12 rural and 1 urban. With 12 rural zones that lie along the coast of West AreAre, WARA operates mostly in an environment that has no access to road infrastructure but uses irregular shipping and motorised canoe as its main mode of transport.</p> <p>WARA supports the promotion of self-reliance, economic empowerment and leadership for rural women and girls through access to savings and loan schemes, and skills and knowledge development initiatives across a diverse range of subjects pivotal to women's transformation. Since the establishment of WARA in the West AreAre region, women and girls' involvement in savings and loan schemes has enabled them to save money, use, and make wise decisions on family funds. The Savings Club established has enabled over one thousand members to save more than two million Solomon Islands Dollars (about AUD 360,788).</p> <p>WARA also supports gender equality in the communities they work with particularly through using their understanding of the rural context to promote change to discriminatory gender norms. In response to the growing threat of climate change WARA has also recently begun to focus on the impacts of climate change in the communities they work with and supporting women's wellbeing, resilience and decision making in relation to climate change and natural disasters.</p> <p>WARA is also a convener in the Solomon Islands National Women's Dialogue. This national convening space is co-convened with five key women's and girls' rights and development agencies to collaborate on advancing gender equality in the Solomon Islands. In 2022 the conveners hosted a national young women's dialogue, provincial dialogue and national women's dialogue as part of the ongoing work to strengthen the women's rights movement in the Solomon Islands.</p> <p><u>International Women's Development Agency (IWDA)</u></p> <p>IWDA has partnered with WARA for 11 years, focusing on rural women's leadership and economic empowerment. IWDA is an Australia-based feminist organisation, resourcing diverse women's rights and feminist organisations primarily in Asia and the Pacific, and contributing to global feminist movements to advance our vision of gender equality for all. WARA and IWDA's work on the Solomon Islands Rural</p>	

Women's Economic Empowerment and Leadership Program has been funded by the Australian Government Department of Foreign Affairs and Trade (DFAT) through the Australian NGO Corporation Program (ANCP). IWDA manages the program grant and will manage the contract for this consultancy.

## 7. PROGRAM OVERVIEW

Solomon Islands Rural Women's Economic Empowerment and Leadership Program is a ANCP funded program contracted through IWDA and implemented in partnership with WARA since 2016. This program supports WARA's work on strengthening rural women's capacity in decision making and leadership, rural women's economic empowerment, women's wellbeing and resilience to climate change and strengthening WARA as an organisation.

Solomon Islands Rural Women's Economic Empowerment and Leadership Program has four program outcomes:

**Outcome 1: Women and young women in Solomon Islands, including women with disability, have increased active participation in leadership and decision making in all spheres and at all levels, including decision making on issues affecting livelihoods such as land ownership and environmental issues.**

**Outcome 2: Women and young women in Solomon Islands, including women with disability, have increased access to and control of money, and strengthened livelihoods.**

**Outcome 3: Rural communities in Solomon Islands, especially women and girls, have increased resilience to adapt and respond to climate change impacts and disasters.**

**Outcome 4: WARA is strengthened to serve its membership and provide models and support to benefit other indigenous women's groups in Solomon Islands.**

The first phase of the program (2016-2019) was evaluated in 2020 with the recommendations informing the second phase of the program. The second phase (FY20/21 until FY2024/5) continues work to achieve targeted outcomes under the original 4 year project. Outcomes 1,2 and 4 were targeted outcomes in the original/extended project up to the end of FY24-25; these outcomes remain highly relevant in the current context. In FY23/24 The program also incorporated an additional (new) outcome area (Outcome 3) focused on climate change.

WARA's leadership work aims to see women take active roles and participate in the national and provincial political leadership, tribal, community/church leadership and chief's traditional leadership. WARA's work from the project to date, and from WARA's partnership with the South Pacific Community (SPC) through the Pacific People Advancing Change (PPAC) Program, has resulted in improvements in women's leadership at all levels; women have gained confidence and skills in public speaking, women have been elected into church leadership structures, there is deeper participation of rural women with the AreAre Council of Chiefs (Traditional Governance) resulting in women's representation in all decision making levels of the AreAre chiefly system, and women are actively involved in all processes of political leadership (from requisition during elections, nominations of candidates, campaigning and voting). WARA has provided training for women, young women and women with disabilities in topics such as exercising their voter rights, and facilitated opportunities for leadership experience in traditional governance or zone leadership activities.

Opportunities for women to be involved in savings and loan schemes and to develop sustainable income-generating activities remain important. Since the global COVID-19 pandemic in 2020, WARA members' income-generating activities have been negatively impacted by restrictions on people's movements and gatherings, and WARA has seen reductions in zones' savings. A rapid appraisal conducted by World Fish from

25 April–28 May 2020 found rural villages reporting reduced cash flow and food shortages. A lack of cash has been particularly apparent in AreAre communities where traditional leaders made recent decisions (in the past 1-2 years) to ban logging.

The integration of climate change in this ANCP project from FY2023/24 recognises that climate change is already affecting rural women's income generating activities in WARA zones, as a result of environmental changes (primarily sea level rise) and disasters such as cyclones. This also reflects the importance of building women's (including women with disabilities') active participation in decision making about local resources and adaptation priorities. This also supports work that WARA is doing with the support of Oxfam Kotui. Activities will include working with communities in rural WARA zones to establish, or strengthen existing, village level Disaster Risk Committees (DRCs). WARA will advocate for the inclusion and leadership of women and women with disabilities in the DRCs, at least meeting the requirements of the National Disaster Management Plan of at least two women on each committee. WARA has also begun providing training on climate change and disaster to village DRCs, including risks for women and women with disabilities, impacts on livelihoods and possible adaptations. This is intended to support village DRCs in the development of village disaster management and climate adaptation plans which identify risks and priorities across the community, particularly for women and women with disabilities.

## 8. CONSULTANCY OBJECTIVES

The purpose of this consultancy is to support and enable WARA in its work to increase rural women's leadership and economic empowerment. To achieve this, the consultant(s) will combine elements of program evaluation and organisational evaluation, to assess:

1. The impact and effectiveness of the program
2. The extent to which the program and IWDA's support has increased WARA's organizational capacity

Outputs from the evaluation are expected to support WARA in planning and delivering its program and future focus areas for organizational strengthening.

The objectives of the evaluation include:

1. The extent to which program objectives have been met;
  - 1.1 Understanding program successes and enabling factors
  - 1.2 Understanding program challenges, barriers and risks
  - 1.3 Understanding the impact of program objectives on West 'Are 'Are women's lives in empowering and creating pathways to leadership as a result of the savings club and revolving loan and Haiamasiha (WARA Cares) funds
  - 1.4 How has the partnership between IWDA and WARA and IWDA's support to WARA supported the program outcomes and contributed to WARA's organizational development
  - 1.5 Impact of WARA's support for young women leaders in terms of enabling young women's leadership within the organization and more broadly and the impact on WARA's organizational capacity and sustainability

## 9. SCOPE OF WORK

The consultant(s) are expected to consistently demonstrate feminist, decolonial ways of working during this consultancy. This includes, but is not limited to:

- Inclusive, effective communication, including cross-cultural communication;
- Meaningful collaboration with WARA and IWDA in the analysis and interpretation of evaluation findings; and
- Ensuring that the process and outputs of the evaluation are directly and immediately useful to WARA.

The consultant(s) are expected to:

- Prepare a detailed methodology and submit this for ethics review, either to IWDA's internal review board or another relevant ethics review board. The methodology should include agreed evaluation questions, an evaluation matrix, list of interviewees, and draft data collection tools.
- Desktop review of key program documents including annual project plans, donor reports and WARA's relevant program documents.
- Interviews with WARA staff, governance committee and volunteers, and external stakeholders who can provide insight into the effectiveness and impact of the program.
- Conduct additional interviews with Savings Club members to assess the impact of the program for members and women in West AreAre.
- Deliver a concise draft report that clearly responds to the evaluation questions in the approved methodology and provides supporting data (e.g. quotes from interviews). It should also provide recommendations to further build impact, capacity and sustainability of WARA and to inform future program design including specific recommendations to address identified risks and for IWDA to support the partnership.
- Plan and facilitate a participatory workshop that engages WARA and IWDA staff in joint analysis and interpretation of evaluation findings.
- Submit a final report that incorporates feedback from WARA and IWDA.

We anticipate that interviews will be conducted in person in West AreAre and Honiara. The joint analysis and interpretation workshop will also be held in Honiara. Domestic travel will be required for this consultancy, as well as international travel for consultant(s) not based in Solomon Islands. This is part of the overall budget.

#### 10. DELIVERABLES TO BE PROVIDED

Deliverable	Timeframe or Dates	Audience
Methodology submitted for ethics review	1.5 weeks after contract signed	IWDA and WARA
All data and analysis products shared securely with IWDA (to be deleted on acceptance of the final report)	De-identified data shared within two weeks from completion of data collection  Analysis products shared on completion of analysis	IWDA and WARA
Draft Report	April 26 <sup>th</sup>	IWDA and WARA
Participatory workshop with WARA and IWDA on	By May 3 <sup>rd</sup>	IWDA and WARA

the evaluation recommendations		
Final report	By May 24 <sup>th</sup>	IWDA and WARA interviewees, public release
<b>11. REQUIREMENTS</b>		
<p>The consultant, or team of consultants, should be able to demonstrate the skills and experience listed below:</p> <p><u>Essential</u></p> <ul style="list-style-type: none"> <li>• Experience working in the Solomon Islands or one or more countries in the Pacific, preferably engaging with local women’s rights organisations;</li> <li>• Competence in cross-cultural communication;</li> <li>• Capabilities in program evaluation, as well as organisational or strategic evaluation;</li> <li>• Experience in conducting interviews and desk reviews;</li> <li>• Experience in designing and facilitating participatory workshops; and</li> <li>• Understanding of feminist and decolonial evaluation principles.</li> </ul> <p><u>Desirable</u></p> <ul style="list-style-type: none"> <li>• Experience working with rural women &amp; rural women’s organizations</li> <li>• Experience in gender analysis; and</li> <li>• Tertiary qualifications in a relevant discipline, such as social science or international development.</li> </ul> <p>Preference will be given to a consultant, or team of consultants, who have cultural competence in one or more countries in the Pacific and to females consultant/s.</p>		
<b>12. EXPRESSION OF INTEREST</b>		
<p>Candidates are invited to submit expressions of interest providing the following:</p> <ul style="list-style-type: none"> <li>• A cover letter that addresses the criteria as set out in the Requirements above (maximum 1 page);</li> <li>• CV (maximum 2 pages per person);</li> <li>• An outline of the proposed process and timeline to complete all outputs (maximum 1 page), including explanation of how the proposed process aligns with decolonial and feminist principles; and</li> <li>• Daily rate and an outline of anticipated additional costs, to a maximum total of AUD25,000 (including GST for Australia-based consultants).</li> </ul> <p>Expressions of interest that do not cover these requirements will not be considered.</p> <p>Expressions of interest are required by <b>11:59pm 14th February</b> and should be sent to <a href="mailto:eclampett@iwda.org.au">eclampett@iwda.org.au</a> with the subject ‘EOI – Program Evaluation: Solomon Islands Rural Women’s Economic Empowerment and Leadership Program’.</p>		
<b>13. Child Protection</b>		
<p>The consultant(s) will be required to review and sign IWDA’s Child Protection and Safeguarding policies. Further safeguarding or Child Protection training may be required depending on the agreed methodology</p>		