



Team of International Expert and National Research Assistant for the Final Evaluation of the Gender Inequality of Risk and Promoting Community Resilience Project in Solomon Islands

Duty Station: Home based (International Expert), and Honiara and travel to provinces in Solomon Islands (National Research Assistant)

Application Deadline: November 2021

Type of Contract:

Languages Required: English

Starting Date:
(date when selected candidate is expected start) November 2021

Expected Duration of Assignment: Up to 53 working days over a period of 4 months

I. Background

The United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), grounded in the vision of equality enshrined in the Charter of the United Nations, works for the elimination of discrimination against women and girls; the empowerment of women; and the achievement of equality between women and men as partners and beneficiaries of development, humanitarian action, human rights and peace and security. UN Women provides support to Member States' efforts and priorities in meeting their gender equality goals and for building effective partnerships with civil society and other relevant actors. The UN Women Pacific sub-region has four main thematic areas: Women's Political Empowerment and Leadership, Ending Violence against Women, Women's Economic Empowerment and the Gender and Protection in Humanitarian Action, which includes the project Addressing the Gender Inequality of Risk and Promoting Community Resilience in Solomon Islands Project (GIR Project).

According to the 2016 World Risk Report, Solomon Islands is one of the countries most at risk to natural disasters, ranking 6th worldwide. This is due to the frequency and severity of natural disasters it faces, environmental degradation and increasing risks posed by climate change. Annual maximum and minimum temperatures have risen in Honiara, with maximum temperatures having increased at a rate of 0.15°C per decade since 1951, indicating the strong effects of climate change on the country. As predominantly coastal dwellers, low lying communities in Solomon Islands are highly susceptible to sea level rise and climate change. With rising sea levels, many communities have begun processes for re-settling inland.

The global COVID-19 pandemic prompted Solomon Islands to close its national borders in 2020. This early warning and early action by the Solomon Islands Government has limited COVID-19 cases to isolated border quarantine instances as the government repatriated citizens from overseas. As with all Pacific Island SIDS, the impact on already isolated and import/ tourism-dependent economies has been significant. As Solomon Islands strove to keep COVID-

19 at bay, it also had to cope with several major disasters such as extensive flooding and landslides in Rennell Islands in March as well as Category 5 Tropical Cyclone Harold in April in 2020. TC Harold affected up to 150,000 people – many of them women and girls. The National Emergency Operations Center indicated that 57 houses were destroyed and another 20 were damaged. Twenty-seven passengers on board the vessel MV Taimareho were washed overboard during rough seas associated with the cyclone. Disasters affect women, girls, boys and men differently. Research shows that women and girls are disproportionately affected by disasters, are more likely to die in disasters, to lose their livelihoods and have different and uneven levels of resilience and capacity to recover. In the case of the 2014 floods in the Solomon Islands, for example, women and children constituted 96% of casualties. Women face strong gender-specific barriers in disaster recovery and their specific needs, leadership potential and contributions are frequently ignored and unleveraged in resilience building and disaster risk reduction. This undermines the sustainability of entire communities and leaves the most impoverished and marginalized furthest behind in disaster prevention, preparedness and recovery. Traditional customs are a major part of life in Solomon Islands, with gender norms and relations influencing society in terms of division of labor, property rights and decision making. Women in the Solomon Islands experience significant gender inequality, lower access to paid employment and economic resources, high levels of sexual and gender-based violence, and lower access to information and early warning of disasters. Furthermore, traditional gender roles in Solomon Islands call on women to be the primary caretakers for those affected by disasters, significantly increasing their workload, emotional burden and ability to recover in the aftermath of disasters.

With Solomon Islands ranked 143rd of 187 countries on the Human Development Index, poverty is a critical issue. About 60.4% of Solomon Islands women are in employment, compared to 72.2% of men, with over three-quarters of these women participating in subsistence work (76.2%), compared to 58.1% of men. Only around 30% of Solomon Islands women in employment are engaged in the non-agricultural sector. Solomon Islands women make up less than 30% of the public service and hold just 6% of senior public service positions.¹ At the same time, women are over-represented in the informal sector where most work is low paid, part-time and unregulated, labour rights are unprotected, and job security is vulnerable to economic volatility. This means that a large proportion of women have limited access to resources and savings to prevent and cope with disaster impact. For women and their families living in poverty, disasters and the impacts of climate change exacerbate their struggle for basic survival. Female headed-households, which tend to be poorest due to gender barriers in access to jobs, land and property, are most exposed to climate-related disaster risk since they lack the financial means to move to higher and safer land, and predominantly rely on environmental resources for subsistence. Women in the Solomon Islands also have limited say in influencing and deciding the laws, policies and programmes that affect them. Despite their contributions to the agricultural sector, most women do not have rights to own or control land and other productive resources due to unfavourable inheritance laws and traditional cultural norms around land ownership. About 73% of Solomon Islands land titles are held by men, with only 2% of land in the hands of women. In the patrilineal societies of Solomon Islands, land rights are inherited from father to son, and men maintain their recognised ownership and decision making over land. Consequently, women retain limited ownership and access to land, and hold overall lower status in society than men.

The Solomon Islands National Development Strategy 2016-2035 is the country's main development strategy. The Strategy has 5 main objectives, one of which focuses on disaster risk management, response and recovery. The need to strengthen women's involvement in decision making as well as promoting gender equality is continuously highlighted throughout the Strategy.

II. Description of the Project

¹ <https://asiapacific.unwomen.org/en/countries/fiji/co/solomon-islands>

In one of its core areas of work on humanitarian action and disaster risk reduction, UN Women prioritizes the empowerment for women and girls as a life-saving intervention to ensure survival, protection and recovery through crisis. Recognising the gender inequality of the risks faced, UN Women is implementing the Addressing the Gender Inequality of Risk and Promoting Community Resilience in Solomon Islands Project (GIR Project). The GIR Project is a joint initiative of UN Women, UN Office for Disaster Risk Reduction (UNDRR) and the International Federation of Red Cross and Red Crescent Societies (IFRC). The budget for the three-year joint project is 1.2 million USD, with activities implemented in Honiara and selected provinces in the Solomon Islands. The project duration is from June 2018 to December 2021.

The GIR project is designed to ensure the effective integration of gender in the implementation of the Sendai Framework for Disaster Risk Reduction and at a broader level, to contribute to the achievement of the relevant Sustainable Development Goals (SDGs). It aims to achieve this by accelerating national efforts through the National Disaster Risk Management Plan of Solomon Islands² and Solomon Islands 2016 National Disaster Management Plan (draft) to reduce the gender inequality of risk, promote community resilience and deliver the commitments to gender and disability-responsive disaster risk reduction (DRR) inscribed in the Sendai Framework and the related Framework for Resilient Development in the Pacific - An Integrated Approach to Address Climate Change and Disaster Risk Management (FRDP) 2017 – 2030³.

The project is aligned with the UN Women Global Strategic Plan 2018-2021 under Outcome 5 (Women and girls contribute to and have greater influence in building sustainable peace and resilience and benefit equally from the prevention of natural disasters and conflicts and from humanitarian action) and Output 15 (More women play a greater role in and are better served by disaster risk reduction and recovery processes). In addition, the project is specifically situated under Outcome 4.2 (Pacific Women lead preparedness for and response to natural disasters) of the UN Women Fiji Multi-Country Office Strategic Note 2018-2022.

The GIR project capitalises on the relative comparative advantages of the three implementing organisations: UN Women leads gender and protection coordination in the Pacific. It maintains a strong relationship with the Solomon Islands Government and supports the National Protection Committee in local coordination. The agency's experience in gender programming was applied to develop a focus on gender in DRR and preparedness. UN Women acts as the overall project and administrative lead, with IFRC and UNDRR as key project partners. IFRC coordinates and support's Solomon Islands Red Cross Society with a longstanding work at the community level. UNDRR provides its technical support to the Solomon Islands Government to effectively implement and report to the Sendai Framework.

Collaboration and strategic partnerships were forged with disaster management entities within government, the women's machinery, civil society organisations, particularly women's organisations and other key stakeholders in DRR and resilience building, including the National Disaster Management Office, Ministry of Women, Youth, Children and Family Affairs and National Protection Committee. The Project advocated for the advantages of gender responsive DRR and maintained strong relationships with these partners and stakeholders to ensure inclusiveness, ownership and effective cooperation.

UN Women, UNDRR and IFRC leveraged their respective comparative advantages, expertise, networks and capacities to deliver the following outcomes:

- Outcome 1: Government and key stakeholders in Solomon Island generate and use evidence on gender dimensions of disaster risks, particularly women's exposure to hazards, vulnerability and capacity, to inform their policy and Project interventions.

² Solomon Islands Government. 2010. National Disaster Risk Management Plan.

³ SPC, SPREP, PIFS, UNDP, UNDRR and USP (2016). The Framework for Resilient Development in the Pacific An Integrated Approach to Address Climate Change and Disaster Risk Management (FRDP) 2017 – 2030.

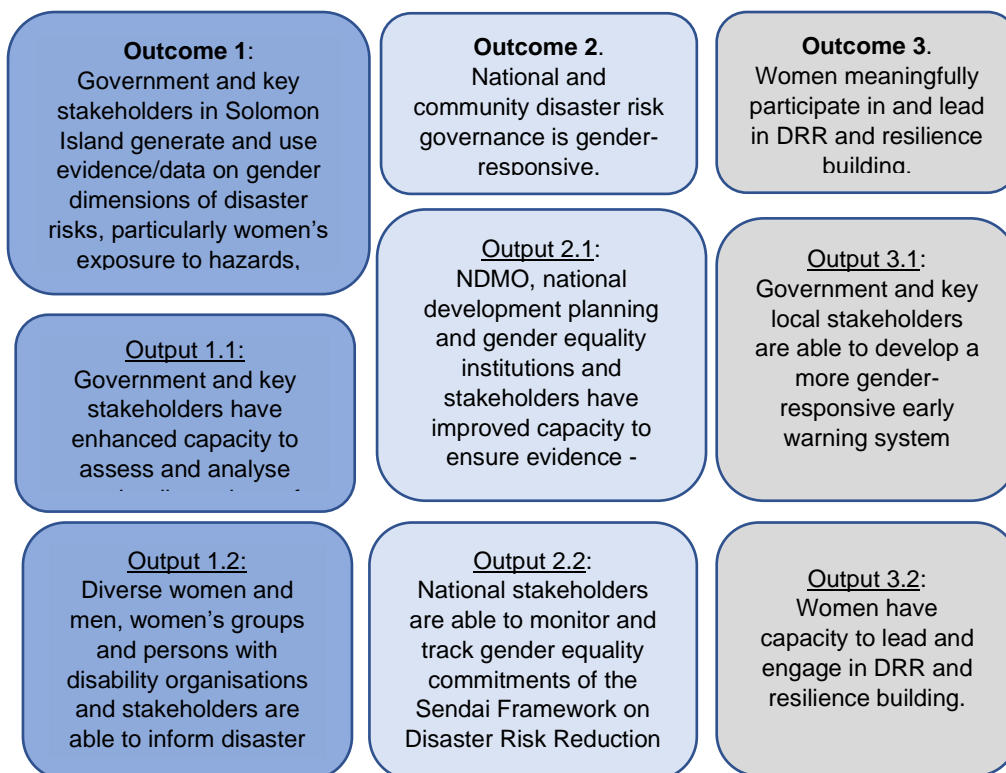
- Outcome 2: National and local disaster risk governance is gender responsive.
- Outcome 3: Women meaningfully participate in and lead DRR and resilience building.

The project theory of change (TOC) is elaborated as: If (1) the gender dimension of risk is understood; if (2) the national and community disaster risk governance is gender responsive; if (3) women meaningfully participate in and lead in disaster risk reduction and resilience building; then (4) the gender inequalities of loss of lives and livelihoods will be mitigated and the resilience of communities to natural hazards will be enhanced in a changing climate; because (5) the gender inequality of risk is a root cause of vulnerability at the community level.

The Outcomes and Outputs of this Project are illustrated below:

Project Goal : Gender inequalities of loss of lives and livelihoods are mitigated and resilience of communities to natural hazards is enhanced in Solomon Islands.

Specifically, the initiative will contribute to ensure that:



To achieve the outcomes, the GIR Project uses four mutually reinforcing strategic approaches:

1. Strengthening and applying strategic information and evidence.
2. Nationally and locally driven and owned.
3. Inclusive and intersectional approach to support (diverse) women's leadership and engagement.
4. Building community resilience.

The Steering Committee, established as the GIR Project's governance mechanism, provided strategic direction for country level implementation. The Steering Committee comprised of the three partner agencies: UN Women, UNDRR and IFRC, Department of Foreign Affairs and Trade Australia (DFAT) as the funder and also other partners, including

the government and civil society organisations. The Steering Committee meets twice a year to coordinate with the Project focal points of the three agencies, share updates and ensure effective coordination of the delivery of Project results. This includes joint review, monitoring and quality assurance.

The GIR project faced a range of implementation challenges throughout the project duration. The project had a long inception phase requiring extensive consultations with national stakeholders and building relationships, and implementation did not start until late 2019. In early 2020, the COVID-19 global pandemic also affected the Solomon Islands, and the country closed its boarder and placed restrictions on gathering and movements within the country. This has significantly delayed implementation, while the project budget was reduced by 15% for reallocating funds to COVID-19 response. Planned activities were scaled down. However, the overall framework of the project remained.

I. Evaluation Purpose

This evaluation will be carried out for three main purposes:

1. To demonstrate results and accountability by providing information to stakeholders, participants and donors about project achievements and about intended and unintended effects on women's empowerment, gender equality and human rights as a result of the intervention.
2. To provide credible and reliable evidence for decision-making by providing information about project design, implementation, and resource allocation and providing knowledge on participants' and stakeholders' needs, project functioning and project effects.
3. To contribute to important lessons learned about normative, operational and coordination work in the areas of gender equality and the empowerment of women in DRR —including what is working well, what is not, and what this means for the project and other development efforts.

The lessons learnt from this evaluation will inform the design of UN Women's future work around gender responsive disaster risk reduction and resilience building programming in the Solomon Islands and other Pacific Islands.

II. Users of the Evaluation

The primary users of the Final Evaluation are GIR stakeholders, including the three partner agencies (UN Women, UNDRR and IFRC) and government and CSO partners, the Steering Committee, donors and development partners in the Pacific working in the gender responsive DRR area. The evaluation findings will be used by the GIR partners and donor to inform future programming in the area.

III. Evaluation Objectives

The specific objectives of the evaluation are guided by the United Nations Evaluation Group Norms and Standards for Evaluations and UN Women's Evaluation Guidelines to assess progress made towards achieving the expected results, identify lessons learned and present recommendations for any potential further project phases. The objectives of this evaluation include is to:

- Assess the relevance of the intervention at national levels and alignment with international agreements and conventions on gender equality, women's empowerment and DRR.
- Assess the effectiveness and efficiency of project intervention in progressing towards the achievement of gender equality, women's empowerment and DRR results as defined in the intervention.

- Assess the sustainability of the intervention in achieving lasting outcomes in gender equality, women’s empowerment and DRR
- Analyse how the human rights approach and gender equality principles were integrated in implementation.
- Identify and validate lessons learned, good practices and innovations that ensued or were applied in implementation.
- Provide actionable recommendations with respect to the UN Women intervention.

Following key questions will be asked under each objective:

Relevance
<ul style="list-style-type: none"> • To what extent were project interventions relevant to the needs and priorities as defined by national partners and beneficiaries and responded to national policies and strategies on gender equality and social inclusion in DRR? • To what extent has the GIR project responded to the changing context such as COVID-19 pandemic?
Effectiveness
<ul style="list-style-type: none"> • In which areas does the Project have the greatest achievements including in gender equality and women’s empowerment in DRR? What were the factors that contributed to these successes? How can UN Women build on or expand these achievements? • In which areas does the Project have its the least achievements? What have been the constraining factors and why? How can they be overcome? •
Efficiency
<ul style="list-style-type: none"> • To what extent does the management structure and governance of the intervention support efficiency for Project implementation? • Has there been an economical use of financial and human resources? Have resources (funds, human resources, time, expertise, etc.) been allocated strategically to achieve outcomes?
Coherence
<ul style="list-style-type: none"> • To what extent have the GIR stakeholders and partners worked together to strengthen Government’s collection and usage sex-, age- and diversity-disaggregated data to support Solomon Islands’ accountability towards delivery of commitments under the Sendai Framework? • To what extent have stakeholders and partners worked together to strengthen Government’s accountability towards delivery of commitments under the Sendai Framework? • To what extent did the project address gender equality issues, including equality, non-discrimination, participation, inclusion, empowerment, accountability and social transformation?
Sustainability
<ul style="list-style-type: none"> • To what extent has the GIR increased partner’s capacity to assess and analyse gender dimensions of risk? • How are the results, especially the positive changes generated by the project in the lives of women and girls, likely to be sustained after this project ends?

IV. Evaluation Scope

Timing

The evaluation will be conducted at the end of the project. Some activities will continue until the end of the 4th quarter of 2021. However, the evaluation will assess activities completed at the time of the planned data collection.

Time Frame

The Evaluation will provide an assessment of the Project from June 2019 to October 2021. The project inception phase from June 2018 to June 2019 was without activity implementation.

Geographical coverage

The evaluation will cover four out of eight provinces where the GIR project activities were implemented. The evaluation team will engage with partners and beneficiaries the four sites, namely Isabel, Makira, Malaita and Rennell and Bellona provinces, where activities of three partner agencies overlap the most.

Thematic Coverage

The evaluation will explore all thematic areas of the project. However, it will not include every activity in each outcomes and outputs, and selection of activities will be decided during the evaluation inception phase.

Limitation

The evaluation may face a number of limitations.

- Data availability (especially quantitative data disaggregated by sex, age and disability). The Solomon Islands has limited national data at the national, provincial and community level.
- COVID-19 restrictions: Site visits may be limited and may need to be replaced by virtual meetings and data collections.
- Stakeholder availability due to competing priorities and access.

The evaluation will assess selected sample activities and beneficiaries. The process will ensure to the extent possible a balanced representation of project activities, stakeholders and beneficiaries.

V. Evaluation design (process and methods)

Evaluation Team

The evaluation will be conducted by a company consisting of an International Expert and National Research Assistant with extensive experience in conducting evaluations with a focus on gender equality and women's empowerment in disaster risk reduction. The Expert will have the overall responsibility for the design of the evaluation process, and provide support in carrying out the assessment, finalising the relevant components and ensuring submission of a consolidated high-quality report. Some of the data collection will be conducted by a national research assistant.

Evaluation Design

A detailed evaluation methodology will be developed by the Team and presented for approval to the Evaluation Reference Group. The methodology should use a combination of quantitative and qualitative research methods. The assessment will be made using a theory-based approach against the project logframe as well as the Theory of Change. It should be utilization-focused, gender responsive and explicitly outline how it will integrate a human rights-based approach and explore the possibility of utilising participatory methods for developing case studies. Data should be disaggregated by sex and according to other relevant parameters. The team will discuss with stakeholders involved in the Project including direct beneficiaries who are in women-led committees, traditional leaders and indirect beneficiaries including government ministries and departments and CSOs.

These complementary approaches will be deployed to ensure that the evaluation:

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- Utilises both quantitative and qualitative data collection and analysis methods to enhance triangulation of data and increase overall data quality, validity, credibility, and robustness and reduce bias and will include among other processes a desk review, meetings, and consultations with different groups of stakeholders;
- Consider data collection instruments and methods for example interviews, observations, focus groups, and site visits.
- Take measures to ensure data quality, reliability and validity of data collection tools and methods and their responsiveness to gender equality and human rights.

Following UNEG Evaluation guidelines and UN Women Evaluation Policy, the evaluation will aim at systematically engaging all key stakeholders throughout the process. The evaluation will be guided by UN Women Evaluation Policies and United Nations Evaluation Group (UNEG) guidelines on Integrating Human Rights and Gender Equality in evaluation⁴. The following key principles will be respected: national ownership and leadership; fair power relations and empowerment; participation and inclusivity; independency and impartiality; transparency; quality and credibility; innovation.

Evaluability

The project baseline was established in 2019 and indicated in the project Monitoring, Evaluation and Learning Framework. Other key documents for data will include annual donor reports (2019, 2020) with a result framework, annual and quarterly report from UNDRR and IFRC as well as activity, workshop and mission reports of implementing partners.

Evaluation Process

The evaluation phases will be as follows:

Inception Meeting	At the very beginning of the project, the expert will have a meeting with UN Women and Management Group. The ToRs will be discussed at length to ensure that the Management Group and the expert create mutual understanding on the volume and quality of work expected.
Development of Inception Report	An Inception Report will be developed and presented to the Management Group and Reference Group at an inception meeting. An inception report which contains: <ul style="list-style-type: none"> • Evaluation objectives and scope, • Description of evaluation, • Methodology/methodological approach, the • Evaluation questions, • Sampling methods • Data collection tools, • Data analysis methods, • List of key informants/agencies Detailed work plan and reporting requirements. It should include a clear evaluation matrix relating all these aspects and a desk review with a list of the documents consulted.
Data Collection and Site Visits	According to the plans and tools which were agreed upon in the Inception Report, data collection will be carried out. This will include some virtual interviews and consultations by the evaluation team. Site visits will be also conducted to selected provinces and communities to consult beneficiaries and stakeholders.

⁴ <http://www.uneval.org/document/detail/1616>) and the UNEG Ethical Guidelines for evaluation.

Data Analysis	Data analysis will start parallel to the data collection exercise. Qualitative and quantitative data will be analysed. At the end of analysis period, preliminary findings will be presented to Evaluation Reference Group for their comments/feedback. This will be followed by developing a draft report on the agreed format.
Validation	and will be updated in line with comments/feedback of project team and its stakeholders.

VI. Stakeholder participation

The assessment will involve the following key stakeholders in addition to the three project partners:

- Solomon Islands Red Cross
- Ministry of Women, Youth, Children and Family Affairs
- National Protection Committee and its members (including Oxfam, Live and Learn, Solomon Islands Persons with Disability)
- National Disaster Management Office
- Provincial Protection Committees
- Honiara City Council
- DFAT
- UNOCHA
- Community members in project implementation areas with a focus on women, girls and persons with disabilities

The Evaluation Reference Group will be formed with UN Women, UNDRR, IFRC, SIRC and DFAT.

VII. Ethical Conduct in Evaluation

The evaluators should abide by the principle of UN Evaluation Group's Guideline and Code of Conduct for Evaluation in UN System and follow the UN Women Evaluation Handbook². They are also requested to sign UN Women Evaluation Expert Agreement.

The data collection from the stakeholders and beneficiaries needs informed consent. The data should be safeguarded in the whole process of collection, utilization and maintain to ensure the confidentiality and rights protected in line with UN Women policy.

VIII. Expected deliverables

The evaluation team is expected to provide:

#	Deliverables	Approximate number of days	Deadlines
1.	Develop, present, and discuss an Inception Report to the Management Group and Reference Group at an inception meeting. An inception report which contains evaluation	8	

	objectives and scope, description of evaluation, methodology/methodological approach, the evaluation questions, data collection tools, data analysis methods, key informants/agencies, detailed work plan and reporting requirements. It should include a clear evaluation matrix relating all these aspects and a desk review with a list of the documents consulted.		
	Submit an inception report- 20%		November 30
2.	Conduct desk and literature review	3	
3.	Conduct data collection in Honiara and provinces	20	
4.	Debrief with key stakeholders (UNW, UNDRR, IFRC)	2	
5.	Collate data and conduct analysis of the data	7	
6.	Presentation of preliminary findings to ERG	1	
7.	Develop the first draft report to UN Women. The Draft evaluation report (30 pages max excluding annexes) should follow the recommended structure	5	
	Submit 1st draft report -40%		January 31
8.	Submission of second draft report incorporating feedback	3	
9.	Powerpoint presentation of key finding based on the second draft	1	
10.	Finalize the report by addressing final comments	3	
11	Submit final report Final payment: 3rd Tranche – 40%	Total 53 days (cumulative days)	March 15

Deliverable 11: Production of final report incorporating comments from ERG. Final evaluation report (30 pages max excluding annexes) which should be structured as follows:

- Title Page, table of contents, acronyms
- Executive Summary (maximum five pages)
- Purpose of the evaluation
- Evaluation objectives and scope
- Evaluation methodology including consultation structures put in place during the evaluation process
- Context of subject
- Description of the subject
- Findings
- Lessons Learnt
- Conclusions
- Recommendations
- Annexes (including but not limited to: original Terms of Reference, List of documents reviewed, Data collection tools used, List of UN agencies, implementing partners, staff and other stakeholders consulted).

The evaluation report will follow the quality standards outlined in the UNW Global Evaluation Report Assessment and Analysis System (GERAAS), available at <http://www.unwomen.org/en/about-us/accountability/evaluation/decentralized-evaluations>. The evaluation expert is expected to familiarize with the evaluation quality standards as they provide the basis for the final assessment of the evaluation report.

IX. Management of the Evaluation

UN Women will manage the evaluation under the guidance of the UN Women Representative. The process will follow UN Women standards as outlined in the UN Women Evaluation Handbook: How to Manage Gender-Responsive Evaluation, available at <https://genderevaluation.unwomen.org/en/evaluation-handbook>.

The evaluation will establish a Management Group and Reference Group and members of these groups will be involved at various stages during the evaluation process. This includes, among other things, providing comments on the methodology and evaluation process, reviewing the draft evaluation report, discussing the draft evaluation recommendations, and supporting the utilisation and dissemination of the evaluation findings. Further information on evaluation management arrangements and roles and responsibilities of different stakeholders is provided below in the TOR under the section of Management of the Evaluation.

The Evaluation Reference Group will provide support for the evaluation at the technical level. They will review and provide comments to the inception report and the draft report. The Reference Group members will provide comments to the inception report and draft report either through meetings or online via email communications. The role of the group will not lead to influencing the independence of the evaluation, but rather to ensure a robust and credible evaluation process and ensure the use of the evaluation findings and recommendations through formalized management responses and associated action plans. The work of the Reference Group will be guided by the agreed TORs for the Reference Group.

Logistics

UN Women will facilitate this process by providing contact information such as email addresses and phone numbers of their respective partners. The evaluation team is responsible for their own travel arrangements, dissemination of all methodological tools, conducting interviews; group discussions etc.

X. Evaluation team composition, skills, and experiences

A team of external international evaluator and national evaluator will undertake the evaluation. It is expected that the team will meet the following competencies and requirements.

Core Values:

- Respect for Diversity
- Integrity
- Professionalism

Core Competencies:

- Awareness and Sensitivity Regarding Gender Issues;
- Accountability;
- Creative Problem Solving;
- Effective Communication;
- Inclusive Collaboration;

- Stakeholder Engagement;
- Leading by Example.

Please visit this link for more information on UN Women's Core Values and Competencies: <http://www.unwomen.org/-/media/headquarters/attachments/sections/about%20us/employment/un-women-employment-values-and-competencies-definitions-en.pdf>

An international expert with the following skills and experience:

- At least a master's degree in gender, social development studies, environment, sociology, international development, or related areas. A special training in Monitoring and Results Based Management is considered an asset.
- At least 5 years' experience and knowledge in conducting gender responsive evaluations (quantitative and qualitative methods).
- Extensive experience in conducting evaluations with a focus on gender equality, women's empowerment. Specific experience in disaster risk reduction or evaluation of a disaster risk reduction related Project will be an added advantage.
- Extensive knowledge and understanding of Results Based Management methodologies;
- Experience and understanding of gender equality, human rights, and women's empowerment programming of UN agencies, development partners and government;
- Application and understanding of UN mandates on Human Rights and Gender Equality;
- Knowledge of regional/country/ local context will be an asset;
- Proven experience and excellent networking and partnership skills with UN agencies, government and CSOs;
- Excellent communication skills, both verbal and written and strong presentation skills;
- Excellent spoken and written English (all deliverables to be in English);
- Capacity to work independently and use own equipment.

A National research assistant with the following skills and experience:

- Undergraduate degree in gender, social development studies, environment, sociology, international development, or related areas. A special training in Monitoring and Results Based Management is considered an asset.
- 3 years of working experience in evaluation, and at least 1 in evaluation of development and gender programmes;
- Knowledge and experiences in working in community development, disaster risk reduction or gender equality programmes and projects;
- Knowledge and experience in basic qualitative research methodologies such as conducting focus group discussions and interviews;
- Experience in conducting project/ programme evaluation or assessment as an asset;
- Excellent communication skills, both verbal and written skills;
- Fluency in Pijin;
- Capacity to work independently and use own equipment.

The independence of the evaluation team is outlined by the UNEG Norms and Standards as well by the UN Women Evaluation Policy. According to the UN Women Evaluation Policy, evaluation in UN Women will abide by the following evaluation standards: Participation and Inclusiveness, Utilization-Focused and Intentionality, Transparency, Independence and Impartiality, Quality and Credibility as well as Ethical Standards. UNEG Norms and Standards and the UN Women Evaluation Policy are publicly available under <http://www.unwomen.org/about/evaluation.php>;

The Evaluator is to act according to the agreed and signed TORs and to proceed according to all stated agreements.

- Ethical Code of Conduct

This end of term evaluation will be conducted in accordance with the principles outlined in the UNEG 'Ethical Guidelines for Evaluation'. The expert must safeguard the rights and confidentiality of information providers, interviewees and stakeholders through measures to ensure compliance with legal and other relevant codes governing the collection of data and reporting on its data. The expert must also ensure the security of collected information before and after the evaluation and protocols to ensure anonymity and confidentiality of sources of information where that is expected. The information knowledge and data gathered in the evaluation process must also be solely used for the evaluation and not for other uses with the express authorization of UN Women and partners.

- Annexes

1. [UN Women GERAAS evaluation quality assessment checklist](#)
2. [UN Women Evaluation Expert Agreement Form](#)
3. [UNEG Norms and Standards for evaluation](#)
4. [UN Women Evaluation Handbook](#)