

## TERMS OF REFERENCE

### **Women's Economic Empowerment (WEE) Coordinator**

#### **Background**

Gender inequality remains a significant development challenge for many countries in the world. It has been widely recognised that when you exclude half the population from leadership and economic opportunities, nations will not reach their full potential.

Solomon Islands is no exception. Gender inequality is widespread, manifesting itself in high rates of gender-based violence, few women in leadership and constrained economic opportunities for women. This presents a significant barrier to the continued growth of Solomon Islands.

#### ***Improving the Economic Status of Women***

Improving the status of women through their access to, and share of, productive resources such as land, income, financial services, training opportunities, enterprise development services and technology contributes significantly to poverty reduction.

A range of inter-related factors limit women's economic empowerment: lack of women in parliament and in positions of leadership mean women are not involved in decisions that directly affect their economic lives; land ownership for women is generally in name only and it is men that make decisions related to land use; and, women have limited access to financial services and institutions. A significant barrier is the difficulties in obtaining even the small loans needed by women entrepreneurs.

Women spend more time than men every day on agricultural work and the work they do amounts to three times that of men. Furthermore, 85% of women rely on informal selling. Women lack the technical skills that limit their ability to start and expand businesses, and most women do not receive training in economic areas such as saving, financial management and investment.

A survey conducted by Central Bank of Solomon Islands showed that gender differences are pervasive across financial competencies. The survey found that women are less likely than men to have a bank account, less likely to use electronic payment and remittance channels, less likely to be involved in the management of household finances, and less likely to use a mobile phone.

The National Gender Equality and Women's Development Policy 2016-2020 (GEWD Policy) Outcome 2 requires actions that: lead to policies and programs that involve women and men in natural resource development and management and that respond to women's and men's different needs; improve access to and ownership of resources and land by women in the productive sectors of fisheries, agriculture, forestry and minerals and financial resources; and improve employment, enterprise development and business opportunities for women in private, public and community sectors.

The National Strategy for the Economic Empowerment of Women and Girls (NSEEWG) aims to direct priority actions on GEWD Outcome 2. The Women's Economic Empowerment Coordinator is expected to strengthen capacity and lead the implementation of the national strategy within the Women's Development Division (WDD) of the Ministry of Women, Youth, Children and Family Affairs (MWYCFA).

## **Women's Economic Empowerment Coordinator**

The Women's Economic Empowerment Coordinator will assist MWYCFA to progress Women's Economic Empowerment issues in Solomon Islands. Specifically, the Women's Economic Empowerment Coordinator will contribute to the economic empowerment of women and girls in Solomon Islands through implementation of activities pertaining to the relevant MWYCFA policies.

### **Performance Management**

The Coordinator reports to the Permanent Secretary MWYCFA through the Director for Women MWYCFA who will monitor performance and delivery of outputs in accordance with this TOR and approved Work Plan.

NOTE: The Work Plans are to facilitate planning and implementation, but will need to be flexible and respond to changing circumstances and demands.

### **Expected Outcomes**

The expected outcome of this Coordinator role is the:

- Robust and considered implementation of the Solomon Islands National Strategy on the Economic Empowerment of Women and Girls
- Strengthened capacity of the Women's Development Division within MWYCFA to focus on implementation on GEWD policy Outcome 2 and the National Strategy on Economic Empowerment of Women and Girls (NSEEWG)
- Strengthened MWYCFA linkages with the SIG agencies in the resource sectors – fisheries, agriculture, forestry, land, tourism, infrastructure, commerce and industry and rural development and any other relevant sectors to mainstream GEWD policy and NSEEWG objectives to improve the economic status of women
- Incremental gains in women's recognition and participation in economic development across a broad range of areas (e.g. positions of leadership and decision making in public and private sectors, women in non-traditional occupations, business and entrepreneurship related opportunities and access etc.); and,
- Clear understanding of duties and responsibilities among Government Ministries and Agencies as they relate to implementation of the GEWD policy and NSEEWG;

### **Primary Duties**

In accordance with an agreed work plan, the coordinator will be responsible for:

- Lead the implementation of the National Strategy on the Economic Empowerment of Women and Girls and other relevant commitments to advance economic empowerment of women, including compliance to CEDAW
- Supporting strategic planning processes and assisting with prioritising and costing of implementation activities (i.e. development of annual work plans including timeframe and budgets) highlighting key actions to be taken in order to implement the GEWD Policy Outcome 2 and the NSEEWG, and contribution to the progress of bi-annual and annual reports;
- Supporting the Women's Development Division's advocacy of the NSEEWG, including through provision of information and resources to partner stakeholders and resource/economic sector agencies
- Carry out basic monitoring and evaluation exercises based on the NSEEWG and advice on review deadlines including statistics collection;

- Providing coordination and secretariat support for the WEE National Task Force and its Chair on WEE meetings and follow up actions
- Supporting the review of legislations (discriminatory) to comply with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) on issues pertaining to women and economic empowerment, including land and property ownership
- Provide advice to, and represent the MWYCFA's Permanent Secretary, Under Secretary, and Director of WDD on issues and at meetings related to women's economic empowerment
- Providing supervision, support and guidance to MWYCFA staff, consultants and/or provincial women desk officers engaged on women's economic empowerment matters
- Building the capacity of WDD and counterparts to progress the GEWD Policy Outcome 2 and the NSEEWG
- Building networks at the national and provincial level with other Ministries and stakeholders to advance the NSEEWG implementation;
- Advance relevant cross-cutting issues such as disability as able; and,
- Being flexible and responding to priorities as required.

### Reporting

This position reports to the Permanent Secretary, MWYCFA on overall program and strategic issues. On daily operational issues, the position reports to the Director of the Women's Development Division.

### Required Qualification

Tertiary qualification in gender studies, sociology, development, public policy, economics, or other related field.

### ***Essential***

- Demonstrated practical experience and knowledge in program coordination and management.
- Knowledge of key issues affecting women's economic empowerment and gender equality.
- Ability to strengthen the capacity of relevant staff in the delivery and facilitation of training and multi-stakeholder policy dialogue.
- Proven interpersonal, communication, consultation and negotiation skills that facilitate timely engagement, leading to effective working relationships and stakeholder ownership of resultant outcomes.
- Proven experience developing practical team/individual work plans, progress reports and assessments of risk.
- Ability to work under pressure, managing competing priorities and meeting timelines.

### ***Desirable***

- Experience working with Solomon Islands public service, or a public sector environment and its regulatory framework, developing sustainable systems and procedures.
- Knowledge and practical understanding of the international and Solomon Islands policy framework relating to CEDAW, GEWD, Ending Violence Against Women (EVAW) and NSEEWG.