

**Consultancy – Gender Equality, Disability and Social Inclusion (GEDSI) analysis for
Pacific IPPF Member Associations**

10 February 2025

TERMS OF REFERENCE

Introduction

The International Planned Parenthood Federation (IPPF) was founded in 1952 and currently has 150 Member Associations (MAs) and Collaborative Partners with a presence in over 146 countries. IPPF is a global healthcare provider and a leading advocate of sexual and reproductive health and rights for all with the vision that all people are free to make choices about their sexuality and well-being, in a world free from discrimination. IPPF recognises that the achievement of the highest attainable standard of sexual and reproductive health is not possible when gender equality and human rights are not respected, protected and fulfilled.

The East and South East Asia and Oceania regional office includes the Sub Regional Office for the Pacific (SROP), which supports MAs in 9 countries; Cook Islands Family Welfare Association (CIFWA), Kiribati Family Health Association (KFHA), Papua New Guinea Family Health Association (PNGFHA), Reproductive and Family Health Association of Fiji (RFHAF), Samoa Family Health Association (SFHA), Solomon Islands Planned Parenthood Association (SIPPA), Tonga Family Health Association (TFHA), Tuvalu Family Health Association (TuFHA) and Vanuatu Family Health Association (VFHA)¹.

IPPF's Pacific Niu Vaka Strategy Phase II 2023-2028² (NVII) aims to come together and break through barriers that limit sexual and reproductive health and rights (SRHR), enabling quality SRHR to be realised for everyone in the Pacific. This includes advancing the sexuality agenda and shifting norms in the Pacific through improved access to sexual and reproductive rights and gender equality. IPPF is supporting the Pacific MAs to gain a better understanding on how gender and power dynamics and social inclusion intersect in each country context and how this affects access to services. This includes using a Gender Equality, Disability and Social Inclusion (GEDSI) approach to monitor shifts in perception and attitudes in relation to gender equality and inclusion.

IPPF is seeking to hire a consultant to support the implementation of a baseline Gender Equality, Disability and Social Inclusion (GEDSI) analysis with selected Pacific MAs. The methodology will include the IPPF Gender Assessment Toolkit (rapid situation analysis and gender self-assessment), the IPPF Diverse SOGIESC Inclusion Self-Assessment Toolkit and a disability inclusion self-assessment tool.

¹ <https://eseaor.ippf.org/>

² Pacific Niu Vaka Strategy Phase II 2023 – 2028 is available here <https://eseaor.ippf.org/resource/pacific-niu-vaka-strategy-phase-ii>

*It is proposed that the 3 MAs for the research component will come from each of the 3 sub regions; Melanesia (Fiji, PNG, Solomon Islands, Vanuatu), Micronesia (Kiribati, Marshall Islands), Polynesia (Cook Islands, Samoa, Tonga, Tuvalu).

Objectives

The focus of the consultancy will be to support the SROP technical advisors to implement baseline GEDSI analysis with the selected Pacific MAs,

The consultant will be expected to complete:

1. Orientation, briefings and develop a work plan (2 days) and observe one GEDSI analysis in Fiji (5days + 2 days travel)
2. Support the preparation, analysis and reporting of at least three (3) MA GEDSI analyses – for each GEDSI analysis;
 - a. *Step 1. Preparation* desk review of relevant national and MA resources. With the MA facilitate the assigning of roles and responsibilities, collecting and reviewing resources (10 work days).
 - b. *Step 2. Analysis* is a 5-day in person workshop. The consultant will be required to travel in-country to facilitate the workshop (5 days + approx. 2 days travel).
 - c. *Step 3. Reporting* to synthesise the results, recommendations and action plans into a final report (5 work days).
3. Prepare a consolidated GEDSI analysis report and briefs/knowledge products to be agreed upon during the work plan development (5 days).

Key deliverables

- Final work plan.
- At least 3 GEDSI analysis reports.
- Final consultant's report with consolidated GEDSI analysis
- Briefs/knowledge products to be agreed upon during the work plan development

Essential qualifications and professional experience required

- Basic university degree or post graduate university degree in public health, social sciences, law, gender, women's studies, human rights, international relations or related field.
- Minimum of 5 years of relevant work experience SRHR, Gender Equality, Disability and/or Social Inclusion, transforming systems and social norms.
- Must have very good English written and oral skills and experience in facilitating workshops, analysis and report writing.
- Familiarity with IPPF, or previous experience working with IPPF and/or Member Associations or other SRHR organizations is desirable.
- Knowledge of a Pacific language would be beneficial.

Timeframe



This work is to be completed within 80 workdays between 24 March and 31 July 2025. The actual scheduling will depend on negotiation with the MAs.

Fees

Fees must be quoted in **AUD**. Please indicate daily rate, as part of your financial proposal. This consultancy will be remote with travel required to facilitate the workshops. Any travel logistics will be organised by IPPF separate to the consultancy fee. Contractor is responsible for all tax requirements in their country of operation and this needs to be included in the financial proposal.

Expressions of Interest

Consultants with a demonstrable experience in outlined skill set should provide:

- A brief cover letter (no more than two pages) outlining their experience against the requirements listed above and their quote to complete the work;
- A CV describing relevant experience for this role including examples of previous work in relation to the TOR;
- Financial proposal and indicative work plan.

Application materials should be submitted to recruitmentfiji@ippf.org with the subject line “Application: Consultancy – GEDSI analysis for Pacific IPPF Member Association”.

Deadline for proposals:

28 February 2025