



TERMS OF REFERENCE

Title of Assignment:	Gender equity, disability and social inclusion (GEDSI) analysis of PACER Plus
Duration (est):	Up to a maximum of 60 consulting days
Location:	Remote, with travel to priority PACER Plus countries as necessary
Start Date (est)	September 2023
Reporting to:	Design & Development Adviser

I. BACKGROUND

The Pacific Agreement on Closer Economic Relations (PACER) Plus (the **Agreement**) is a landmark trade and development Agreement that aims to lower barriers to trade, provide greater certainty for businesses, raise living standards, create jobs, and increase exports across the Pacific. PACER Plus entered into force on 13 December 2020. Ten Parties have now ratified the Agreement: Australia, Cook Islands, Kiribati, New Zealand, Niue, Samoa, Solomon Islands, Tonga, Tuvalu, and Vanuatu.

To implement the Agreement, countries have agreed to the Development and Economic Cooperation (DEC) Work Programme which includes activities aimed at the effective and efficient facilitation of trade and investment between and among participating countries. The PACER Plus Implementation Unit (PPIU), based in Apia, Samoa provides secretariat services to PACER Plus and is responsible for implementation of the DEC Work Programme across Participant countries.

The goal of PACER Plus is that 'participant countries utilise PACER Plus and the Arrangement on Labour Mobility (ALM) to increase trade, investment, and economic activities for inclusive economic development.

Trade policies and promotion, in and of themselves, are neither discriminatory, nor likely to address gendered or other-employment or income gaps. However, the effects of trade policy on social and economic activities are experienced differently by men, women and non-binary, youth, people with disabilities and those living in rural or isolated locations. These unique experiences stem from their pre-existing and differing access to and control over resources that reflect distinct socio-cultural, political, and economic factors. There is a tendency for women, and other marginalised groups to feel the negative effects of trade liberalisation more acutely, and to face greater challenges when it comes to taking advantage of trade-related opportunities. These differences stem from the prevailing equality and inclusion disparities around education, health, access to services, and availability of finance.

Internationally, there is increasing recognition of the importance of considering gender equality, disability, and social inclusion (GEDSI) in trade negotiations, trade policy and trade agreements, with many new-age trade agreements including specific chapters related to gender or GEDSI and trade. Despite this, to date¹, the Agreement and ALM remain largely silent on gender and social

¹ A General Review of the PACER Plus Agreement is planned for the 2023/2024 Financial Year. This review is expected to explore how GEDSI can be further incorporated into the Agreement.



inclusion, with these issues considered in the Implementation Arrangement, and in the design and mandate for the PPIU. In addition, the negotiations and drafting of the Agreement was not informed by an ex-ante GEDSI analysis.

II. OBJECTIVE & SCOPE

The objectives of the consultancy are to:

Undertake a GEDSI-analysis of the Agreement and the ALM, with a particular focus on those elements, sectors and components that will have the greatest impact on gender equality, disability, and social inclusion in the Pacific Island member states. This will enable GEDSI related impacts and opportunities to be assessed on a case-by-case basis, seeking to understand how PACER Plus and the ALM can support empowerment of women, non-binary, PWDs, youth and marginalised groups and communities when the Agreement (and ALM) is implemented.

The approach to the GEDSI analysis should draw on good practice and apply a relevant methodological framework — such as the Gender and Trade Toolkit to support the systematic and meaningful assessment of trade agreements on gender equality and social inclusion. The toolkit can be tailored to the conditions and circumstances of different agreements and countries². Similarly, an analytical framework such as the Gender at Work Framework³ may be used to better understand the underlying GEDSI dynamics to inform the analysis⁴. In this case, the analysis will:

1. Establish the pre-existing GEDSI socio-cultural and economic environment relevant to PACER Plus. Present descriptive analysis of barriers to trade and investment including where there are inequalities between different stakeholders, and the economic context of the country at stake. Consideration should be given to intersectionality, to understand how an individual's multiple identities may compound marginalization. These barriers may stem from formal (institutional, legislative, policy) or informal (socio-cultural norms, practices and beliefs) rules of the game, and/or be reflective of differences in individual capacities and confidence and collective commitment and support for equity and inclusion.
2. Forecast the anticipated impact of implementing PACER Plus and the ALM, particularly on sectors where GEDSI opportunities and impacts are concentrated. This will include, to the extent possible, an analysis of the expected consequences of trade reforms on the economy (e.g., on exports, GDP, employment, sectoral labour demand and labour mobility) and on inclusive participation in the economy.

² Gender and Trade Toolkit, UNCTAD, 2017 https://unctad.org/system/files/official-document/ditc2017d1_en.pdf

³ <https://genderatwork.org/analytical-framework/>

⁴ See DFAT's Good Practice Note on Gender Analysis available at <https://www.dfat.gov.au/publications/development/gender-equality-disability-and-social-inclusion-analysis-good-practice-note> for further information about good practice GEDSI analysis.



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3. Identify barriers and opportunities and propose a range of activities or approaches to address these differentiated impacts and generate a checklist of possible indicators for monitoring.
4. Establish a baseline and inform indicator selection to enable the GEDSI impact of the Agreement and the ALM to be monitored.

The analysis will consider the impacts of the Agreement on all people in the context of three distinct but inter-related areas — as workers, as entrepreneurs or business owners, and as consumers, to better understand how the agreement will differentially impact different groups of people.

An output of these analyses will be a list of GEDSI responsive activities and approaches that can be supported by PPIU, or other regional or national stakeholders. Possible indicative activities could include:

- Capacity building in the collection, analysis and use of meaningful and robust disaggregated data related to trade, investment, and labour mobility.
- Support to bespoke activities that focus on women's economic empowerment, or that focus on sectors where women are concentrated such as tourism and services.
- Development of online learning management system components that support capacity building and are specifically targeted at women, and youth entrepreneurs, producers, and consumers.
- Support to member Parties to apply GEDSI-sensitive approaches and incorporate analysis into policy and planning.
- GEDSI focused e-commerce capacity building.
- Integrating GEDSI outcomes in labour mobility activities at the national and regional levels.

The analysis will involve both secondary and primary data collection as relevant. Secondary data review will involve the collection and review of relevant available economic and other data relevant to the Agreement. Primary data collection will involve key informant interviews, consultations with relevant stakeholders including women's rights organisations, youth groups and organisations for persons with disabilities, private and public sector. Consultations will primarily be undertaken remotely but may involve some select in-country data collection. These processes can be supported by the PACER Plus National Coordinators and the IU where applicable.

To deliver these objectives, the consultant will be required to:

- Work collaboratively with the PPIU team on the planning and implementation of the analysis.
- Review, refine and confirm the approach to undertaking the review, including detailing of key stakeholders, data collection, needs and the development of guiding questions for key informant interviews.
- Maintain strong relationships with PACER Plus parties to build awareness and commitment to the analysis.
- Ensure that technical advice is communicated in clear, concise relatable terms that



enables and facilitates action at the country level.

- Working closely with the PACER Plus GEDSI Adviser, develop and refine the Analysis approach, confirming areas of inquiry and investigation, interview questions, data collection, and recommend activities and indicators to support the achievement of the PACER Plus Goal.

Ensure PPIU processes and procedures are effectively implemented in accordance with PPIU policies and procedures, including, but not limited to Code of Conduct, Fraud and Anti-Corruption Policy, Confidentiality, Child Protection, Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH) policy and Health and Safety as well as being compliant with relevant laws.

III. EXPECTED DELIVERABLES

The Consultant will deliver the following outputs, at the times indicated in Section IV:

1. An Inception Report and Project Plan providing a brief overview of the approach and workplan for the implementation of the GEDSI Analysis, including any tools, questionnaires and surveys, and identifying key stakeholders for consultation.
2. Draft GEDSI-Analysis identifying barriers and opportunities and including separate content for each country. The Draft GEDSI-Analysis will both inform the PPIU's approach to mainstreaming GEDSI across all activities and propose specific activities at both a national and regional level to address the impacts and opportunities identified through the Analysis and will recommend indicators for their monitoring and evaluation.
3. Final GEDSI Analysis incorporating PPIU and member's feedback and comments.

IV. TIME AND PAYMENT SCHEDULES

The Assignment is expected to be completed within a maximum of **60** consulting days according to the indicated timeframes. Exact dates of beginning and completion stages as well as scope of work may be amended in discussion with the PPIU.

Payments will be made as provided in the payment schedule below, upon the completion and approval of each deliverable.

No.	Deliverables	Indicative Time Frame	Payment Schedule
1.	Inception Report and Project Plan	30 September 2023	20%
2.	Draft GEDSI Analysis	17 November 2023	40%
3.	Final Report & Presentations to PPIU	8 December 2023	40%

All travel and travel-related expenses will be approved in advance by the PPIU. Expenses are reimbursed according to organisational policies detailed in the PPIU Operations Manual.



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V. REPORTING:

- The Consultant will be supervised by the Design & Development Adviser, PPIU.
- The Consultant is required to report to the Design & Development Adviser who will ensure deliverables are submitted to high quality standards and within indicated timeframes.
- Regular discussions will also be carried out during the consultancy period to monitor progress and constraints, support required and proposed solutions, and to discuss early findings.

VI. QUALIFICATIONS, SKILLS AND EXPERIENCE REQUIRED OF CONSULTANT

Qualifications:

- Tertiary qualifications in a relevant field and/or significant relevant GEDSI experience in the Pacific.

Skills and Experience:

- Demonstrated understanding of the Pacific GEDSI context, particularly as relevant to PACER Plus Participant Countries.
- Experience conducting similar GEDSI or gender analysis in relation to trade, or in PACER Plus countries, an advantage.
- Understanding of women's economic empowerment, gender equality, disability and social inclusion issues, including how these interact with and relate to climate change and environmental safeguards relevant to Pacific Island countries.
- Ability to work in a highly complex, environment, with the ability to provide strategic advice and support.
- Demonstrated capacity to produce timely, concise reports and/or other relevant communications materials promoting GEDSI principles and practices.
- Demonstrated ability to breakdown and communicate complex concepts simply with a range of stakeholders in multi-cultural settings.
- Experience in working successfully in a cross-cultural, multi-lingual environment.
- High level interpersonal and communication skills, and proven success in a cross-cultural, diverse, multi-disciplinary environment.