REQUEST FOR EXPRESSIONS OF INTEREST
(INDIVIDUAL CONSULTING SERVICES)
Republic of the Marshall Islands (RMI)

DIGITAL RMI PROJECT
Grant No: IDA-D8790

Assignment Title: Gender Digital Officer
Reference No.: **MH-DIDA-140080-CS-INDV**

The Government of the Republic of the Marshall Islands (the Government) has received grant funding from the World Bank for the cost of the Digital RMI Project and intends to apply part of the proceeds for consulting services.

The Terms of Reference (TOR) for the assignment are attached to this request for expression of interest including a description of the consulting services ("the Services").

The successful applicant will report to the Chief for the Community Development Division Caring for the Gender Office and work closely with the Chief Digital Government Advisor, the Director of the Digital Unit and the Gender Digital Analyst. The role will be collocated with the Digital Unit.

The Government now invites eligible individuals ("Consultants") to indicate their interest in providing the Services. Interested Consultants should provide information demonstrating that they have the required qualifications and relevant experience to perform the Services (attach curriculum vitae with description of experience in similar assignments, similar conditions, etc.)

The attention of interested Consultants is drawn to Section III, paragraphs, 3.14, 3.16, and 3.17 of the World Bank's "Procurement Regulations for IPF Borrowers" November 2020 setting forth the World Bank's policy on conflict of interest.

Further information can be obtained at https://digitalrmi.com/opportunities/.

Expressions of interest must be received in a written form to the address below (by e-mail) by **5pm December 15, 2023.**

Attn: Rubida Alik
Chief for the Community Development Division Caring for the Gender Office
Ministry of Culture and Internal Affairs
rubialik@yahoo.com

Copy:

Mike Lott, Project Manager, Digital RMI Project mike@digitalrmi.com and
Galbert Robert, Project Officer, Digital RMI Project galbert@digitalrmi.com

LOCATION: Digital Unit, RMI Government, Majuro, RMI.

DURATION: Initial contract duration of two years (full time). There is the potential to extend based on satisfactory performance.

A. Background

The Government of the Republic of the Marshall Islands is currently implementing the Digital RMI Project, the objectives of which include expanding access to the internet and establishing the critical foundations for digital government services and the digital economy in the RMI. The Digital RMI Project is funded through a World Bank grant.

Funds are available under the Digital RMI Project for strengthening the institutional capacity of the Gender Development Office of the Ministry of Culture and Internal Affairs to carry out activities to increase participation in the digital economy on a gender informed basis. This includes policy development, research, monitoring and evaluation, citizen engagement, and outreach activities relating to digital literacy and digital entrepreneurship.

These TORS are seeking a Gender Digital Officer to assist the Gender Development Office in contributing to:

- citizen engagement focusing on social inclusion (including a strong focus on gender issues) relating to digital services
- social inclusion (including gender) informed policy development associated with the roll out of digital infrastructure and services, particularly the passage of gender-sensitive legislation relating to harmful digital communication;
- supporting the work of the Gender Digital Analyst (see below) and promoting understanding of the research;and
- more particularly supporting the activities set out under "**Scope of Work**" below.

The Gender Development Office of the Ministry of Culture and Internal Affairs is, through separate TORS, seeking a Gender Digital Analyst to establish and implement an impact assessment, monitoring and reporting framework relating to digital transformation capability in RMI which will include a focus on gender and social inclusion issues. The Gender Digital Analyst will also provide training and mentoring in the ongoing use of this framework.

The role will be physically collocated with the Digital Unit to ensure a close relationship between the Gender Office and the Digital Unit.

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B. <u>Scope of Work</u>

The Gender Digital Officer scope of work covers the following 5 priority areas.

<u>Priority Area 1: Ensuring Gender Objectives are reflected through-out the Digital RMI Project</u>

It is important that through the full cycle of the Digital RMI Project, that social inclusion, including: Gender awareness, Gender based input, and required or desirable Gender based or Gender sensitive activities, form part of the design, implementation and promotion of the Digital RMI work program.

To support this the Gender Digital Officer will:

1. Ensure the Digital RMI Project aligns with and works in a complimentary/collaborative manner with other planning relating to the RMI's relevant national commitments

2. Ensures the Digital RMI ICT policies and legislations, investment decisions, digital services decisions, communication and community engagement is undertaken in a manner consistent with best practice matters relating to social inclusion including Gender

3. Facilitate/provide social inclusion, including gender-sensitive, inputs, as required, into policy development, legislative reform/digital services planning, digital operational policies, digital related communications and engagements.

<u>PRIORITY AREA 2: Rates of Internet Access & Use, Tracking Trends and Inequalities</u>

The Gender Digital Officer, will support the Gender Digital Analyst:
4. In the carrying out of measurement and evaluation work on a social inclusion (including gender) informed basis;
5. In ensuring the collection of Gender disaggregated statistics around telecommunications subscriptions, access and use of digital services as well as other disaggregated data that will provide better understanding of social uptake and impact;

While the Gender Digital Analyst will be responsible for developing the measurement and evaluation framework as well as overseeing the initial application of it and the first results report, the Gender Digital Officer working with the Digital Unit Director will assess and recommend the best way to sustain the ongoing application of the framework.

This may include assessing whether to train individuals in the Gender Digital Officer and/or Digital Unit, mainstream the framework as part of the statistical work done by the Economic Policy, Planning and Statistics Office or outsource some or all of the work to an external service provider (for example the College of the Marshall Islands).

PRIORITY AREA 3: Harmful Digital Communication and Cyber Safety Risks for Women

Harmful digital communication and cybersafety concerns are a key consideration from a gender and social inclusion perspective, with women particularly vulnerable to the impacts of this. The Project is expected to reduce gender disparities through specific actions to address the distinct needs of females in the Project's activities, namely:

- Legal and regulatory framework for digital government;
- Creation and roll out of a government cybersecurity program;
- Development of complimentary education and awareness programs, as necessary, and
- Strengthening of the Gender Development Office in the Ministry of Culture and Internal Affairs.

The Gender Digital Officer will work closely with the Digital Unit, the Drafting Consultant, the Ministry of Justice and the Attorney General's office in respect to the community engagement on, and design and implementation of, the legal and regulatory frameworks for harmful digital communication and cyber-safety, as well as follow up work raising awareness of these frameworks and any programs relating to them.

PRIORITY AREA 4: Inclusive Digital Services

The Project is expected to respond to a range of activities including a national digital ID system and, in doing so, increase ability of services such as health to develop unique identifiers for patients and the ability to standardize health records across multiple locations. Similarly, the project will enable and support the development of digital services, in key sectors such as health.

The implementation of digital inclusive services should reduce barriers to health, particularly limitations associated with sexual and reproductive health services. Building trust and confidence in these services in part requires good regulatory and operation policy design to ensure the integrity of the process, including addressing concerns around data management, privacy and cybersecurity, but also ensuring the design of the digital services and access to them has a strong social inclusion objective including a gender focus. This gender-focus requirement will be further reinforced through the support of the Gender Development and the work of the Gender Digital Officer.

The Gender Digital Officer will work closely with the Digital Unit and the relevant Ministries engaging on digital services (e.g. health) to ensure the design, implementation and promotion of digital services delivers an inclusive service and enhances equitable social outcomes.

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<u>PRIORITY AREA 5: Digital literacy</u>

Associated with the roll out of digital services comes the need to ensure that the opportunities associated with digital transformation are equally shared, and that individuals are best situated to take advantage of these advancements. In doing so, it is necessary to consider targeted digital literacy training in order to mitigate any gender and social inclusion gaps that may emerge.

The Gender Digital Officer will work closely with the Digital Unit and the relevant Ministries engaging on digital services on the design, delivery and evaluation of digital literacy training and as part of the design, delivery and evaluation a targeted digital literacy training plan.

C.   <u>Key activities</u>

Baseline Assessment

- Review proposed policies, laws, and regulations related to social inclusion, including gender and digital transformation in the RMI and provide feedback to the drafting consultant (for law and regulations) and the Digital Unit (for policies).
- Review current RMI telecommunications data reporting (e.g. ITU reporting) to assess what data is collected around telecommunications subscriptions, access and use of digital services and what level of gender dis-aggregation and other dis - aggregation relevant to social inclusion is currently captured

Strategy and Policy Development

- Support the Digital Unit in developing a social inclusion framework including a gender-sensitive policy framework for digital transformation, which includes guidelines for digital literacy, digital entrepreneurship, and online safety.
- Promote understanding of, and seek feedback on, the Gender Digital Analyst's impact assessment framework for digital transformation initiatives in the RMI (including rates of internet access & use, trends and inequalities).
- Conduct consultations with stakeholders to gather feedback on the policy framework and impact assessment framework for digital transformation initiatives in the RM.

Implementation

- Support the Gender Development Office, the Digital Unit and other relevant government agencies in implementing the social inclusion framework
- /gender-sensitive policy framework for digital transformation.
- Develop training materials and conduct training sessions on digital literacy, digital entrepreneurship, and online safety for women and girls.

- Organize outreach events to promote gender-informed participation in the digital economy, including digital entrepreneurship events for women and girls.
- Support the Gender Digital Analyst's research and reports on the impact assessment framework including arranging for appropriate consultations on the design of the research methodology, support the Gender Digital Analyst in undertaking the research including facilitating forums for qualitative research and supporting participation by relevant participants in quantitative research and work-shops

Ongoing

- Working with the Digital Unit Director, assess and recommend the best way to sustain the ongoing application of the impact assessment framework.
- Promote the ongoing results of the impact assessment framework and work with the Gender Development Office, the Digital Unit and other relevant government agencies in assessing:
  - what changes, if any, are required for the policy framework for digital transformation as a result of the impact assessment framework data and the work program of the Digital Unit;
  - what additional interventions, resourcing or support is required, if any, to respond to inequality matters, with a particular focus on gender inequality, arising out of the impact assessment framework data

D. <u>Selection Criteria</u>

Mandatory Requirements:

The candidate must satisfy the following mandatory requirements:
- Experience in or commitment to gender focused development work
- Fluent in English both verbally and in writing.
- Proficient in MS Word, Excel, PowerPoint,
- Experience with one or more of: gender and development issues, gender or child protection, community development, community mobilization or community engagement.

Discretionary Requirements:

The candidate's ability to satisfy many or all of the following may be relevant to a successful application:
- Experience in or commitment to social inclusiveness focused development work more generally
- Experience in the areas of International Development, Human Rights and/or Gender Equality
- Bachelor's degree in development studies/gender studies/social work/sociology or equivalent

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- Knowledge of the United Nations Convention on the Elimination of Violence Against Women (CEDAW) and other International and Regional commitments.
- Awareness of Gender development and community-based Gender protection approaches.
- Knowledge or experience working on issues related to digital transformation and/or digitization.
- Demonstrated ability to work collaboratively with stakeholders in action planning.