



<p><b>TECHNICAL SPECIFICATIONS TERMS OF REFERENCE</b></p>
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## ARTICLE 1. PRESENTATION OF AFD

The French Agency of Development (AFD) group is a public institution that finances, supports and accelerates transitions towards a more just and sustainable world. French platform for official development assistance and sustainable development investment, we build with our partners shared solutions, with and for the people of the South.

Our teams are involved in more than 4,000 projects on the ground, overseas and in 115 countries, for the common goods of humanity – climate, biodiversity, peace, gender equality, education and health. We are thus contributing to the commitment of France and the French in favour of the Sustainable Development Goals. For a world in common.

Through grants, loans, guarantee funds or debt reduction and development contracts, AFD finances projects, programmes and studies and supports its partners in capacity building. AFD also collaborates with French and international academic networks to feed into debates and forward-looking reflections on development.

All the information relating to AFD, and in particular its Charter of Ethics that the service provider is strongly invited to consult, are accessible on the following link: [www.afd.fr](http://www.afd.fr).

In the Pacific, AFD has historically been present to support the development of French ultra-marine territories: New Caledonia, Wallis and Futuna and French Polynesia. Since 2019, AFD has been working with the Pacific countries to support them in their efforts to adapt and mitigate climate change, preserve biodiversity and reduce vulnerabilities. Now established in the Pacific with its 5 agencies and offices (Nouméa, Papeete, Suva, Port-Vila, Port-Moresby), AFD implements projects in 18 Oceanic countries and territories.

## ARTICLE 2. MISSION CONTEXT AND OBJECTIVES

Gender inequalities in the Pacific are particularly marked and varied, manifesting themselves in several areas of social, economic and political life. Women are often overrepresented among people living in poverty, with more precarious living conditions and limited access to resources and economic opportunities. In many Pacific countries, women continue to suffer from high maternal mortality rates. For example, in Papua New Guinea, maternal mortality is estimated at 215 deaths per 100,000 live births, well above the global average of 211 deaths per 100,000 live births. The percentage of female victims of domestic violence in the Pacific is above the global average. According to WHO, on average 27.9% of women in the Western Pacific region have experienced physical and/or sexual violence from their intimate partner, compared with 24.6% worldwide.<sup>12</sup>

The Pacific region is one of the most vulnerable regions to climate change, experiencing significant economic losses, erosion of identity and indigenous knowledge and loss of entire islands. The engagement of Pacific environment and climate justice defenders within the broader landscape of climate negotiations, climate financing, food sovereignty and economic transformation is critical and yet underfunded, unappreciated and often invisible.

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<sup>1</sup> According to a World Bank report, about **43% of women** in developing countries in the Pacific region live in poverty compared to **40% of men**: <https://genderdata.worldbank.org/en/home>

<sup>2</sup> [https://iris.who.int/bitstream/handle/10665/85239/9789241564625\\_eng.pdf?sequence=1](https://iris.who.int/bitstream/handle/10665/85239/9789241564625_eng.pdf?sequence=1)

Pacific women are also in precarious employment and often confined to unpaid or underpaid sectors, such as domestic work or informal work. They are also excluded from political spheres, with low representation in national parliaments and decision-making bodies. In some countries, such as Papua New Guinea and Vanuatu, women have no political representation. This under-representation is also found in the public, community and private sectors and in family decision making. In sum, gender inequalities in the Pacific are deeply rooted in traditional social and cultural norms, limiting women's empowerment and access to full and equal participation in society.

It is now recognized that the impacts of climate change are not gender neutral. The IPCC points out that vulnerability to climate change has multiple causes and results from intersecting social processes, including gender discrimination and inequality. Threats and pressures on the environment and its resources amplify gender inequalities and power imbalances in communities and households facing resource scarcity or societal stress. In addition, the vulnerabilities to climate change are deeply multidimensional: impacts are not the same depending on social class, gender, ethnicity, religion, community membership or sexual orientation or gender identity; These are all determinants to be taken into account, and they can intersect in multiple ways.

Women are also more vulnerable to the economic impacts of climate change. They often have limited access to financial resources and employment opportunities, making it more difficult for them to recover from a natural disaster. Climate change is therefore increasing their economic vulnerability and vulnerability to crises. In addition, women, especially those from marginalized communities, are under-represented in climate-related decision-making processes, limiting their ability to influence policy and participate in managing climate risks.

At the same time, the IPCC also highlights the positive role of women in fostering the resilience of social and ecological systems, both in activating early warning systems, diversification of livelihoods or the preservation of assets that contribute to food security. Women are therefore more vulnerable to the impacts of climate change, but also agents of change.

The Pacific Islands are among the most vulnerable to climate change. This exacerbates gender inequalities due to the social roles and responsibilities of women in the region. Traditionally, women are responsible for managing household resources such as water, food and energy, and they play a crucial role in family management. Climate change, by reducing access to these natural resources, directly affects women, especially in rural areas. Rising water levels, floods and natural disasters disrupt agriculture, fisheries and water supply, putting their ability to support their families at risk.

The states of the region also face unique democratic challenges according to various international rankings, ranging from "imperfect democracy" to "hybrid regimes", according to the Economist. Among them, Timor-Leste and Papua New Guinea appear to hold the highest scores in the region on criteria of fiscal transparency, access to information and civil liberties, although statistics are lacking for many states. There is little available research on these subjects, but some researchers are still questioning the imported or endogenous character of socio-political systems in the region. One of the potential levers could be to support local media, capable of producing information that is accessible to communities and reliable.

AFD has been approached by the Pacific Feminist Fund (PFF) and the Urgent Action Fund Asia & Pacific (UAF A&P) to support an initiative aimed at increasing funding for both climate

and gender equality in the Pacific region. Indeed, the PFF and UAF A&P proposes to fill this gap by supporting feminist initiatives in the region to promote climate justice and defend women's rights.

The PFF is a young regional organization that supports women's movements and women's rights initiatives in the Pacific region. Its objective is to fund projects that promote gender equality, social justice and women's empowerment. The PFF supports local actions led by women's organizations and rights groups. The Fund places special emphasis on diversity of voices, especially those from marginalized communities (LGBTQI+). Registered in 2023 in New Zealand as a Charitable Entity and an Incorporated Board of Trustees, PFF is expected to be registered in 2025 in Samoa.

UAF A&P is a feminist fund supporting the safety and wellbeing of women, trans and non-binary human rights defenders, and activists taking bold risks. They provide rapid response grants and co-create and support solidarity networks in the Asia and Pacific regions.

PFF and UAF A&P have been collaborating and conspiring for feminist movements in the Pacific and Asia since PFF's inception in 2022. As feminist funds that are helping build and diversify a funding architecture for social justice movements in the Pacific and Asia regions, PFF and UAF A&P value our different and complementary roles that offer more and nuanced financing opportunities to activists and their movements in our regions.

In its proposal, the PFF indicates that it will collaborate with UAF A&P in order for PFF to support the long term organizational funding and UAF A&P provides the crisis and strategic support to individual activists, groups and organisations before, during and after a crisis.

As part of its mandate in the region and France's international strategy for [feminist diplomacy](#) (2025-2030), AFD is planning to support the Pacific Feminist Fund in 2026. Depending on the resources available to AFD in 2026, another component of a regional organization could also be integrated to work with regional policies and strategies.

The objective of the mission is:

- To provide an overview to the AFD, PFF and UAF A&P on the opportunity of such an operation and the priorities for:
  - o Countries and territories in the region to be covered;
  - o Sub-themes to be supported;
  - o Other actors (including regional organizations) to be included in this operation
- To produce operational recommendations for such a project. They will highlight the capacity strengthening needs of the PFF to carry out this operation, the partnerships to be included and the most appropriate mode of operation.

### ARTICLE 3. OBJECT OF THE MARKET

This contract consists of a single service:

- Conduct a) mapping of the political economy of the region leading to the identification of target countries; b) identify the main regional issues of the gender and climate nexus

- on which the operation should focus ; c) major current financings in the region to confirm the added value of such an operation
- On the basis of this mapping and the recommendations that will result, carry out a feasibility study on the operation itself (project ambitions, objectives, content, budget scenarios, prerequisites, risks, etc.)

#### ARTICLE 4. DETAILS OF EXPECTED SERVICE

The contractor will produce:

1. A deliverable in the form of a mapping:

- a) As part of the PFF's regional coverage strategy, it will be necessary to have an analysis by country of the region in which AFD has a mandate<sup>3</sup>: What are the main socio-political characteristics of the country? What is the presence and role of civil society movements, especially women's organizations? What are the trajectories in terms of gender equality? Are there dedicated public commitments and policies? What spaces for dialogue between feminist movements and authorities (including "traditional/customary")? What regional articulation and cooperation with the other countries of the Pacific? What about the media landscape in the region: what are the uses in the region? Would it be interesting to involve regional media in this operation?  
⇒ The answer to these questions will produce recommendations on geographical priorities, opportunities but also risks to be integrated into the PFF regional deployment strategy
- b) What are the major and most urgent gender and climate issues in the Pacific region: (non-exhaustive list): integration of the gender perspective in the management and reduction of climate risks and natural disasters (differentiated impact, women's access to basic resources and services, prevention of GBV, economic recovery, especially in terms of guaranteed property rights, access to loans, participation in decision-making spaces); general climate governance (contribution of women/women's organizations or representing the strategic interests of women, climate services and nature-based solutions; situation and protection of environmental defenders), in an intersectoral approach (cultural diversity, including indigenous peoples)? What is the PFF's strategy on these themes? Which regional organisations have this mandate? Are there any initiatives in this regard that could be integrated with the PFF strategy (particularly by the Pacific Community, SPC and the Regional Programme for the Environment-PROE)?  
⇒ The answer to these questions will make it possible to formulate recommendations on the thematic focus of the project between AFD and PFF, and assess the value of associating a regional organization with it.

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<sup>3</sup> Kiribati, Tuvalu, Micronesia, Papua New Guinea, Nauru, Timor-Leste, Samoa, Tokelau, Vanuatu, Fiji, Marshall Islands, Niue, Palau, Tonga, Solomon Islands, New Caledonia, Wallis and Futuna, French Polynesia.

- c) On the financing present in the region on this nexus, it is necessary to map the initiatives and their international donors (Australia, New Zealand, European Union and European actors, Kiwa initiative, World Bank, Asian Development Bank, etc.), but also national or regional, in particular the FIP regional organizations, CPS, PROE, not forgetting the public development banks (ADFIP, Bank of PNG, Fiji Development Bank, etc.
- ⇒ This mapping will help identify the added value of AFD funding and its articulation with actors and initiatives in the region.

2) Another more operational deliverable in the form of a feasibility study:

It is expected that the feasibility study will make recommendations for the following:

a) The objectives of the project and the way to implement it

It will be proposed:

- A general objective and specific objectives
- A theory of change and operational tools for the PFF (and other actors if they were to be integrated into the project) in terms of funding feminist organizations engaged on the nexus gender inequalities and climate;
- Based on a self-diagnosis accompanied by the PFF, a capacity strengthening strategy;
- Based on the diagnosis of feminist organizations in the region, a strategy to strengthen these organizations;
- If there are other actors supported by this project, a diagnosis of their needs and how best to respond to them;

b) The content of the programme

- The feasibility study should make recommendations on:
- Prioritizing countries of intervention and specific or general operational tools;
- The type of activities to be supported regionally;
- With the recommendation of the PFF, establish a typology of the feminist organizations to be supported, the modalities of these supports (call for projects or other methods) and the criteria to support them;
- Prioritize the type of priority support to feminist CSOs in the region;
- Identify the expertise needs that PFF would need to acquire;
- If the project is to support an institutional component, the typology of priority activities to be supported should be specified;
- Propose a project monitoring and evaluation system

On a cross-sectional level, the feasibility study should make recommendations on:

- Identify the traditional authorities to be involved in this project;
- Specify how the “do no harm” approach will be developed in light of the context in which the project operates;
- The formulation of broad lines of communication and visibility for the project.

c) The institutional set-up of the programme

It will be necessary, on the basis of the relevance of the one or two-component approach mentioned above, to specify a *modus operandi*. To this end, the feasibility study will map out the actors and stakeholder patterns on which it will be appropriate to rely in order to ensure sufficient political, strategic and operational support for the project, reaching all the beneficiary actors, and the targeted territories.

At the operational level, the study should make recommendations:

- On the operational plan, rules and principles of management (including fiduciary) of the components planned in the framework of the financing
- The operating modalities of potential beneficiaries of retrocessions, calls for projects, selection criteria, method of selection, method of financing and monitoring the use of funds,
- At the steering level, it will be necessary to propose a governance scheme for the project and the role of each entity involved, in view of the choices proposed on strategic and operational plans. This must be based on two key criteria: the ownership of the actors and the effectiveness of the system.

d) The financial terms of the programme

As indicated above, the start of this study is being carried out with uncertainty about the budget envelope that would be available for AFD to finance this operation. It is therefore expected that the feasibility study will:

- to formulate three budget scenarios for the project (2 Million Euros, 4 Million Euros and 6 Million Euros) with an estimated budget and major budget items
- propose budget allocations between the planned components (including unforeseen events)

e) Risks inherent in the program

The regional context presents certain uncertainties that the constitution of the project must take into account.

It is also expected that the feasibility study can present the main risks inherent in the project (external and internal; institutional and legal; organizational and technical; security; fiduciaries) and makes recommendations for accompanying measures to mitigate them.

#### **4.1 Delivery/execution conditions and contact persons**

The mission will be placed under the dual responsibility of AFD and PFF to ensure that it is useful to the entities. On the AFD side, it will be under the responsibility of the Governance Technical Division at AFD's headquarters in Paris, represented by Guilhem ARNAL, of the Pacific Ocean regional directorate and the Social Link (CLS) division of AFD. Regular exchanges (at least 1/month) will be organised with the service provider in order to take stock of progress, possible difficulties and, if necessary, to specify certain guidelines for the service. Points of return will also be organized on the occasion of the delivery of each deliverable. In addition, informal points can be made, face to face, by phone or email, as necessary. For these purposes, the licensee undertakes to designate a single point of contact responsible for monitoring this contract.

The contract shall be executed in English.



## 4.2 Expected methodology

The service provider may propose the most appropriate methodology to carry out the diagnosis and feasibility study but also a budget with numbers of days of expertise, travels and workshop fees if necessary. It must be based on analytical work that will allow the mobilization of various expertise, a documentary review and interviews with the various actors mentioned in these terms of reference and all those he will find interesting to involve, as well as field missions. A list of referrals to be contacted among the partners of AFD and PFF will be given to the provider.

## 4.3 Estimated duration of service

The estimated duration of the service is 90 days of expertise maximum, between June 2025 and February 2026 (9 months). The number of days should include (and differentiate) travel days.

## 4.4 Expected deliverables

During the period of completion of this mission, the contractor is expected to produce the following deliverables:

### ▪ Preparatory work and scoping report (Deliverable 1)

A preparatory work phase will be necessary for the provider to understand the scope of the study. This work will be based on all the documentation to which the service provider could have access through AFD, PFF and its own means.

At the end of this work, a scoping report will be submitted to present:

- a) A summary of the issues identified, the opportunities for action and the targeted territorial scope<sup>4</sup>
- b) The proposed methodological approach and a detailed timeline for the next steps of the study.

### ▪ Mapping (Deliverable 2)

This mapping, with recommendations, will be composed of at least three chapters:

- Country priorities of the operation according to the socio-political and feminist contexts of each of the countries in the region and the AFD's intervention mandate, breakdown of ambitions by country, level of association of public institutions, traditional authorities and the media;
- Thematic priorities to be supported on the gender and climate nexus and opportunities to integrate an institutional component;
- Opportunities for coordination or sharing with other existing and future initiatives in the region.

### ▪ Final Report (Deliverable 3)

At the end of an AFD fact-finding mission based on a draft report of the study, the/service provider will present a final report, which will include the provider's conclusions and recommendations relating to:

- The objectives of the project and their operational implementation;

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<sup>4</sup> A prioritization of the territories to be visited will be proposed (with associated travel costs), other countries may be subject to remote analysis.

- The content of the project, proposed activities, planned implementation processes, indicators and follow-up arrangements;
- The institutional set-up as well as the organizational environment of the project, both in terms of relationships between structures and capacities;
- The financial terms of the project, for each component and each type of activity planned, according to the envisaged three-year multi-annual financing plan;
- The risks inherent in the project (institutional, legal, technical or fiduciary) and accompanying measures to mitigate them.

#### **4.5 Expected competencies of the provider**

AFD is looking for a service provider with a team of specialists in the Pacific region, experienced in gender equality and climate issues.

Applications will be selected based on the following key competencies:

- Excellent knowledge of the socio-cultural and political contexts of countries in the Pacific region, especially those where AFD has a mandate to intervene<sup>5</sup>;
- In-depth expertise in human rights and gender equality, and excellent knowledge of equality issues and public policies promoting equality;
- In-depth expertise on climate issues, and the integration of gender issues into climate change adaptation and mitigation strategies;
- Excellent knowledge of civil society organizations in this region, and if possible the feminist ecosystem,
- Knowledge of funders' operating procedures and ideally AFD;
- Proven experience in climate-sensitive analysis and programming, as well as “do not harm” analytical frameworks

When submitting its technical and financial proposal, the contractor will identify the team dedicated to carrying out the study and specify the name and quality of the persons making up that team. If these persons leave the contract holder's structure, AFD reserves the right to terminate the contract without compensation for the contract holder.

### **ARTICLE 5. VALIDATION OF DELIVERABLES**

The criteria for validation of deliverables are as follows:

- The clarity and readability of the deliverable,
- The respect of deadlines,
- Compliance with the scope of the service requested,
- The operational nature of deliverables conclusions,
- Quality of teamwork with the AFD and PFF project team

Upon receipt of each deliverable, the AFD will have 15 working days to validate it or not. If AFD wishes to amend the deliverable, it will communicate its comments on these deliverables to the service provider no later than 15 working days after their receipt. The provider will have 10 working days to take these comments into account and propose a new version of the deliverable. This process may be renewed as long as the AFD is not satisfied with the deliverable. The deliverable will only be validated upon a decision of the AFD. In the absence

of a comment from AFD within 15 working days after delivery of the deliverable, it will be considered as validated.

## **ARTICLE 6. ANTICIPATED DELIVERY SCHEDULE**

The following schedule is expected to be met:

<b>N°</b>	<b>Expected deliverables</b>	<b>Indicative dates</b>
	Start of the service - Scoping meeting	End of June 2025
1	Submission of scoping note	End of July 2025
2	Delivery of deliverable 2	Early October 2025
	Interim deliverable 3	End of November 2025
3	Delivery of final deliverable	February 2026

## **ARTICLE 7. CONTENT OF THE OFFER**

The concise offer will include:

- Understanding of terms of reference.
- Methodology including the timeline for the execution of the mission and delivery of deliverables.
- Presentation, references and CV of the experts.