



TERMS OF REFERENCE

Project:	Artist/Graphic Designer - Gender Equality Together
Place of Assignment:	Remote/Vanuatu
Reporting to:	Gender Equality Together Project Manager (with support from Gender Equality Portfolio Manager as required)
Duration:	6 days

CARE INTERNATIONAL IN VANUATU

CARE Vanuatu is part of the global CARE International confederation, which helps poor and vulnerable people in more than 93 countries around the world. CARE has been in Vanuatu since 2008, working with communities to build resilience to disasters and climate change shocks and increase women and girls' involvement in community and national leadership.

SISTA

Sista is a charitable organization which aims to use arts, media and communications to empower women and girls, raise awareness and advocate on issues that affect them. Established in April 2016, Sista has evolved during a significant time in history where women across the globe have been standing in solidarity with each other to challenge oppression and claim their rights. The vision of Sista is: to live in a world where women and girls are able to enjoy their rights and participate fully in decisions that affect their lives.'

Gender Equality Together

CARE Vanuatu has been implementing the Young Women's Leadership Program (YWLP) since 2017. Sista officially joined as a co-implementer in 2021. The program is part of the *Yumi Wan Nomo Gender Equality Together* project; generously supported by the Australian and New Zealand Governments. The YWLP takes a selected group of young women aged 18-30 on a leadership journey over approximately 6 months to develop their skills, knowledge and confidence through a series of workshops, internship placements, self-reflective and advocacy activities and mentoring. To date, this highly regarded program offers a unique opportunity and has equipped 129 graduates to take up diverse leadership roles in their household, churches, communities and/or workplaces; strengthening the realisation of gender equality in Vanuatu.

There is widespread recognition that ending violence against women and girls requires working with men and boys as allies, partners and activists. By engaging men and boys into our work we seek to transform gender inequalities that social, cultural, economic, religious and political systems perpetuate. In order to address barriers to change, we must engage both men and women in a synchronized way so that our work with men and boys, and women and girls complement and reinforce the positive changes we want to see.

In order to engage men and boys for gender equality, we must identify and understand where harmful gender norms come from, what forms they take, and how to address these issues. It is only after that, that we can begin working with participants to address their own attitudes and actions that could promote gender inequality and perpetuate harmful gender norms.

Consistent with this, during co-design for the new GET Phase Young Women’s Leadership Program alumni spoke of the need for their male peers to support them in advocating for achieving gender equality in their homes, communities and across Vanuatu. As a result, the new phase includes design and a piloting of a complementary initiative (with the working title of Yumi Wokbaot Tugeta) for young men.

PURPOSE

In support of the above project, the purpose of this consultancy is draw inspiration from existing examples, to develop:

- a short series of cartoons (4)
- images of women in leadership (4)

Both materials will be used as part of a workshop program to be piloted in early 2024.

SCHEDULE, WORKPLAN, ROLES AND RESPONSIBILITIES

The assignment is expected to commence in December 2023 and take up to 6 working dates. All work should be completed by January 2024. The estimated number of days required from the consultant to complete this work is here detailed as an indication:

Activity	Totals Days
Meeting with CARE and Sista team to clarify outputs and share concepts	.25
Development of draft concepts	1
Feedback meeting with CARE and Sista team	.25
Development of cartoons (4) and images (4)	3
Submission to CARE and Sista team (submit electronic files for printing and electronic version of the publication files in an editable version).	.5
Allow one day for any adjustments	1
TOTAL days	6

Payment

Payment will be made based on submission of an invoice, timesheet and deliverables.

Selection Criteria

- Demonstrated expertise in graphic design including use of design software.
- Proven ability to produce graphics for the Vanuatu context.
- Strong time and project management skills.
- Commitment to CARE’s Code of Conduct, including Child Protection and Prevention of Sexual Exploitation, Abuse, and Harassment.

Expression of Interest

Expressions of Interest should include:

1. A maximum 1-page cover letter including a statement of capability and an example of work completed.
2. Current CV
3. Daily fee rate

Expressions of interest and requests for further information should be submitted to Sylvain Malsungai at the

following email address: sylvain.malsungai@careint.org.
Applications close 27 November 2023 at 17.00 (Vanuatu Standard Time).

Approved by: Bridgette Thorold, Country Director