

**Dowladda Puntland
ee Soomaaliya**



**Puntland Government
of Somalia**

**Wasaaradda Horumarinta Haweenka iyo Arrimaha Qoyska
Ministry of Women Development and Family Affairs (MOWDAFA)
Office of the Director General**

Terms of References

FGM Strategic Plan Consultant

**Organization: Puntland Ministry of women Development & Family Affairs
Development**

Title: FGM Strategic Plan Consultant

Type of contract: Service contract

Location: Puntland State Garowe

Duration: 2 Months and 10 days

Reports to Director General Start

Date: ASAP

The Ministry of Women & Family Affairs (MoWDAFA) is looking for a consultant to develop a strategic Plan on Gender Based Violence in (GBV) in Punt land. The overall purpose of the Strategic plan is to develop practicable measures to advance (plan & implement) laws, policies and programming addressing GBV that promote inclusion of all members of society to work towards GBV with understanding that all have a critical role to play in resolving socio-cultural and institutional barriers that lead to of continuation of GBV.

Background

The MoWDAFA has a constitutional mandate with obligation of developing regulatory frameworks, policy, plans, procedural guidelines and related developmental interventions that support women's empowerment, protections and advancement through inclusive, collaborative processes and innovative research and knowledge based on gender lens. MoWDAFA is committed to fulfil her constitutional mandate and related national and international obligations including commitments spelt out under the Puntland Development Plan, MoWDAFA Strategic Plan, and Sustainable Development Goals. The Puntland constitution establishes citizenry rights and obligations. In re-affirming commitment to values and obligations of Islamic Faith, the 3rd section of the constitution (General Principles of Social Affairs) delineates the rights of the citizens: protection of family under Article 17, women's right under Article 18, children's rights under Article 19 and protection of orphans, handicapped and mentally affected under Article 20. Based on such mandates, it is of a paramount importance for MoWDAFA to translate state constitution, laws, national policy and international commitments into specific implementation action plans. The Ministry of Women Development and Family Affairs (MoWDAFA)-Puntland State is committed to promoting equality and women's empowerment through the participation of women in leadership, legislative, policies, plans

and related developmental interventions. MoWDFAFA engages and works with all stakeholders advancing justice, human rights, and social justice to achieve an environmental conditions which all members of society can enjoy healthy, fulfilling relationships and their full potential.

Although Punt land applied the Sexual Offense Bill since 2016, enforcement of implementation of has confronted a variety of challenges including resource constraints. Despite relative peace in Punt land, overall, Somalia's population continues to suffer one of the most complex and protracted humanitarian crises in the world. The 2022 Somalia Humanitarian Response Plan (HRP) for the Gender-Based Violence (GBV) estimated that 2.3 million people were in need for GBV programs and services across Somalia. The estimated number of Persons in Need (PIN) increased by 51 per cent in 2022, compared with 1.7 million PIN in 2021.

Somalia women and girls deserve to live a life in dignity and protection from GBV. This can only become achieved when all government, religious and traditional leaders, CSO, local communities and stakeholders work together to collectively provide an enabling legal and socio-political environment that encourages women and girls to participate and benefit equally from development mainstream activities with the context of multiple emergencies in Somalia.

As a critical strategic direction of its 5-year Strategic Plan, MoWDFAFA seeks to contribute to the elimination of all forms of discrimination, violence and harmful practices against all women and girls). GBV is nationally recognised as a violation of women's rights. Thus, as part of its initiatives to address GBV, in collaborative with its development partner, UNFPA, MoWDFAFA seeks to develop a dedicated GBV strategic plan to develop a more focused interventions over the next four five years.

Consultancy Objectives, Purpose and Expected Results

Overall Objective

The overall goal of the consultancy is to develop a dedicated Punt land wide GBV strategy plan. The GBV strategic Plan should include undertaking situation analysis, desk review, consultative workshops with stakeholders across Puntland and developing practicable measures to advance (plan & implement) laws, policies and programming addressing GBV that promote inclusion of all members of society in ending GBV with understanding that all have a critical role to play in resolving socio-cultural barriers that lead to continuation of this practice. The strategy should also include formulating of strategic directions, strategic objectives, specific development interventions, governance framework and devising implementation matrix. Implementation matrix should chart out steps on how specific strategic interventions can be implemented across Puntland taking into account need for

delineating joint implementation responsibilities among stakeholders where such proves necessary.

The Development of GBV strategy is guided by the approved sexual offenses law in 2016, FGM Policy approved in 2014, which is blue print to address tack GBV challenges and potential development opportunities problems in Puntland. The GBV strategy document is expected to provide specific GBV objectives, strategic directions and practicable measures to ensure an effective, holistic and coordinated approach to prevention, response, and service provision for GBV survivors.

Expected outcome and deliverables

The consultant will be expected to deliver the following outputs:

- An Inception Report with detailed methodology and approach to achieve objectives of the assignment, timeline and desk review including identification and consideration of crucial documents related to GBV and setting out the approach and timelines for the delivery of the scope of work
- Preparation of Draft GBV Strategy document will be shared with MoWDFAFA technical staff and UNFPA and other stakeholders to receive feedback and comments. A final draft strategy is than submitted after having incorporated comments from MoWDFAFA and development partners and other stakeholders.
- In collaboration with GBV department, conduct a consultative workshop bringing together all GBV actors and major stakeholders to deliberate elements of the GBV strategy and national implementation plan. Inputs received will be used to enrich the document.
- Validation of Final GBV strategy and implementation plan: the consultant is required to present and validate the final draft document to stakeholders including line ministries, development partners, civil societies, local government authorities among others.
- Dissemination workshop: a broad stakeholder dissemination workshop will be organised at the end of the assignment.

Location and Timing

The consultant will work from Garowe and is required to travel to other parts of the Punt land

Timelines

The project should be completed within two months and 20 days.

Required skills and experience

- Post graduate qualifications in social sciences, gender studies, criminology, public health, social policy, international development studies or a related area of specialty.
- Strong track record of working in the area of Gender equality and Women Empowerment preferably five years or more.
- Strong conceptual and research/analytical skills with the ability to quickly analyse data and information from different sources and produce coherent reports.
- Exceptional written and oral communication skills, with strong demonstrated ability to convey complex ideas in a clear, direct, and lively style.
- Strong background & demonstrable experience in developing strategic & action plans, policy and undertaking research
- Good understanding and experience in the field of social norms, gender, gender-based violence & community dynamics and experience of planning and managing public health interventions.
- Hands on experience on current gender development programme in Punt land – and particular those relating to policy and action plan development and in-depth understanding of program implementation challenges
- Good inter-personal skills and ability to work with range of government, UN and civil society development partners.
- Previous professional experience of managing and facilitating inter-agency exercise and joint development programmes
- Excellent communication, advocacy skills and proven experience of conducting consultative workshops
- Ability to work with a team.

How to Apply

Please follow the below instructions when sending your application:

Send your credentials and proposal addressing consultancy requirements including timeline to:

Email Subject: dg.mowdafa@plstate.so