

# TERMS OF REFERENCE FOR GENDER ANALYSIS AND STAKEHOLDER MAPPING FOR EMPOWERING WOMEN THROUGH INVESTMENT AND INCLUSION NETWORKS IN SOMALIA

## 1. Background

Gender equality is a fundamental human right and a vital foundation for a peaceful, prosperous and sustainable world. Gender equality is central to achieving the 2030 Agenda for Sustainable Development, the Sustainable Development Goals (SDGs). The unequal distribution of power between men and women (most often, in favor of men) in multiple areas of public and private life – at home, at work, in decision-making processes and institutions lies at the heart of gender inequality, perpetuating gender inequities in legal and judicial rights, access to economic and social resources, and the ability to participate fully in development. Consequently, the voice of women is less likely to be heard, their ability to influence others is diminished, and their capacity to participate in and benefit from development is limited. Similarly, at the household level, authority over family members and the power to make major decisions for the family as a whole are more likely to be vested in male members of the family. In specific instances, male and female interests may coincide, but it is important to consider the social norms and expectations pertaining to men and women in any given society, and they matter for development purposes, in particular, how gender differentials and inequity affect development outcomes.

The Sustainable Development Goal (SDG) 5 is dedicated solely to commitment to advance gender equality and women’s empowerment while underscoring that gender equality is a precondition to lasting peace, security and development. The Somalia National Transformation Plan (NTP-I 2025-2029) of the Federal Government of Somalia (FGS), recognizes “*Mainstreaming gender equity, human rights, and inclusivity in all development policies and programs by empowering women, youth and People with Disability as drivers of growth and nation-building*” to consolidate peace and create sustainable economic growth and improved social well-being for the Somali people. This places high emphasis on the advancement of women and girls, their participation, voice and empowerment in line with the principle of “Leave No One Behind”. The strategy is to focus on gender equality of women and girls in all their diversity, irrespective of their status and background. The Gender Inequality Index for Somalia is 0.776, placing Somalia at the fourth highest position globally<sup>1</sup>. The government aims to address this by promoting equal rights and opportunities for women in education, health, governance, and economic empowerment. Equity and social justice are at the core of the government’s plan in the quest to create a more inclusive and fair society for all. By addressing systemic inequalities and barriers to access, the expectation is to empower marginalized communities, women, children, persons with disabilities and promote a more just and equitable society.

Gender equality is not just a fundamental human right, it is also a basic necessity for a peaceful, prosperous, and sustainable world (SDG 5). Gender analysis is a key component to mainstreaming gender equality within humanitarian and development programs. Understanding barriers and risks faced by women, girls, men, and boys together with their various gender-specific needs is integral in effective design and implementation of programs in addressing gender inequality. To design and implement gender sensitive and gender transformative programs, it is imperative to have a clear understanding of the specific needs, interests, vulnerabilities and capacities of girls, boys, women, and men. The pre-existing gender inequalities and conflict situations in Somalia have increased vulnerability of girls, men, women, and boys, as they are exposed to many challenges including risks of GBV and child marriages, limited participation, restricted access to economic resources, lack of sustainable livelihoods and exposure to harmful practices.

## 2. e-WINS Project

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<sup>1</sup> National Transformation Plan (NTP-I 2025-2029)

The e-WINS Project is funded by the European Union (EU) to contribute to economic empowerment of women and girls in Somalia through gender inclusive and transformative approaches and actions. The project targets 10,000 women to benefit from enhanced participation in productive economic activities and decision-making processes. Through tailored capacity building initiatives, negotiation skills, inclusivity, entrepreneurship and business management, alongside the establishment of knowledge-sharing platforms among women-led organizations, the action seeks to strengthen the social capital of women in leadership, socio-cultural and economic spheres of life. Furthermore, by implementing digital platforms and strengthening women's engagement in formal business associations, the action directly contributes to improving access to financial services for women entrepreneurs. The action will conduct research to identify gaps in the regulatory framework and organize policy dialogues to advocate for gender-inclusive policies supporting women entrepreneurship and access to finance.

### **3. Rationale**

The central, transformative promise of the 2030 Agenda for Sustainable Development and its SDGs represents the unequivocal commitment of all UN Member States to eradicate poverty in all its forms, end discrimination and exclusion, and reduce the inequalities and vulnerabilities that leave people behind and undermine the potential of individuals and of humanity as a whole. A major section of poor and marginalized Somali population is constituted of women and girls. Strengthening the awareness and capacity of duty-bearers to promote gender-response and inclusive policies and programmes is vital for the promotion and protection of rights and empowerment of Somali women and girls. There is therefore need for deliberate commitment to confront structural barriers to women and girls' empowerment and advancement of gender equality; particularly ensuring availability of sufficient resources and capacities to ensure integration of gender in policy making and peace and political processes, in the security and justice sector institutions, strengthening legislations and legal provisions and making services available and affordable to women and girls.

Gender analyses are fundamental for facilitating mainstreaming of gender equality in policies, plans, programmes, and projects. These can follow an approach that takes the needs of women and girls into account variably, starting from a more negative or neutral approach, through to those deemed to be more positive (a "sensitive" or "reactive" approach), and on to what is termed a "transformative" approach, representing gender equality on a virtual line of continuity. A gender approach is transformative when it aims to modify gender power relations, with the aim of influencing a positive change to social and cultural paradigms that give rise to discrimination and inequality in a given context. To be transformative, the approach must provide for: (i) processing gender analysis to identify and include the norms and power imbalances that disadvantage women and girls in a society, giving rise to discriminations, starting from infancy; (ii) active collaboration with men and boys, especially focusing on the youth as drivers of change; (iii) creation of partnerships with players and local communities, civil society, and women's associations. Gender relations are affected by the wider historical, socio-economic, cultural, religious and political climate of a particular society, and to address gender issues effectively, a comprehensive social analysis provides a larger enabling environment to undertake the process. It is against this background that ADRA as the lead partner in the e-WINS Project desires to commission consultancy to conduct *Gender Analysis and Stakeholder Mapping for Women Empowerment in Somalia*. Gender-responsive social analysis contributes to sustainable programming by examining the gendered dimensions of social systems relevant to project success in order to inform gender-responsive project design, implementation, monitoring and evaluation.

### **4. Purpose of the Study**

The main objective of gender analysis and stakeholder mapping is to identify the different needs, abilities, interests, barriers, and risks faced by girls, boys, women, and men and build understanding of how the project can support them to champion gender equality. The e-WINS

Project aims to empower women in Somalia through innovative solutions. However, to ensure its success, a deep understanding of the existing gender landscape in Somalia is crucial. The study serves as a critical first step for providing a comprehensive analysis of the gendered barriers and opportunities women face within the economic sphere in Somalia. This in-depth study will delve into the legal, regulatory, social, and cultural factors that shape women's economic participation in Somalia. By examining these elements, the study will identify key challenges women encounter in accessing resources, engaging in economic activity, and leveraging technology. Furthermore, the study will explore existing best practices and success stories that have fostered women's economic empowerment in similar contexts. The analysis is expected to unpack the structural drivers of barriers through gender transformative lenses in the project intervention components. The findings of the study will be used to tailor the project's components to directly address the specific needs and challenges identified. To realize the purpose of this study, and the overall project objectives, the project will maintain close engagement with the Ministry of Family and Human Rights at both the Federal Government of Somalia (FGS) and the Federal Member States (FMS).

### **Specific Objectives of the Study**

Specifically, the study will aim to:

- i. Analyse the legal, regulatory, and policy frameworks impacting women's access to economic resources, including land, credit, and markets.
- ii. Assess the role of social norms, cultural practices, and traditional institutions in shaping women's economic opportunities.
- iii. Identify the specific challenges women face in different sectors of the economy (agriculture, trade, services).
- iv. Analyse the gender gap in skills and training opportunities available to women entrepreneurs.
- v. Evaluate the effectiveness of existing initiatives and programs aimed at promoting women's economic empowerment.
- vi. Identify key stakeholders, including government ministries, private sector actors, civil society organizations, and community leaders, who hold influence over women's economic opportunities.

### **Primary Target Groups**

The demographics for the target women for this assignment include: Women entrepreneurs in urban, rural and peri-urban settings, women entrepreneurs with disabilities, minority women entrepreneurs, women-led social enterprises, women-owned cooperatives and associations, women entrepreneurs in artisanal and creative industries, women in green and sustainable enterprises, Self-Help Groups (SHGs), women-led social enterprises, Village Savings and Loan Associations (VSLA), and displaced women entrepreneurs.

## **5. Scope of the Assignment**

The task involves a country-wide gender analysis and stakeholder mapping to examine the differences in women's and men's roles and responsibilities, control over resources, services and decision making. The specific geographical areas are the Juba River Corridor (Jubaland State), the Shabelle River Corridor (Southwest State and Banadir Regional Administration) and the Somaliland Corridor.

The domains of analysis shall include the tabulated:

Domain	Analysis
Social Diversity and Gender	<ul style="list-style-type: none"> <li>- Will the proposed project benefit both women and men? What are the specific benefits both will receive?</li> <li>- Does the project seek to identify and respond to needs and priorities of the various subgroups of the project community (the poorer members of the</li> </ul>

	<p>community, ethnic and religious minorities etc.)? Are there common community needs that can be used to reconcile differences of interest?</p> <ul style="list-style-type: none"> <li>- Will the project enhance the capacity of institutional and organizational structures to respond equitably to the needs of women and men?</li> <li>- How do local cultural traditions and social expectations define gender roles for women and men? In what ways do these roles differ?</li> <li>- What differences exist between the daily activities and responsibilities of men and women? Are women as well as men involved in the different sectors of production, and in the various aspects and stages of productive activities (such as crop raising, processing and marketing)?</li> <li>- Do gender-based disparities exist in areas such as power relations, decision-making and the ability to influence others?</li> <li>- What is the proportion of households headed by women? Are these households significantly poorer than male-headed households?</li> <li>- Are there differences in gender relations between subgroups of the community (indigenous groups, religious or ethnic affiliation, socioeconomic strata) that should influence project design?</li> <li>- What contributions do men's and women's activities make to development goals?</li> <li>- What are the implications of the identified gender differentials for project success, and for the contributions the project can be expected to make to social development goals such as social equity and cohesion?</li> </ul>
Institutions, Rules and Behaviour	<ul style="list-style-type: none"> <li>- What are formal and informal institutions that promote/perpetuate current gender relations in the project area?</li> <li>- Do women participate equitably in leadership and decision-making processes in institutional and organizational social structures (such as legislative and governmental agencies at the national, regional and local levels)?</li> <li>- What institutional arrangements, organizational structures and social norms support or constrain the productive activities of men and women, particularly in sectors of production that will be involved in the project?</li> <li>- How can the project strengthen or modify existing social structures and processes, and utilize existing organizational resources (such as grass-roots women's community organizations) to increase gender equity and project sustainability?</li> <li>- Are there any opportunities to promote gender equality through the formal and informal institutions that are present in the project area? Can the project provide opportunities to create new organizations that promote gender equity?</li> </ul>
Stakeholders	<ul style="list-style-type: none"> <li>- Who are the male and female stakeholders in the project? Do they support or oppose the project?</li> <li>- What degree of influence are they likely to have on the project?</li> <li>- Are there gender issues of specific relevance or importance to social subgroups (ethnic minorities, the extremely poor) that should be addressed?</li> <li>- Does the project threaten the interests (actual or perceived) of either men or women?</li> <li>- How can the project avoid or minimize potential male-female conflicts of interest, and promote social cohesion?</li> <li>- Are there stakeholders (NGOs that work with women, all-male work unions) that might be expected to actively further or hinder the gender-related goals of the project? How can their contribution be secured?</li> <li>- What are the potential male-female conflicts that the project might induce?</li> </ul>

Participation	<ul style="list-style-type: none"> <li>- Will both women and men participate fully in the project, not only as beneficiaries but also as leaders in project design, planning and implementation?</li> <li>- What specific project components will ensure this?</li> <li>- How can “project capture” by elite subgroups (all-male community councils, better-off women whose priorities differ from those of poorer women in the community) be avoided?</li> <li>- Are the costs of participation (forfeiting income-earning opportunities, increased workloads due to labor contributed to self-help projects) different for women than for men?</li> <li>- How can the project be designed to strengthen the individual capabilities of both men and women? (by providing experience in leadership roles, project management, opportunities to work with governmental and administrative bodies and community-based groups)</li> <li>- In what ways is the project likely to alter gender relations within the community? Does it offer opportunities to create more equitable intra-household relationships, for example?</li> </ul>
Social Risk	<ul style="list-style-type: none"> <li>- Are there any significant local, regional or national risks that are different for men and women?</li> <li>- Does the local, regional or national environment pose threats to project success in terms of addressing gender issues? (Such threats may include socioeconomic crises, physical disasters, civil conflict or unrest and so on). If they exist, how can gender issues specific to the crisis situation be addressed?</li> <li>- Does the project pose potential threats to either women or men by altering gender relations (the balance of power or decision-making patterns within the family, access to resources etc.)? Can these changes lead to an increase in gender-based violence? What measures can be taken to minimize or avoid these risks?</li> </ul>
Economic Inclusion	<ul style="list-style-type: none"> <li>- Are there gender wage gaps attributed to factors like occupational segregation, discrimination and societal norms?</li> <li>- Have barriers to education, employment and entrepreneurship contributed to lower participation of women in the labor force?</li> <li>- How does lack of income and financial inclusion for women disproportionately affected their access to social safety nets during emergencies and economic downturns?</li> <li>- Do women entrepreneurs often face challenges in accessing finance, networks, and resources, which hinder their business growth and innovation?</li> </ul>

## 6. Methodology

The study will predominantly use qualitative data collection approach to capture a comprehensive understanding of gender equality, disability and social inclusion issues (GEDSI) as they relate to economic empowerment of women and girls in Somalia. The assignment will use the following key data collection methods:

- a) Desk review /literature review: Conduct a comprehensive review of existing project documents, reports, and relevant literature to understand the project context, objectives, and potential gender and stakeholder-related considerations.
- b) Stakeholder Mapping: Identify and map key stakeholders, including community leaders, women's groups, youth organizations, peacebuilding committees and relevant government ministries. Ensure diverse representation by age, gender, and disability. Explore and assess women centric organizations (professional, business, political and social associations) and their potential contributions to advocacy and empowerment

- c) Inception Meetings: Hold inception meetings with project stakeholders to introduce gender and stakeholder-sensitive analysis, gather insights into local dynamics, and align with community needs and expectations.
- d) Onsite visual observation: Conduct on-site visual observations to complement other data collection methods. Observe gender-specific roles in daily activities, resource utilization, and public spaces. Document physical infrastructure and facilities, considering accessibility for different age groups and genders.
- e) Focus Group Discussions (FGDs): Conduct separate FGDs for girls, boys, women, and men within each target community. Use stakeholder and gender disaggregated data to explore perceptions, roles, and specific challenges related to women entrepreneurship. Power Analysis tool will be used to discuss the type and causes of conflicts with local actors, underlying tensions and grievances, possible competition over resources, and functionality of existing dispute resolution mechanisms.
- f) Safety audits: Assess the safety and security of women business and investment spaces in the communities, with a specific focus on the experiences of women and vulnerable groups. Identify potential hazards and vulnerabilities to inform recommendations for improvements.
- g) Data Analysis: Analyze both quantitative and qualitative data using gender and stakeholder-disaggregated lenses. Identify patterns, trends, and relationships that contribute to a nuanced understanding of gender and conflict dynamics within the project scope.
- h) Validation Workshops: Organize validation workshops with community members and stakeholders to present preliminary findings, receive feedback, and ensure the accuracy and cultural relevance of the analysis.
- i) Report and Recommendations: Compile a comprehensive report outlining key findings, insights, and recommendations for integrating gender and stakeholder-sensitive considerations into the project. Provide actionable steps for addressing identified challenges and promoting gender equality.

The study methodology should be participatory and inclusive, involving consultations with all stakeholders, including those related to gender, disability and other vulnerability considerations. It should also be sensitive to social norms and practices, ensuring ethical data collection with a focus on safety and obtaining informed consent. Additionally, the study should incorporate Intersectionality Analysis to actively engage community members in identifying gender roles, challenges, and coping strategies. This approach will allow for the recognition and understanding of how factors such as age, gender, disability, and socio-economic status intersect, shaping individuals' experiences within the community.

## **7. Expected Deliverables**

The Consultant will be expected to deliver the following outputs:

- a) An inception report detailing the approach and methodology to be used and sample size calculations; a detailed work plan and data-collection tools for the study.
- b) A draft study report (soft-copy) with a summary of findings submitted to ADRA within an agreed timeline; this will also be presented to the Project team for feedback and validation.
- c) A Final Report submitted to ADRA.

## **8. Roles and Responsibilities**

During data collection and analysis, the primary roles of ADRA and implementing partners with direct stake in the project shall be informants and reviewers. They may review and provide comments on data collection instruments, and all other deliverables before they are finalized. The following delineates the key roles and responsibilities of ADRA Staff and the consultant during the process:

ADRA will be responsible for the following:

- a) Provide technical oversight into the execution of the assignment to ensure quality of products including approvals of the deliverables.
- b) Share all necessary documents (including project document, logframe, MEAL plan) to the Consultant to finalize the methodology and data collection tools.
- c) Provide input for study methodology, data collection instruments and report.
- d) Provide technical oversight into the execution of the assignment to ensure quality of products including approvals of the deliverables.
- e) Guidance and coordination throughout all the phases of the study, keeping communication with the Consultant throughout all phases.
- f) Provide support to the Consultant for the field visit processes such as orientation and training of enumerators, FGDs and KIIs.
- g) Closely follow up the data collection process, ensuring quality control, daily debriefing, meeting the timelines set.
- h) Payment of the identified enumerators.

The Consultant will be responsible for the following:

- a) Review all relevant documents for the study.
- b) Develop study protocols which include survey methodology, and the data collection tools (questionnaires; focus group guides, interview protocol, data entry templates, etc.), as appropriate, including a field manual for training, and has to be approved by ADRA.
- c) Design the data collection forms, data entry template, procedures and systems, and training of data collector/enumerators in the use of the template.
- d) Develop the field work schedule in consultation with MEAL team.
- e) Supervise the data collection process, give advice and ensure the quality of the data.
- f) Data analysis and report writing. Draft the first report for ADRA's feedback before the Final report.
- g) Recruit competent enumerators for the quantitative survey and field facilitators/note takers for the qualitative study (FGDs and KIIs).

## **9. Qualifications of the Consultant**

- Postgraduate university degree in Social Sciences or other relevant discipline, preferably with a specialization in gender and project cycle management.
- Minimum of seven (7) years of relevant professional work experience in gender analysis, mainstreaming capacity need assessment, training and mentorship.
- Demonstrable gender analysis and gender planning and expertise in mainstreaming gender in projects and programmes, especially in specific area of intervention
- Proven knowledge of social, economic, political and legal context including knowledge of gender related policies, and human rights issues as well as livelihood challenges especially for women.
- Proven experience in designing and leading researches on gender related development and interventions
- Thorough understanding of the gender context and experience working with government institutions and international or non-governmental organizations supporting gender and development work in the specific area of intervention
- A good knowledge of gender-related political and socio-economic factors in Somalia
- Familiarity with gender analysis tools (Gender Equality and Social Exclusion (GESI) Design, Monitoring and Evaluation Toolkit) and methodologies in the specific area of intervention
- Extensive experience working on organizational national gender policies in fragile contexts
- Strong communication skills, and ability to liaise with various stakeholders, including government officials.
- Proficiency in English language- spoken and written

- Good understanding of Somalia context and experience working in Somalia.

**Application Requirements:**

All expressions of interest should include:

- Cover letter
- A profile of the consulting firm/individual (including a sample report)
- Relevant curriculum vitae, maximum three pages.
- Technical Proposal: maximum 5 pages interpreting the understanding of the TOR, detailed methodology of executing the task, and the draft work plan.
- Financial Proposal: provide cost estimates for services rendered including daily consultancy fees but to exclude accommodation and living costs; transport cost; stationery and supplies needed for the assignment as well as costs to be incurred by enumerators.

Interested consultants/firms that meet the requirements should submit their applications not later than 8<sup>th</sup> May 2025, via email to [hr@adrasom.org](mailto:hr@adrasom.org) with **“Expression of Interest for “Gender Analysis and Stakeholder Mapping”** in the subject line.