



The Ministry of Women and Human Rights Development of the Federal Government of Somalia

Position: Gender Mainstreaming Monitoring and Reporting Advisor

Duration of the Assignment: One year

Duty station: Mogadishu

Supervisor: Director General Ministry of Women and Human Rights Development

BACKGROUND

The Somalia Federal Provisional Constitution has breathed a new lease of life in addressing the human rights challenges in the society over the years, including challenges faced by women, children and people with disability. The Federal Government of Somalia has made important strides towards addressing gender and women issues. These include the establishment and strengthening of institutions, improving policies and legal environment and regulatory framework, and improving participation of women in politics and public life. Key progress includes the commencement of the development of the National Gender Policy; drafting of the Sexual Offences Bill; adoption of 30% reserves seats for women in the national election model for 2016; and the efforts to strengthen the role of women in the regional administrations. Despite the gains made, women's representation and participation in decision-making and positions of authority still remains significantly low. A large number of women and girls continue to be displaced. Gender-specific insecurity continues to emanate from periodical crisis and instability, including gender-based violence, particularly sexual harassment and rape. Limited and unsafe access to productive resources and basic services further contributes to already severe gender inequalities and disparities.

The Ministry of Women and Human Rights Development (MoWHRD) was established with the mandate of ensuring collaboration, coordination and implementation of appropriate policies and programmes aimed at promoting equal opportunities for genders, affirmative action and women empowerment, family promotion and protection of children and general human rights. To execute the ministry's mandate, the Government established within the National Development Plan (NDP) a Pillar Working Group (PWG 9) designed to lead, support, coordinate and monitor the realization of the Human Rights and Gender priorities and facilitate effective consideration of gender and human rights-related issues across the NDP Pillars.

The Federal Government of Somalia represented by MWHRD has signed an agreement for a joint programme on Women's Political Participation, Leadership and Empowerment (JP WPE) with UN

Women, UNSOM, UNDP and DFID, which brings together strategic interventions implemented and supported by UNDP, UN Women and UNSOM to enable a coherent and consolidated approach toward increasing the participation and strengthening of the role of women in the peacebuilding and state-building processes; focusing on their leadership and empowerment in three key areas: (1) gender responsive policy, legal and planning frameworks; (2) enhanced representation and participation by women in political processes, including electoral; and (3) enhanced peacebuilding and state-building capacity of women ministries at federal and state level.

As part of the implementation of the JP WPE, the MWHRD, with the support of UN Women will recruit a Gender Mainstreaming Monitoring and Reporting Advisor.

Duties and Responsibilities:

The Gender Mainstreaming Monitoring and Reporting Advisor will, in close collaboration with and support to MWHRD staff, build staff capacities to collect qualitative and quantitative data and formulate indicators for targeted sectoral policies, plans and coordination mechanism tools; strengthen monitoring and reporting and support the establishment of national and strategic coordination mechanisms on gender. Specifically, the advisor will carry out the following duties:

1. Support MWHRD to establish and promote a national monitoring and coordination mechanism on gender support in Somalia, by organizing meetings and preparing relevant documents for PWG 9 of the NDP implementation framework, other National Coordination Structures at Federal and State level on Women and Human Rights, and JP WPE technical working group, CTAC and Programme Steering Committee;
2. Support the MWHRD to engage and participate in targeted NDP Pillars, especially the gender and human rights coordination group of the NDP framework (PWG 9) among other sectors and sub-sector working groups so as to promote effective integration of gender and human rights in NDP implementation;
3. Support the Ministry in timely and relevant monitoring and reporting as required by all stakeholders, including supporting the Ministry to establish a joint monitoring plan that captures all development partners' support to MWHRD and prepare progress updates to be discussed in coordination groups co-chaired by MWHRD and UN Women;
4. Collect and analyse qualitative and quantitative data and help formulate gender sensitive indicators for emerging policies, legislation, strategies and coordination mechanism tools;
5. Ensure on-the-job training and capacity support to identified MWHRD staff for continuous learning according to a work plan and specific deliverables to be elaborated;
6. Perform other related duties as required.

Expected Deliverables

- Plans, concept documents and Reports for national coordination mechanism on gender support in Somalia;
- Process and coordination reports for MWHRD's engagements with targeted Pillars, sector and sub-sectors working groups, gender and human rights coordination group;
- Concise/relevant/up to date data and analysis reports on emerging policies, legislation

- and strategies;
- On-the-job training and capacity support.

Qualifications

At least a University Degree in political science, development studies, public policy or any other related field.

Technical Experience Requirements:

- At least (10) years of professional experience in related areas, including monitoring and reporting, data analysis preferably on gender related issues.
- Experience in undertaking research, M&E and data analysis.
- Experience in gender programs in Somalia.
- Knowledge of international agenda on gender an added advantage.
- Excellent writing and presentation skills.
- Ability to communicate effectively in both Somali and English.
- Experience in implementing government/donor/CSO partnership programs.
- Excellent advocacy, communication and networking skills.
- Computer literacy including knowledge of relevant data analysis packages.
- Ability to meet deadlines.
- Willingness to travel to other locations outside Mogadishu.

Application Procedures

Interested and qualified candidates can email their application letters, including CV, academic certificates and testimonials to deeqyusuf03@gmail.com and dg@mwhrd.gov.so