



TERMS OF REFERENCE

Consultant firm

Organisations	Ministry of Women and Human Rights Development (MoWHRD) Federal Government of Somalia and National Disability Agency (NDA)
Project	Supporting Persons Living with Disabilities in Somalia Programme (SPLWDSP)
Project Number	00128708
Title	External Implementing Partner (EIP) to conduct assessments on disability and identify barriers, needs and priorities.
Duty Station	Mogadishu, Somalia
Duration	Two Months

1. Background and Project Description

The Ministry of Women and Human Rights Development (MoWHRD), is established with the mandate to ensure human rights values, based on the spirit of the national constitution and the Universal Bill of Rights, are strongly upheld in all levels of the state, and applied to all, regardless of their social status, gender, disability, or ethnic group. One specific large segment of the Somali society which, has been neglected and overlooked for so long, is the people with disability. The current FGS has therefore made important strides towards addressing disability and inclusion issues, and there is a long way to go. Building on the general constitutional principles of equal rights before the law for persons with disabilities and prohibition of discrimination, the Federal Government has signed and ratified various international treaties. These includes United Nations Charter on the rights of people with disability (2019), the UN Convention on the Rights of the Child (2015), the International Covenant on Economic, Social and Cultural Rights and the African Charter on Human and People's Rights. These treaties, which will be fully domesticated and enforced with the enactment of a national disability law, all promote the protection of PWDs and realization of their human rights. In addition, the Somali Government has signed the UN Standard Rules for the Equalisation of Opportunities for persons with disabilities, to which its rule 14 is calling signatories to include disable people's needs in their policy development and programming. However, the tentative gains made are yet to fully touch on the lives of the disproportionately large number of physically and mentally disabled persons in Somalia caused by the prolonged conflict.

As part of the FGS Disability Agenda, the MoWHRD has formed a new federal level institution – the National Disability Agency – which, along the MoWHRD, in cooperation with the United Nations Development Programme, will implement initial disability project aiming to assess needs and establish priorities. Technical baseline for this assessment/survey is the fact on the ground that people with disability are faced with grave problems of fitting into normal life, deprived of employment/educational opportunities and have no political voice or representation. In short, this assessment will establish the nature of those difficulties and how to address them.

2. Scope of Work

With the support of the MoWHRD and NDA, the consultant is expected to execute the following:

- A. Develop an inception report for the assignment.
- B. Develop a stakeholder Map. Analysis data on persons with disability and organisations involved in that field will be conducted. As part of this, various forms of disabilities, discriminatory practices they experience, challenges, causal relationships and existing legislative, policy, and program interventions from a systems perspective will be identified.
- C. Develop a synthesized situational analysis report based on the data collected.
- D. Assess the capacity level (including the capacity level of data collection) of local civil society organizations (CSOs) and FGS pertaining to disability rights. Collate FGS and FMS existing government and non-governmental legislations and policies on disability.
- E. Conduct a Needs Assessment workshops with stakeholders. Representative cohort of stakeholders balanced on gender and youth, preferably those identified in the survey, must be brought together to participate identification of needs, and set priorities.

3. Role of the MoWHRD-NDA

- A. The MoWHRD and NDA are in charge of the recruitment process and selecting a consultant.
- B. The MoWHRD and NDA will review the inception report developed by the consultant.
- C. To regularly meet (virtually or in person) the consultant for updates and oversee the assignment and monitor the scope of the assignment. The frequency of the meetings will be determined trilaterally between MoWHRD-NDA and the consultant.
- D. The MoWHRD-NDA team will review any work submitted and if required, they will request for improvement/amendments before final instalment is released.
- E. **NB:** There is a time limitation and there will be no extra time for improvement. To avoid any delays, the Disability Adviser and Coordinator for this project will be working closely with the consultant and will provide the necessary support to work efficiently including materials for the assignment.

4. Duration of the Work

This assignment is expected to be finalized at a maximum of 60 working days, spread from the August to September 2021.

5. Duty Station

The consultant will be based at the Ministry of Women Human Rights Development FGS Office at Mogadishu, Somalia.

6. Minimum Qualifications of the Individual Contract

Qualification	<ul style="list-style-type: none">• University degree in, Disability Rights and Human Rights or related field. An advanced qualification in human rights law or disability law/policy will be highly regarded.
Professional Experience	<ul style="list-style-type: none">• At least 5 years' experience of working on the rights of persons with disabilities, of which at least 3 years involved experience in disability inclusion in infrastructure, accessibility and implementing universal design.• Capacity of doing qualitative research and desk review using systematic methods of scientific research
Other Competencies	<ul style="list-style-type: none">• Time management (in managing deliverables).• Team management.• Professionalism, courtesy and patience.• Outstanding inter-cultural communication, networking, and coordination skills
Language Requirement	<ul style="list-style-type: none">• Fluency of English and Somali language

7. Payment Milestone

The consultant will be paid on a lump sum basis under the following instalments

No	Outputs/Deliveries	Payment Schedule	Payment Amount
1	Payment upon Signing of Contract & Submission of Workplan		10%
2	Upon satisfactory completion of deliverable 1 and 2		30%
3	Upon satisfactory completion of deliverable 3		20%
4	Upon satisfactory completion of deliverable 4		40%

8. Proposal Submission

Offerors must send the following documents.

- i) Signed CV including names of at least 3 referees.
- ii) Cover letter setting out: A statement of how the applicant meets the qualifications and experience requirements.

How to Apply

Consultancy Proposal should be sent via email to Mohamed H Mohamoud -(Disability Adviser and Coordinator for this programme) info@mwhrd.gov.so /dg@mwhrd.gov.so no later than 10 August, 2021 (EAT Time) clearly stating the title of consultancy applied for. Any proposals received after this date/time will not be accepted.

Women and Persons with Disability candidates are encouraged to apply