

## Terms of Reference for Capacity Strengthening on Gender Transformative Programming

PoWEr - Promoting Women Empowerment and strengthening vulnerable groups through an integrated approach to create resilient communities in South Central Somalia

### Timeline for offers

N o	Description	Date
1	Publication date of the call	26.03.2025
2	Deadline for submission of offers	14.04.2025
3	Minimum validity period of offer from the closing date	60 days
4	Opening date of offers	Until 15.04.2025
5	Planned evaluation date (s) of offers	Until 22.04.2025
6	Notification of contract awarding	Until 28.04.2025

### Procurement/Tendering procedure

Competitive procedure with negotiation
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### Assessment Summary

<b>Lead Organization</b>	German Medical Aid Organisation action medeor e.V.
<b>Consortium partners</b>	<ul style="list-style-type: none"> <li>- arche noVa</li> <li>- Johanniter</li> <li>- Wardi Relief and Development Initiatives (WARDI)</li> <li>- Wajir South Development Agency (WASDA)</li> <li>- Polish Humanitarian Action (PAH)</li> <li>- Somali NGO Consortium (SNC)</li> </ul>
<b>Implementing organizations in Somalia</b>	<ul style="list-style-type: none"> <li>- arche noVa</li> <li>- Wardi Relief and Development Initiatives (WARDI)</li> <li>- Wajir South Development Agency (WASDA)</li> <li>- Polish Humanitarian Action (PAH)</li> <li>- Somali NGO Consortium (SNC)</li> </ul>
<b>Proposed methodologies</b>	<p>Development of a tailored training package on gender-transformative programming for approx. 80 staff from several consortium members, incl.</p> <ul style="list-style-type: none"> <li>• Needs Assessment and definition of learning objectives.</li> <li>• Development of a Curriculum Design and training materials</li> <li>• Delivery of minimum 10+ ( to be specified) in person workshops and training sessions in Somalia (and Kenya) while incorporating participatory and interactive elements.</li> <li>• Follow-Up Support like technical advice and mentoring to reinforce learning and address any ongoing challenges.</li> <li>• Evaluation and Training Report with further recommendations.</li> </ul>
<b>Proposed timeframe of delivering the training</b>	April/May 2025 (exact dates can be discussed later)

## Project Background

<b>Donors</b>	German Federal Ministry for Economic Cooperation and Development (BMZ) and own funds of the consortium partners
<b>Project Title</b>	PoWER - Promoting Women Empowerment and strengthening vulnerable groups through an integrated approach to create resilient communities in South Central Somalia
<b>Project Period</b>	01.11.2024 – 30.06.2028
<b>Project Regions</b>	Bay, Middle Shabelle, Lower Juba, Mudug, Bakool, Banadir (6)
<b>Project Districts</b>	Kismayo, Galcacyo, Hobyo, Hardhere, Baidoa, Balcad, Bandir, Lower Juba, El Barde, Jowhar, Aden Yabal (11)
<b>Sectors</b>	Women Empowerment, WASH, Protection, Health, Nutrition, Food Security and Livelihood, DRR
<b>Project impact</b>	The project aims to enhance community resilience, promote gender equality, and empower women and vulnerable groups in South-Central Somalia
<b>Project outcomes</b>	<p><b>Outcome 1:</b> Around 10,000 people from 54 target communities, including 65% women, 15% people with disabilities and 30% people from particularly marginalised groups, live in more peaceful, inclusive and resilient communities.</p> <p><b>Outcome 2:</b> Improved access to gender-sensitive WASH, protection and health services for approximately 200,000 people, including 65% women, 15% people with disabilities and 30% people from particularly marginalised groups.</p> <p><b>Outcome 3:</b> Improved food security and income opportunities for around 14,500 vulnerable women, young people and their families in the target communities.</p> <p><b>Outcome 4:</b> Strengthened collective advocacy, coordination and information exchange platform through the SNC.</p>

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## 1. Background and Project Description

South-central Somalia has faced decades of conflict, instability and socio-economic challenges, leading to widespread poverty, displacement, and limited access to basic services such as healthcare, sanitation, and education. Women and vulnerable groups in particular have been disproportionately affected by these challenges, with limited access to decision-making processes, education, and economic opportunities. The region also suffers from entrenched gender inequalities, with cultural norms that restrict women's participation in leadership and decision-making.

With almost 4 million internally displaced persons (IDPs), this is one of the highest numbers in the world. According to a resilience analysis that was conducted in preparation of this project, women, children, elderly people, people with disabilities, low-income households, minority groups/clans and IDPs are the most affected by crises in the target areas. These groups lack effective coping mechanisms to support them in times of crisis. Intersectional forms of discrimination such as gender, age and disability exacerbate the marginalization of people within these groups. Ecological, political/security-related, economic and societal risks affect Somalia in general and, according to stakeholders in FGDs and KIIs of the study, the target areas of the project in particular.

The project was designed in response to these issues, aiming to foster gender equality, peacebuilding, and community resilience in South-Central Somalia. By addressing the barriers to gender equality, empowering women and marginalized groups, and promoting sustainable peacebuilding practices, the project seeks to create lasting improvements in the lives of vulnerable communities. With funding from the German Federal Ministry for Economic Cooperation and Development (BMZ), action medeor implements this TDA (Transitional Development Assistance) project in 11 districts of South-Central Somalia.

### **Project Goal/ Objective**

The project goal is to empower women, girls, youth and marginalized groups in South-Central Somalia, enhance community resilience, and promote gender-transformative actions across the regions. The expected outcomes of the project include improved access to WASH facilities, enhanced peacebuilding capacity, and increased economic opportunities for youth and women. Furthermore, the project aims to strengthen local healthcare systems, increase gender equality in decision-making processes, and build community-based conflict resolution mechanisms. This multisectoral project follows an integrated approach by combining activities in the sectors of WASH, FSL, Protection, Health and Nutrition as well as DRR and Women Empowerment to improve the living conditions of the target groups.

### **Target Groups**

The project aims to reach around 216,000 direct beneficiaries and around 236,000 indirect beneficiaries. Intersectionality shall be considered while the target group consists of the following:

Individual level: women, girls & boys (specially students), men (25+), female and male youth (15-25 years), infants and children up to 5 years, older people, persons living with disabilities (PLWDs), marginalized groups (e.g. IDPs and minority clans)

Household level: Low-income households (HHs) from 54 communities (rural, IDPs, host communities), especially HHs led by women/youth/PLWD; vulnerable HH of smallholder families/ from fishing communities/ from IDP camps/ settlements or remote villages. Moreover, the project

staff of the consortium partners shall benefit from capacity strengthening, incl. gender transformative programming. They are the target group of this training package.

## 2. About Partners

**action medeor** was founded in 1964 as a non-profit association based in Germany with the mission that no human being should suffer from treatable or avoidable diseases. Holistic health care, which includes prevention, medical treatment, and the supply of medicines, should be accessible to everyone, regardless of their economic, geographical and social situation or their origin. With two branches in Tanzania and Malawi action medeor provides essential medicines and medical supplies of assured high quality and affordable prices to healthcare partners. action medeor is committed to health promotion, qualification of health personnel and support of people without access to appropriate health care in the areas of medical assistance and disaster relief, pharmaceutical expertise, humanitarian assistance and development cooperation. Its global network of local partner organisations in Africa, Asia, Latin America and Europe enables action medeor to tailor aid measures precisely to the challenges and needs of the affected people.

The consortium comprises action medeor and six partner organizations, each contributing expertise in WASH, health, education, and resilience-building. The partners include arche noVa, Johanniter, WARDI, PAH, WASDA, and SNC, operating across the project's target regions. While only SNC focuses on the national level under Outcome 4, the project activities of all other partners concentrate on the mentioned regions. All partners have extensive and relevant work experience there. Thanks to their long-standing presence and previous projects, they enjoy the trust of the local population and can draw on local networks. They are active members of the relevant local clusters and are in lively dialogue with the respective government agencies. The consortium partners themselves shall benefit from intensive capacity strengthening in the fields of gender transformative programming and peace building & conflict resolution. In preparation of this project, a resilience, gender, peace and conflict study was conducted that informed the overall project approach.

## 3. Purpose and Use

The purpose of this training package is to strengthen the capacity of the project personnel to integrate gender-transformative approaches into project activities and community engagement. The project is designed in a gender-sensitive way with gender-transformative components, however, training staff in gender-transformative action is crucial, especially for field staff, as these individuals are the front-line actors who will directly engage with project communities during implementation. Their role is pivotal in ensuring that the project's goals of promoting gender equality, social cohesion, and peaceful conflict resolution are effectively achieved. The importance of staff training is justified by the following:

- **Direct Influence on Community Dynamics:** Partner staff are the immediate representatives of the project in local communities. Their understanding, attitudes, and behaviors will significantly shape how the project is perceived and how effectively it is implemented. Training them in gender-transformative action ensures they can identify and address gender-related issues and inequalities on the ground, promoting an inclusive and equitable environment that resonates with all community members.
- **Modeling positive behaviors and attitudes:** Staff trained in gender-transformative approaches act as role models within the community. Their interactions with community members can either reinforce harmful norms or demonstrate more equitable, inclusive, and peaceful ways of interacting. When staff consistently model these positive behaviors, they help to shift community norms toward more gender-equitable and peaceful practices.

- **Building Trust and Credibility with Communities:** Communities are more likely to trust and engage with staff who demonstrate a genuine understanding of and sensitivity to their social dynamics, including gender roles and conflict histories. Well-trained acquainted staff on these topics can build stronger relationships with community members, fostering an environment of trust that is critical for the success of any intervention. Trust-building is particularly important in fragile settings like South Central Somalia, where many grievances may persist.

## 4. Scope of Work and Methodology

The consultant is tasked to develop a tailored training package on gender-transformative programming for approx. 80 staff from several consortium members. The training package shall align with the approved project and support the integration of concrete gender-transformative approaches into project work while considering the specific context in Somalia. The training participants shall be clustered so that the number of participants per training session does not exceed 20. The trainings shall take place **in person** in Somalia (and Kenya) in **April/May 2025**.

The training package should contain the following components:

- **Needs Assessment:** Identify the specific skills and knowledge gaps among the staff. This can be done through surveys, interviews, or performance reviews.
- **Learning Objectives:** Clearly define what the training aims to achieve. These objectives should be specific, measurable, achievable, relevant, and time-bound (SMART).
- **Curriculum Design:** Develop a structured curriculum that covers all necessary topics while considering the different target groups (field staff/front-line workers; project management staff in regional office/HQ). Include a mix of theoretical knowledge and practical skills.
- **Training Materials:** Prepare comprehensive training materials such as manuals, slides, videos, and interactive tools. Ensure they are easy to understand and accessible during and after the training.
- **Training Methods:** Use a variety of training methods to cater to different learning styles and incorporate interactive and inclusive elements to keep participants engaged. This can include group discussions, quizzes, case studies, and role-plays. Provide opportunities for participants to apply the learned concepts through practical exercises and simulations and incorporate real-life examples and best practices. If possible, coach selected participants while accompanying them to the field when conducting an activity.
- **Assessment and Feedback:** Implement regular assessments to gauge participants' understanding and progress. Provide constructive feedback to help them improve.
- **Follow-Up Support:** Offer post-training support such as continuous mentoring, additional resources, and follow-up sessions and refresher training to reinforce learning and address any ongoing challenges.
- **Evaluation and Training Report:** Evaluate the effectiveness of the training program through feedback and performance metrics and prepare a final training package report with recommendations in the end.

## 5. Outputs and Deliverables

The consultant is expected to deliver the following outputs:

- Needs assessment report
- A comprehensive training program outline and schedule.
- Training materials, including presentations, handouts, and resource lists.

- Facilitation of agreed training sessions/workshops. Training will be held mainly in Somalia (depending on the security situation in Mogadishu and/or other project locations) as well as in Nairobi, Kenya.
- A final report detailing the training outcomes, participant evaluations, and recommendations for the implementation of the program and future gender-transformative initiatives.
- Certificates of completion for participants.

## 6. Timetable

The consultant is expected to undertake the work in April/May 2025. The exact schedule will be determined in consultation with the project team. Please submit a tentative timetable (indicating the days in for the Curriculum design, for the delivery of various training sessions, and the final report writing) as part of your proposal.

## 7. Expert Profile and Qualifications

The contract will be awarded to a recognized consultant or team of consultants meeting the following criteria:

- a. Relevant degree(s) in Gender Studies, Social Sciences or Development Studies, or a related field.
- b. At least 5+ years of professional experience in gender equality, women's empowerment, and gender-transformative programming.
- c. Proven track record of working on gender issues within humanitarian assistance and development cooperation contexts.
- d. Experience in designing and implementing capacity-building programs, particularly those aimed at promoting gender equality and transformative action.
- e. Strong experience with and knowledge of participatory training methods.
- f. Excellent communication and facilitation skills in English and Somali language.
- g. Very familiar with the country context including specific challenges faced by women and vulnerable groups.
- h. No conflict of interest regarding the consortium partners.
- i. Willingness and readiness to travel to Somalia (under consideration of the security situation and integration into the security plan of the consortium partners) and Kenya.

## 8. Management of the Process

The selected consultant will sign a contract with action medeor e.V. to undertake the assignment. She/he will work as freelancer under the overall guidance of the Program Manager at action medeor and in cooperation with the consortium partners in the field.

The full project proposal will be shared with the winning company/consultant after signature of the contract. This includes the logframe, activity descriptions and general information on the project.

## 9. Application Process

Applications should be submitted electronically in a non-changeable format such as PDF, duly filled and signed to the contact person of action medeor: Ridwan Osman ([Ridwan.Osman@medeor.de](mailto:Ridwan.Osman@medeor.de)) until 10<sup>th</sup> April 2025. Please indicate the tender reference "SOM\_6100208\_Gender Training".

action medeor reserves the right to ask the bidders for further documentation. Any form of canvassing will lead to disqualification from the bid.

**Content of offer:**

- Consultant’s CV/profile indicating all relevant **experiences** (previous reports, presentations, curriculums) [confidentiality will be assured], as well as copies of relevant **academic** degrees and **professional** certificates.
- Contact details of at least 3 professional references related to successful completion of similar and recent assessments. Offers without references details will not be considered.
- Filled and signed Anti-corruption Guideline, PSEAH Policy and Self-declaration (Annexes 1-3).
- Declaration of independence of the consultant.

**Technical Offer** including an outline of the planned assessment and training design concept, clear description of the proposed training methodology as well as **proposed time frame**.

**Financial Offer** with clear distinction of daily honorarium, travel expenses and taxes. The budget should present consultancy fee costs over the entire period of working days. VAT should be included.

## 10. Evaluation Criteria

The Evaluation will be based on qualifications of the consultancy team, the technical proposal (70%), and the financial proposal (30%).

## Appendices

- Annex 1: Anti-corruption Guideline (to be signed)
- Annex 2: PSEAH Policy (to be signed)
- Annex 3: Self-declaration (to be signed)



Annex 1\_Anti-corruption Guideline.pdf



Annex 2\_PSEAH Policy.pdf



Annex 3\_Self-declaration.pdf