



**FEDERAL GOVERNMENT OF SOMALIA MINISTRY OF Women and Human Rights
Development**

Title: Gender Advisor

Duration of the assignment: 9 months

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 MOWHRD 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 wishes to recruit a Gender Advisor.

Duties and Responsibilities

The Gender Advisor will advise and support Senior Management of the Ministry in responding professionally to its mandate; support MWHRD engagement to ensure the promotion of women's leadership; and advise Senior management of the Ministry on strategies and support advocacy activities to address women rights in legislations and policies on women political participation in Somalia, to build and strengthen national capacities and institutions. The Gender Advisor will carry out the following duties, among others:

1. Support MOWHRD's engagement in the ratification and popularization of CEDAW in Somalia. This will entail working on related documents on the National Gender Policy and Sexual Offences Bill and conducting inclusive dialogues and consultations with relevant stakeholders as required;
2. Formulate a MWHRD's Women's Political Participation Strategy (WPPS) as a blueprint for the Ministry's engagement with stakeholders in the promotion of coherent program for promotion of increased women's participation in political process at national and local council levels. The strategy will include targeted engagement with relevant NDP working groups and the key institutions, legislative processes, and policies that will shape the 2020 political process (e.g. revised constitution, electoral law and political parties law);
3. Support MWHRD advocacy activities to implement the Women's Political Participation Strategy (WPPS);
4. Support MWHRD advocacy activities to secure provision for women's participation in the on-going/envisaged constitutional and legislative processes including: Constitutional Review Process; development of the electoral and political parties laws; and women's participation in local councils; reconciliation processes.
5. Lead/convene discussions and dialogues of relevant stakeholders and through close collaboration with and support for concerted efforts by women's organizations and other advocates to sustain joint advocacy in relation to the legislative processes, as well as strategic engagement with relevant NDP working groups.
6. Ensure on-the-job training and capacity support to identified MWHRD staff for continuous learning according to a specific work plan to be outlined. ^[1]_[SEP]
7. Perform other related duties as required.

Expected Deliverables

- Report documenting the activities conducted in support of CEDAW ratification and popularization, including specific inclusive dialogues and consultations with relevant stakeholders on the content of CEDAW in relation to National Gender Policy and Sexual Offences Bill and to activities to prepare Government and Parliament debates on CEDAW;

- Report documenting the institutions, main legislative processes and policies that will play a role in the development of the MWHRD WPPS and advocacy activities;
- A MWHRD's WPPS strategy to engage with these institutions to increase the participation and the engagement of women in political process formulated;
- On-the-job training and capacity support developed.

Selection Criteria

- A master's degree in Human Rights (Law) and Public International Law (Law degree based on civil law system as Somalia has a civil law legal system);
- At least ten (10) years of educational or professional experience in human rights advocacy, civil society engagement, government policy advisory AND project management/coordination at national level;
- Expert knowledge and understanding of international conventions addressing gender issues.
- Experience of working on women's political participation;
- Advocacy, communication and networking skills;
- Ability to work under tight deadlines;
- Cultural and gender sensitivity;
- Competence in the use of standard software application (Office, Mac OS, etc.);
- Ability to communicate and write effectively in both Somali and English is required.
- 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

Closing date of application: 20 December 2017