

Terms of Reference

Gender Based Violence (GBV) Advisor for Somalia Capacity Advancement, Livelihoods and Entrepreneurship through Digital Uplift Project (SCALED-UP)

BACKGROUND

The Somalia Capacity Advancement, Livelihoods and Entrepreneurship through Digital Uplift project (SCALED-UP; US\$31 million (IDA-US\$18 million; Somalia Multi Partner Fund-US\$13 million) was approved by the Board on March 7, 2020 and became effective on August 8, 2019. The ratings of project progress towards achievement of Project Development Objective (PDO) and Implementation Progress are Satisfactory (S) because of the strong progress made across project components as of June 2020. The disbursement rate is at 12.88% since effectiveness, with additional 6.45% in commitments, broadly in line with projections and the project has reached the stage where substantial increases in disbursement can be expected, especially on the financial intermediation component.

The PDO of the project is to support progress towards increased access to basic digital financial and government services targeting entrepreneurship and employment, particularly for women. The project has three components;

Component 1: Strengthening Institutions. This component is focused on supporting core government functions enabling access to services for individuals and businesses. This is a reform area requiring progress across multiple ministries, departments, and agencies (MDAs) in several areas. The component is intended to strengthen governance and institutional effectiveness. The key areas covered by this component are as follows: (i) support to the Central Bank of Somalia (CBS) on improving financial institutions regulations and supervision, promoting efficient financial intermediation and strengthening policies and strategies for digital financial services and expanding financial access; (ii) support to the Financial Reporting Center (FRC) on enhancing its understanding of Somalia's AML/CFT risks, analyzing financial intelligence, and disseminating reports to law enforcement agencies (LEAs) as appropriate; (iii) support to the Ministry of Posts, Telecommunications, and Technology (MPTT)/National Communications Authority (NCA) to strengthen policy development and effective regulation of the ICT sector; and (iv) support to the Federal Government of Somalia (FGS) to create the legislative and institutional enabling environment for the new foundational digital ID system, including the setup and operationalization of a new independent ID Authority.

Component 2: Enabling Financial and Digital Services. This component focuses on increasing individuals' and businesses' access to services that expand economic opportunities and help restore resilience. Under this component, the project is supporting sustainable and digitally enabled mechanisms for service delivery. In addition, the project adopts a gender-sensitive approach to the delivery of targeted services and development of gender-sensitive sector policies and strategies to help address the gender gaps identified. This component covers the following core activities: (i) the establishment and management of a Micro Small and Medium Enterprise (MSME) Financing Facility ('Gargaara') as a dedicated apex institution providing financing to bank and nonbank financial institutions; (ii) enrollment in the digital ID system of at least the first one million registrants, including dedicated support for outreach to poor and marginalized groups, and the use of the digital ID for increased financial access through more accurate

identity verification and authentication mechanisms available to, among others, mobile money companies, banks, and money transfer businesses (MTBs); (iii) support for Government digital payments, including the construction of interoperable retail payments services, and integrated digital Government services; and (iv) e-business registration services for Small and Medium Enterprises (SMEs) through the operationalization of a one-stop shop (OSS).

Component 3: Project Management and Coordination (US\$4 million equivalent). This component is funding project management and coordination activities. The project is being implemented by the Federal Government of Somalia (FGS) using a single Project Implementation Unit (PIU) anchored in the Ministry of Finance (MoF) in Mogadishu, with a multilayer implementation and oversight structure. The PIU is responsible for day-to-day project management and coordinates closely with key MDAs involved in key project activities. The PIU also coordinates activities across the FGS, including Federal Member States (FMS).

To mitigate the economic impact of the crisis on Somali businesses, bolster and safeguard Government's e-service and remote working capabilities, the Government has requested WB support for the following:

- Scale-up and expand the MSME financing through the newly established MSME Financing Facility 'Gargaara', especially in light of COVID-19 concerns, and with the objective of supporting economic relief and recovery of MSMEs, including via enhancing liquidity and supporting de-risking;
- Scale-up financing to deliver the digital ID infrastructure and other enabling interventions that support the new foundational digital ID system, as a financing need arose due to expected financing from the Government of Pakistan not materializing;
- Scale-up digital government services and remote working capabilities, including through support for additional internet capacity, IT equipment and infrastructure, as well as technical assistance to support process reengineering and change management.

Social Risks and Impacts under the project

Overall, the project is expected to have positive social outcomes. Key possible social risks and impacts are identified as; a) exclusion of the target population and particularly poor, vulnerable and minority groups from project benefits such as the ID system; b) selection bias where local community dynamics may lead to attempts to capture the benefits of the project for a particular group; c) security and political fragility where the use of MSME's might lead to further marginalization of poor applicants from vulnerable groups, female-headed households, and IDPs who have no ability to access credits; d) Gender dynamics that can be restrictive for women and children leading to exacerbation of GBV/SEA-H where registration for IDs or qualification for MSME credits is exchanged for sexual favors; e) Remoteness and other security risks that restrict access to areas in Somalia for effective stakeholder engagement, community participation and grievance redress, and; f) breach of data security related to the collection, use and storage of data for the ID component.

SCOPE OF WORK

The project is seeking the support of a GBV Advisor to work with the project implementation unit in Mogadishu, Somalia. The Advisor will support the SCALED-UP PIU and Gargaara Company Limited build their capacity to identify, understand and address social risk, including the development of the required social risk management instruments. This will include mainstreaming the identified mitigation measures into the design of the program.

Functions and Key Results Expected

- a. Assist in the implementation of the project risk mitigation instruments which include the GBV aspects of the Stakeholders Engagement Plan (SEP) and the Environmental and Social Management Framework.
- b. Operationalize a Grievance Redress Mechanism that is gender- and age-appropriate; responsive to existing formal and informal communication mechanisms within affected communities; fitted to receive and safely handle disclosures of GBV and SEA in alignment with survivor centered-principles
- c. Conduct GBV/SEA-H risk assessments, that proactively identify GBV/SEA risks and outline mitigation measures to be verified during stakeholder and community engagement.
- d. Assess key contextual and project related risk factors that may contribute or give rise to sexual exploitation and abuse (SEA) or other forms of harassment and GBV in the Project;
- e. Identify key service providers and the interventions they are carrying out in the fields of prevention and response services for survivors of GBV, focusing on critical health, psychological or psychosocial and related services, including identifying gaps in information and services.
- f. Identify key measures to be integrated into project design to address key risks with the potential to contribute towards GBV, including sexual exploitation and abuse occur, to enable ethical, confidential and survivor-centered response.
- g. Lead the monitoring and reporting on GBV indicators and screening processes of project activities.
- h. Facilitate targeted, safe and quality consultations with women and girls affected by crisis during design/planning, implementation and monitoring phases of the project.
- i. Facilitate capacity-building for the PIU and Gargaara Company on GBV and SEA core concepts, especially how to safely refer a disclosure of GBV, and the implementation of Codes of Conduct
- j. Assist in compiling quarterly and annual reports on social risks, impacts, and mitigation measures.
- k. Handle additional assignments as directed by the project implementing unit.

EXPECTED DELIVERABLES

The consultant is expected to generate the following deliverables which are to be supported by a deliverables acceptance certificate approved by the PIU Coordinator;

1. A monthly consolidated progress report and end of assignment detailed report containing the following: -
 - a. Progress on implementation of project risk mitigation instruments as required under key results (a) and (g);
 - b. Operationalization of the Grievance Redress Mechanism as required under key results (b);

- c. GBV / SEA-H risk log with mitigation measures as required under key results (c);
 - d. Monthly project risk log with key mitigation measures as required under key results (d and f);
 - e. Key service providers identified (incremental) and their interventions as required under key results (e);
 - f. Copies of consultation minutes signed by participants as required under key results (h);
 - g. PIU capacity building interventions and additional assignments as required under key results (i) and (k).
2. Assist in compiling quarterly and annual reports on social risks, impacts, and mitigation measures.

QUALIFICATIONS AND EXPERIENCE

The GBV Advisor will have the following qualifications and experience:

- I. Master's degree in social science, Social Development or related subject desirable
- II. At least 5 years of experience in supervising GBV prevention and response activities.
- III. Experience in working with the public sector, World Bank and international development agencies.
- IV. Experience in conducting awareness campaigns on women's rights, gender equality, GBV, and / or reproductive health considered an asset;
- V. Excellent knowledge of the guiding and ethical principles that govern work with survivors of GBV and good practices in the implementation of activities to prevent and address GBV;
- VI. Good experience in data collection and analysis on GBV;
- VII. Good knowledge of relevant legislation/legal frameworks in Somalia in the area of GBV;
- VIII. Excellent command of English and Somali and strong ability to write reports;
- IX. Experience in development work in fragile conflict and violence settings desirable.;

Language Requirements

Excellent command of Somali and English language (oral and written).

Duration

The successful candidate will be offered a one-year contract with a possible extension subject to satisfactory performance and project requirements.

REPORTING

The GBV Advisor will report to the project coordinator for the SCALED-UP project.