

TERMS OF REFERENCE

DESIGN SAFETY AND SECURITY RISK AND NEEDS ASSESSMENT OF WOMEN ACTIVISTS, ORGANISATIONS AND NETWORKS; DESIGN AND DELIVER TRAINING ON SECURITY AND PROTECTION

1. BACKGROUND:

Saferworld is an independent international organisation working to prevent violent conflict and build safer lives. We have programmes in around 20 countries and territories across Africa, the Middle East, Asia, and Europe. We work with local people affected by conflict to improve their safety and sense of security and conduct wider research and analysis. We use this evidence and learning to improve local, national, and international policies and practices that can help build lasting peace. Understanding the links between gender, peace, and security is fundamental to Saferworld's work. We integrate a strong gender perspective into our community security programming, working with partners to understand the particular challenges faced by women and girls and supporting women's participation in public debate, policy-making, and peace processes.

As part of its project "Making Space for Peacebuilding: Strengthening Participation and Safety of Women Activists and Journalists in South West state and Jubaland, Somalia", Saferworld is now looking for a CONSULTANT to support our partners (Somali Women's Development Centre and Somali women Study Centre) to assess their own and other women journalists and activists' safety and security needs (including risk assessments) at the individual and organisational capacities they have to develop & implement security protocols and guidelines to prevent and respond to a range of targeted security concerns including threats, online abuse, and risks and experience of physical violence linked to their line of work.

Saferworld, in partnership with the Somali Women's Development Centre (SWDC) and the Somali Women's Study Centre (SWSC), is implementing an 18-month project "Making Space for Peacebuilding: Strengthening Participation and Safety of Women Activists and Journalists in South West state and Jubaland, Somalia".

The project goal is to enhance the safety of women activists and journalists (including those from marginalized groups and selected local women's organizations and networks) in Jubaland and South West states of Somalia and broaden the civic space for their meaningful participation in peacebuilding and political processes. It aims to address three intertwined conflict drivers that negatively affect women activists' civic and political participation:

1. Patriarchal social norms;
2. Exclusion of women from key decision-making arenas, such as formal and clan-based dispute resolution, security provision, and political institutions;
3. The weaponization of GBV to maintain the status quo and limit women's roles in public & political processes in `Somalia.

The project will respond to the significant formal and informal barriers that women activists and journalists face in participating in public life in South West and Jubaland. Somali women activists have highlighted that the violence they face has particular gendered dimensions, which require distinct responses. The project first bridges a gap in data by developing locally-led 'Violence Observatories' to monitor and track incidences of insecurity and trends in violence that women activists face, as well as increase access to existing GBV services through updated service mappings and referral pathways.

It then further focuses on the immediate safety and security concerns of women activists so they have individual and organisational capacity agency to develop use security protocols and guidelines to prevent , and respond to a range of security concerns including threats, online abuse, and physical violence. Currently, women do not have technical knowledge of how to develop security plans and protocols to practically apply them. Strengthening women activists’ capacities at the individual/ organizational level will increase their capacity to protect themselves to a certain degree against the insecurities they face while doing their peacebuilding work.

2. PURPOSE OF THE CONSULTANCY

The purpose is to design safety and security risk assessment and needs assessment of women’s activists, organisations & networks & design & deliver training on security and protection mechanisms.

3. CONSULTANT OBJECTIVES

Saferworld is looking for a consultant(s) who can effectively deliver the following responsibilities:

- Conduct a needs assessment for 20 local women’s organization leaders and women activists on gaps in security and protection mechanisms, including identifying existing guidelines and procedures.
- Develop tailored organisational and individual training packages for women activists to strengthen their capacities at the individual and organisational level to prevent and respond to a range of security concerns including threats, online abuse, and physical violence.
- Deliver training on security planning and protocols for journalists and activists.

4. DELIVERABLES

- Co-design risk & needs assessments for partner organisations (SWDC and SWSC), provide training to the partners as TOTs and Co-facilitae at least 2 subsequent training session with the partners for the 20 women activists and organisation leaders at the FMS level to identify security and protection training and support needs.
- Draft a report with findings, analysis & recommendations based on the assessments.
- Draft a security training pack targeted to women’s activists, organizations and journalists and partner organisations.
- Deliver/co-facilitate training to 20 women activists and organisation leaders.

5. TIME-FRAME

- The final deliverable should be completed by November 5th 2022
- Deadlines for interim submissions will be agreed upon in consultation with the selected applicant and included in the consultancy contract.

6. DURATION OF THE ASSIGNMENT

Tasks	Output	Anticipated number of days
Co-design risk & needs assessments for partner organisations (SWDC and SWSC), provide training to the partners as TOTs and Co-facilitae at least 2 subsequent training session with the partners for the 20 women activists and organisation leaders at the FMS level to	20 Women’s organizations and women activists provided with technical skills to increase security and strengthen protection mechanisms	10 days

identify security and protection training and support needs		
Draft a report with findings, analysis & recommendations based on the assessments.	Need assessment Report submitted	5 days
Draft a security training pack targeted to women's activists, organizations and journalists and partner organisations.	Training resource packs developed for women activists and women rights organisations in technical areas: conflict- and gender-sensitive and rights-based approaches; conducting risk assessments (including physical and digital/online), developed security plans and protocols, including mitigating and responding to threats; evidence-based advocacy; community-led approaches to social norm change, and other technical areas identified by the needs assessments.	10 days
Deliver/co-facilitate training to 20 women activists and organisation leaders	Technical training provided to selected local women's organizations and women activists on priority areas identified in the need's assessment	10 days

7. SAFERWORLD RESPONSIBILITIES

On this assignment Saferworld will be responsible all the logistics of the training including venue, accommodations, organizing and inviting the participants and all the necessary coordinations and logistical arrangements.

8. REMUNERATION:

The consultant(s) will receive a single payment in arrears upon satisfactory completion of the required task and presentation of an invoice to Saferworld. Payment will be made on the basis of a satisfactory output delivered. The consultant will also be compensated for costs associated with conducting the research task, each cost being subject to explicit prior approval. Additional compensation will not be provided for costs related to telephonic or internet communication.

9. CONFIDENTIALITY AND AUTHORSHIP:

Saferworld will have exclusive ownership of the training material and other materials associated with the contract, for example, the workshop agenda and documents/presentation. Saferworld reserves the right to use these materials in external publications. Saferworld will acknowledge the consultant's input in any published document that includes material submitted by the consultant(s), unless the consultant expressly wishes not to be acknowledged in the such document(s).

10. PERSON SPECIFICATION:

- Master's level degree(s) or equivalent in relevant field
- Proven experience and understanding of security concerns of women activists in conflict-affected contexts.
- Proven experience in developing material on and conducting security training with women activists and/or journalists, ideally in Somalia.
- Proven experience in undertaking co-design and participatory methodologies and related products, such as training, guidelines, and tool-kits.
- Strong understanding of gender approaches and gender, peace, and security concepts
- Fluency in English, Somali knowledge a plus
- Proven facilitation and presentation skills
- Proven good capacity building/training skills
- Excellent understanding and knowledge of Somalia context is required

11. EXPECTED PROFILE OF CONSULTANT TO SUBMIT AN APPLICATION

- An Expression of Interest in the form of a letter outlining their motivation, relevant experience, and suitability for the consultancy;
- A proposal (2 pages max) in line with the objective of this project clearly stating process and outputs, and including two examples of previous work in line with this assignment;
- Curriculum Vitae;
- The proposed level of effort (number of consulting days required to complete the task), timeline, and expected fee (expressed as a daily rate);

12. TERMS & CONDITIONS

Binding agreements will be drawn in a form of a contract to which this TOR will serve as an annex or addendum. The contract will stipulate all the legal and statutory obligations as required by law and relevant to the two contracting parties.

13. APPLICATION PROCESS:

Interested candidates should submit their proposal to following email jobs@saferworld.org.uk with the subject: **‘Technical training on security and protection mechanisms Consultant- Somalia’**. The closing date for applications is **September 28th 2022 4:00 PM** Somalia time..