



NIRA
NATIONAL IDENTIFICATION &
REGISTRATION AUTHORITY
HAY'ADDA AQOONSIGA IYO DIIWAANGELINTA QARANKA

Organization: National Identification and Registration Authority (NIRA)
Position: Gender Specialist
Location: Mogadishu
Reporting to: Director General
Contract 12 months renewable upon performance
Duration

TERMS OF REFERENCE FOR GENDER SPECIALIST

Background:

The National Identification and Registration Authority (NIRA) is a Government Agency in Somalia, first established in 2020, with the aim of creating and maintaining the national identification system. NIRA is, inter alia, responsible for registering citizens and residents and for providing them with secure and verifiable credentials, including a unique identification number and a national identity card. It also serves as a trusted provider of identity verification and authentication services, promoting the use of the foundational identification system. With the establishment of NIRA Somalia, the government is committed to providing a reliable and efficient identification system that will enable individuals to access services and participate in the development of the country.

The Federal Government of Somalia is implementing the World Bank-financed Somalia Capacity Advancement, Livelihood and Entrepreneurship, through Digital Uplift Project (SCALED-UP) and intends to use part of the proceeds to hire a Gender Specialist (Individual Consultant) for the National Identification and Registration Authority.

Objective:

The Gender Specialist will facilitate gender-equitable access to the National ID system and promote digital inclusion in Somalia. The objective is to integrate gender considerations effectively into the ID system's implementation, monitor progress, report significant accomplishments, and promote equal access for all individuals. Close collaboration between NIRA, women's associations, and stakeholders will be pursued.

Scope of Work:

Under the overall guidance from NIRA Director General, the responsibilities of the Gender Specialist will include but not limited to the following:

- Advocate for and facilitate the integration of gender perspectives into all aspects of the National ID Program, including policies, strategies, and implementation plans.
- Conduct gender analyses to identify gender gaps, inequalities, and opportunities for promoting gender equality within the National ID program.
- Develop and implement gender-responsive strategies to address gender-specific challenges and promote inclusivity at all levels of the program, with a particular focus on marginalized and vulnerable groups.
- Develop and implement a comprehensive reporting framework for the National ID Program, ensuring that gender-related indicators are systematically monitored and reported.
- Collect and analyze gender-disaggregated data to assess the program's impact on gender equality, inclusivity, and access.
- Prepare regular progress reports, highlighting key achievements, challenges, and recommendations for improvement, with a strong emphasis on gender considerations.
- Work towards ensuring the long-term sustainability of gender-responsive approaches within the National ID Program.
- Identify opportunities to strengthen partnerships and collaborations with relevant stakeholders to support sustainable gender-inclusive practices.
- Provide technical expertise and guidance to build the capacity of program staff and partners in gender mainstreaming and sustainable development.
- Foster collaboration across relevant stakeholders to eliminate barriers and ensure that the National ID program's design and implementation prioritize inclusivity and affordability for all.

Qualifications and Experience

The candidates should have the following desired qualifications:

- Bachelor's degree in a relevant field, such as in gender studies, women's studies, social sciences, development studies, or a related field. Master's degree is preferred.
- In-depth knowledge of gender analysis, gender mainstreaming, and gender-responsive approaches within development programs, particularly in the context of Somalia.
- At least 7 years of practical experience working on gender-related issues, gender equality, and women's empowerment projects or programs, preferably within Somalia or similar contexts.
- Experience in gender mainstreaming within national or regional ID systems is highly desirable.

- Experience in conducting gender analysis, including the ability to identify and address gender gaps, inequalities, and barriers to gender equality within government programs or similar large-scale programs. Proficiency in utilizing qualitative and quantitative research methods to collect and analyze gender-disaggregated data.
- Expertise in analyzing policies, developing gender-responsive policies and frameworks, and advocating for gender equality within national ID programs. Familiarity with national gender policies and strategies in Somalia is an advantage.
- Proven ability to engage and collaborate effectively with a range of stakeholders, including government entities, women's organizations, civil society, and other relevant actors. Experience in facilitating multi-stakeholder dialogue and partnerships to advance gender equality and inclusivity.
- Demonstrated experience in designing and delivering gender-responsive training programs, workshops, and capacity-building initiatives to enhance the understanding and integration of gender considerations among program staff, partners, and stakeholders.
- Strong skills in monitoring, evaluation, and reporting, with the ability to prepare comprehensive reports on gender-related indicators, progress, achievements, and challenges. Proficiency in presenting data and findings in a clear and concise manner.
- Sensitivity and awareness of the cultural, social, and political context in Somalia, including the specific gender dynamics and challenges faced by women and girls.
- Familiarity with international frameworks and conventions related to gender equality and human rights towards digital ID and SDG
- Strong analytical and reporting skills, with the ability to synthesize complex information into concise and informative reports.
- Fluency in English and Somali languages (both written and spoken).

Deliverables:

- Develop a comprehensive gender mainstreaming plan for the National ID program, outlining strategies, activities, and timelines to integrate gender considerations across all program components.
- Conduct a gender analysis of the National ID program, identifying gender gaps, inequalities, and opportunities for promoting gender equality and inclusivity. Prepare a detailed report with recommendations for addressing the identified issues.
- Design and implement a system for collecting gender-disaggregated data related to the National ID program. Ensure data collection methods are gender-sensitive and aligned with international standards and best practices.
- Review existing policies and procedures of the National ID program and develop gender-responsive versions, ensuring that gender considerations are embedded into all aspects of program implementation.

- Organize and deliver capacity-building workshops and training sessions for NIRA staff and relevant stakeholders on gender mainstreaming, gender equality, and inclusive practices within the National ID program.
- Develop a monitoring framework to track the progress of gender-related activities and indicators within the National ID program. Prepare regular progress reports highlighting key achievements, challenges, and recommendations for improvement.
- Contribute to the development of gender-responsive communication materials, ensuring that messaging and outreach efforts are inclusive and sensitive to gender issues and diverse target groups.
- Engage with women's organizations, civil society groups, and other stakeholders and foster partnerships that promote gender equality and inclusivity within the National ID program.
- Compile and document good practices, lessons learned, and success stories related to gender mainstreaming in the National ID program. Disseminate knowledge through reports, presentations, and other knowledge-sharing platforms.
- Provide technical support to NIRA in addressing gender-specific challenges, resolving gender-related issues, and implementing gender-responsive strategies across the National ID program.