



## NATIONAL CONSULTANT TERMS OF REFERENCE

### I. Contract Overview

Consultancy Title:	Individual Consultant to conduct a study on the gendered impacts of climate risks on women and girls
Location:	Mogadishu Somalia
Practice Area:	Gender and Governance
Type of Contract:	Individual Contract
Post Type and Level:	Individual Consultant
Languages Required:	English
Starting Date:	XX XX 2026
Ending Date:	XX XX 2026
Duration of Contract:	Maximum 45 working days

### II. Consultancy Assignment

#### Background

The Federal Republic of Somalia, through financing from the African Development Fund (AfDB), is implementing the Multi-National Climate Disaster Risk Financing Project (CDRF- ADRiFi) in Somalia. The project aims to enhance the country's resilience and response to climate shocks by improving the management of climate disaster risks.

Component 1 focuses on establishing an enabling environment for the adoption of climate risk financing instruments. Under Sub-component 1.2, the project seeks to strengthen the understanding of climate risk financing mechanisms, such as index-based insurance, among relevant stakeholders, including government agencies, insurance regulators, private insurance companies, farmers, cooperatives, and community-based organizations.

The Somali Disaster Management Agency (SoDMA), established as the national lead institution for disaster risk management, is the executing agency for CDRF- ADRiFi in Somalia. SoDMA is mandated to coordinate disaster preparedness, response, recovery, and resilience-building efforts across the country.

Somalia continues to experience frequent climate shocks, particularly droughts and floods, which undermine rural livelihoods, exacerbate food insecurity, and threaten social stability. Women and girls are disproportionately affected, facing barriers such as unequal access to productive assets, limited participation in decision-making, and heightened exposure to gender-based violence (GBV). These inequalities hinder their ability to benefit from climate risk financing mechanisms, including index-based insurance.

To address this gap, CDRF- Somalia will commission a national consultant to conduct a gendered impacts study. The study will provide an evidence base for developing inclusive policies and interventions that ensure climate risk financing tools are accessible, equitable, and responsive to the needs of women, men, boys, and girls, and other vulnerable groups.:

### **Objective of the Assignment:**

To assess the gendered impacts of droughts and floods on women and girls in Somalia, and identify socio-economic, cultural, and institutional barriers that limit their participation in and access to climate risk financing instruments, particularly index-based insurance.

### **Scope of Work**

The study will cover the regions most affected by recurrent droughts and floods in Somalia. It will analyze gender-differentiated impacts across women, men, girls, boys, and persons with disabilities, focusing on the last 5–10 years of major climate events. The Consultant is expected to compare impacts across rural and urban contexts and assess how these shape access to climate risk financing instruments, particularly index-based insurance.

### **Duties and Responsibilities**

- ❖ Conduct a comprehensive desk review of existing literature, national policies, strategies, and frameworks on disaster risk management, climate change adaptation, gender equality, and financial protection instruments.
- ❖ Document the differentiated impacts of droughts and floods on people with disabilities, women, men, girls, and boys in Somalia.
- ❖ Identify socio-economic, cultural, and institutional barriers that limit women's and girls' participation in, access to, and effective use of climate risk financing mechanisms.
- ❖ Conduct field-level consultations and data collection through KIIs, FGDs, and community dialogues with key stakeholders.
- ❖ Assess the integration of gender considerations within current disaster risk management and financial protection policies.
- ❖ Organize and facilitate a consultation and validation workshop with key stakeholders to refine findings.
- ❖ Develop actionable recommendations and an implementation roadmap for SoDMA and stakeholders.
- ❖ Prepare and present reports and knowledge products (inception, draft, validation presentation, final report).

### **Deliverables:**

1. Comprehensive inception report detailing methodology, tools, and timeline.

2. Draft report presenting preliminary findings.
3. Consultation and validation workshop with key stakeholders.
4. Final gender analysis study report incorporating feedback.

**Better version here for revision**

<b>Deliverable</b>	<b>Content</b>	<b>Due Date</b>	<b>Payment %</b>
Inception Report	Detailed methodology, tools, sampling plan, and work schedule	Day 10	20%
Draft Report	Preliminary findings, gender analysis by groups, barriers, emerging recommendations	Day 30	40%
Validation Workshop	Facilitation and presentation of findings with stakeholders	Day 40	–
Final Report	Revised gender analysis with actionable recommendations and implementation roadmap	Day 45	40%

**Performance Evaluation**

The Consultant’s performance will be assessed on timely submission of high-quality deliverables, depth and rigor of analysis, inclusiveness of consultations, and responsiveness to feedback from SoDMA and AfDB. Final payment is contingent on satisfactory completion of the assignment.

**Methodology**

The consultant will employ a mixed-methods approach, combining qualitative and quantitative research techniques to ensure a comprehensive gendered analysis of the impacts of droughts and floods on women, men, boys, and girls in Somalia.

**Reporting and Supervision**

The Consultant will report directly to the Project Coordinator at SoDMA, under the overall supervision of the AfDB Task Manager for the CDRF-ADRFi Project. All deliverables shall be reviewed and approved by SoDMA and AfDB prior to payment. The Consultant will also liaise with relevant line ministries and gender focal points for data collection and validation

**Risks and Mitigation**

The assignment may face challenges such as limited security access to certain regions, cultural sensitivities in discussing GBV, and incomplete or unreliable data. The Consultant is expected to propose mitigation strategies, including remote data collection, using female facilitators where necessary, triangulating multiple data sources, and coordinating closely with local authorities and civil society partners.

## **Ethical Standards**

The Consultant must adhere to ethical research principles, ensuring informed consent, confidentiality, and the safety of participants. Research on sensitive issues such as GBV shall follow WHO's ethical and safety guidelines. The Consultant must comply with AfDB's Code of Conduct and SoDMA's safeguarding policies.

## **III. Competencies**

### **Core Values:**

- Respect for Diversity
- Integrity
- Professionalism

### **Key Competencies**

- Excellent analytical and writing skills.
- Strong facilitation and communication abilities.
- Ability to work effectively with government, communities, and development partners.
- Demonstrated cultural sensitivity and gender responsiveness.
- Proven ability to deliver quality outputs within tight deadlines.

### **FUNCTIONAL COMPETENCIES:**

- Strong commitment to gender equality and women's empowerment
- Strong organizational skills and self-direction
- Ability to prioritize and work under pressure with colleagues at all levels
- Strong communication and interactive facilitation skills
- Excellent analytical, writing and synthesis skills
- Ability to work in a multicultural environment and maintain effective relations
- Ability to deliver quality results on time and under pressure

## **IV. Required Qualifications**

### **Education:**

- Advanced degree (Master's or higher) in Gender Studies, Development Studies, Social Sciences, or related Field. A first-level university degree with two additional years of qualifying experience may be accepted in lieu of the advanced degree.

### **Experience:**

- At least minimum of 7 years of professional experience in gender analysis, climate change adaptation, or disaster risk management.
- Proven experience with climate risk financing or index-based insurance is highly desirable

- Proven experience with financial inclusion or insurance-related studies.
- Demonstrated experience working in Somalia or the Horn of Africa context
- Strong skills in participatory research, facilitation, and stakeholder engagement .
- Excellent analytical, report-writing, and presentation skills.
- Proficiency in Somali and English required, with excellent report writing skills; knowledge of local dialects is an asset