



## Terms of reference for violence against women and girls (VAWG) and gender norms analysis

### Background

The International Solidarity Foundation (ISF) is a Finnish development organization, founded in 1970. It has a vision to be an organization with a leading role in the empowerment of women and girls in East Africa by 2030. It envisions a world where women and girls are empowered to build their own future, their self-determination is fully realised, and their right to bodily integrity respected.

The goal of ISF's 2022 – 2025 programme is to strengthen the bodily integrity and livelihood resilience of women and girls in Kenya, Somaliland, Puntland, and Ethiopia. It has five expected outcomes:

- Judicial and moral duty bearers take action to mitigate violence against women and girls
- Women and girls collectively claim their rights
- Women's sphere of influence has expanded
- Women benefit from services and networks that support livelihood reform
- Improved capacity of farm systems to mitigate and adapt to climate change

The programme consists of development projects that are implemented by local partners. Partners are local civil society actors such as NGOs, community-based organizations, and women's own businesses.

ISF's operating model is designed to strengthen local civil societies by empowering women and their organizations, capacitating judicial and moral duty bearers, and strengthening local CSOs. Learning and innovation are at the heart of the model.

In preparation for the ISF 2022-25 Ethiopian programme, ISF and its three local implementation partners CAAP, RDV and HAVOYOCO (later: ISF partners) commission an analysis on violence against women and girls (VAWG) and gender norms in the target communities in Fafan and Jarar zones:



### **Purpose and scope of the analysis**

The overall purpose of the analysis is to illuminate the dynamics, triggers and root causes, as well as alternative solutions to mitigate VAWG (particularly female genital mutilation/cutting and partner violence) in the lives of the beneficiaries and their communities at large. It also aims to shed light on the understanding on the prevalence, severity, culpability and preventability of various types of VAWG among community members (rights holders) and relevant duty bearers. As rigid gender norms and harmful gender stereotypes often give rise to VAWG, they constitute a crucial part of the analysis.

The topics and questions below are preliminary. The scope of the analysis will be agreed upon together with the consultant, ISF and ISF partners during the inception phase:

#### **Mandatory component: Gender norms analysis to explore the underlying gender stereotypes, norms and ideals in the target communities:**

- What are seen as *typical* characteristics and behaviours of women versus men in the community (gender stereotypes)?
- What characteristics and behaviour are *expected* of women in the community? How about men? (gender norms and ideals)
- What positive consequences do traditional (rigid) gender norms and roles have for individual men/women/families/communities?
- What negative consequences do traditional (rigid) gender norms and roles have for individual men/women/families/communities?
- What is the role of family, religion, culture/tradition, media etc. in imposing (or challenging) these gender norms? (see Stakeholder analysis guide below)
- In whose interest is it to support (or challenge) traditional (rigid) gender norms? (see Stakeholder analysis guide below)
- What consequences are there for women if they do not assume the expected female gender roles and norms? For men?
- What options are there to renegotiate traditional gender norms and roles?

#### **Mandatory component: FGM analysis to explore the local dynamics and understandings in the target communities:**

- Who are playing which roles in deciding, organizing, and performing the cut? (see Stakeholder mapping guide below)
- Who are promoting FGM in the village/community? (see Stakeholder analysis guide below)
- What are typical places and times of the cut?
- What are the main justifications for continuing the practice?
- Is FGM discussed openly? In families, in public, by duty bearers?



- Is there public FGM opposition locally? Led by whom?
- Is FGM believed to be widely practiced or disappearing in the near future?
- What do parents fear if they reject FGM?
- Who has authority/legitimacy regarding FGM in the village/community/wider society?
- Who do these opinion leaders listen to? What is their source of information regarding FGM?
- What are the generally understood physical, psychological, and social consequences for survivors?
- Is FGM connected to early marriage? How?
- What referral mechanisms and institutions (reporting, investigation, and prosecution practices) are there to seek justice for FGM survivors (if illegal)? (use the template in ISF Ethics and safety guidelines for addressing VAWG to document and share)
- What referral mechanisms and institutions (medical, psychosocial, security/shelter) are there for FGM survivors? (use the template in ISF Ethics and safety guidelines for addressing VAWG to document and share)

**Mandatory component: Domestic/partner violence analysis to explore the local dynamics and understandings in the target communities:**

- What are the typical forms of domestic/partner violence (physical, sexual, mental, economical) in the community?
- Who are typically the perpetrators?
- What are typical triggers for partner/domestic violence?
- What justifications are given for domestic/partner violence? Are there signs of victim blaming?
- Is domestic/partner violence openly discussed or silenced?
- What are the generally understood physical, psychological, and social consequences for survivors?
- What locally available referral mechanisms and institutions are there for survivors or domestic/partner violence to seek justice (security/shelter, reporting, investigation, and prosecution practices)? (use the template in ISF Ethics and safety guidelines for addressing VAWG to document and share)
- What locally available referral mechanisms and institutions are there for survivors or domestic/partner violence to seek medical or psychosocial help? (use the template in ISF Ethics and safety guidelines for addressing VAWG to document and share)
- How are survivors of domestic/partner violence treated by local health/policy/judicial officials?
- What strategies do people identify for prevention and mitigation of partner violence?



**Optional component (based on the desk review findings): Non-partner sexual violence, abuse, and harassment analysis to explore the local dynamics and understandings in the target communities:**

- What are the typical forms of sexual violence, abuse, and harassment in the community?
- Who are typically the perpetrators?
- When and where do these violations typically take place?
- What justifications are given for sexual violence, abuse, and harassment? Are there signs of victim blaming?
- Is sexual violence, abuse, and harassment openly discussed or silenced?
- What are the generally understood physical, psychological, and social consequences for survivors?
- What locally available referral mechanisms and institutions are there for survivors or sexual violence, abuse, and harassment to seek justice (security/shelter, reporting, investigation, and prosecution practices)? (use the template in ISF Ethics and safety guidelines for addressing VAWG to document and share)
- What locally available referral mechanisms and institutions are there for survivors or sexual violence, abuse, and harassment to seek medical or psychosocial help? (use the template in ISF Ethics and safety guidelines for addressing VAWG to document and share)
- How are survivors of sexual violence, abuse, and harassment treated by local health/ police/judicial officials?
- What strategies do people identify for prevention and mitigation of sexual violence, abuse, and harassment?

**Mandatory component: Stakeholder analysis**

Every project is closely connected to its operational environment and many people and groups around it. Stakeholder analysis is used to determine the interests and needs of different people and groups regarding the project. A stakeholder is any person, group, organisation or institution that

- is involved in the project
- is positively or negatively affected by the project
- has a positive or negative impact on the project

**Methodology and sampling**

The inception phase entails preliminary discussions with each project team and desk review of at least the following documents:



- ISF 2022-25 Development Programme and Ethiopia Country Programme
- ISF partners' initial 2022-25 project concept notes
- ISF Ethics and safety guidelines for addressing VAWG

The analysis should collect qualitative data through some or all of the below methods, and/or other qualitative methods suggested by the consultant:

- Key informant in-depth interviews (KII) to gather primary data from key stakeholders
- Focus group discussions (FGD) with project beneficiaries and other stakeholders.
- Observations during field visit(s)

People to be consulted shall include but not be restricted to the rights holders/final beneficiaries (mostly women living in rural and IDP communities if any) and duty bearers (such as religious and traditional leaders, community management committees, BOWCA, BOLSA and other relevant regional and woreda offices) identified in more detail in the documents shared at the inception phase (see above), and covering the whole variety of different projects and districts listed in the table below:

<b>ISF partner</b>	<b>Target districts in Fafan</b>	<b>Target districts in Jarar</b>
CAAP	Harawo	-
HAVOYOCO	Harawo	-
RDV	-	Degahbour

Considering the sensitivity of the topic, the data should be collected separately from female and male beneficiaries, rights holders and duty bearers, and full anonymity guaranteed for the participants. **Female consultant(s)** must be assigned to interview female interviewees. ISF Ethics and safety guidelines for addressing VAWG must be strictly followed.

### **Timing, duration and expected deliverables of the analysis**

The analysis is expected to start 28<sup>th</sup> of February and be finalized beginning of May 2024. Data collection during Ramadan will be negotiated with the consultant and will be decided during the inception report. An estimated duration is 20-30 working days including submission of an inception report

- finalization of data collection tools acc. to client feedback



- data collection
- data analysis and report writing
- delivery of draft report, workshop to validate initial findings
- submission of the final report acc. to client feedback

The consultant shall submit an **inception report** to ISF latest **seven days (one week) after signing the contract**. The inception report serves as an agreement between parties on how the analysis will be conducted, covering the following items:

- Research methodology, including data collection tools, suggested target groups and participant numbers by group and location
- Ethical considerations (ISF Ethics and safety guidelines for addressing VAWG must be strictly followed)
- Schedule of the analysis activities incl. travelling (timeline)
- Detailed budget

The **draft report** should be sent for comments to ISF no later than **May 1<sup>ST</sup>, 2024**. The findings must clearly bring forth similarities and differences between various partners and their target communities and/or different geographical areas (e.g. Hawaro versus Dhegahbour) in order to guide the project planning phase.

The **final report**, which incorporates the ISF comments and suggestions done to the draft report, should be submitted to ISF no later than **May 7<sup>th</sup>, 2024**.

### **Qualifications of the consultant**

The profile of the leading consultant needs to meet the below requirements:

- University degree in development studies or social science, preferably doctoral degree
- Minimum 7 years' professional experience in gender equality and women's rights, preferably violence against women and girls
- Minimum 5 years' experience in research and/or programme evaluation
- Profound understanding of the Somali region context
- Evidence of quality outputs from previous assignments
- Full professional fluency in written and oral English
- Good qualitative and quantitative analytical skills
- Good reporting and presenting skills
- Punctuality and availability to complete the work on time



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### **How to apply and selection criteria**

Requested information:

- a draft consultancy plan (1-2 pages) including a short description on the methods, duration of the consultancy (number of days), consultant team
- CVs of all the consultant team members
- cost of the tender including facilitation fee/day, other costs

ISF will choose the consultant according to a) the professional capacity of the consultant(s), b) the quality of the tender, c) the cost of the tender.

The selection of the consultant will be done by ISF. The tender must be submitted **by February 21<sup>st</sup>, 2024**, to ISF Ethiopia [isfethiopia@solidaarisuus.fi](mailto:isfethiopia@solidaarisuus.fi)