



<b>Terms of Reference</b> <b>International Consultancy</b> <b>Evaluation/Revision of the National Youth Policy and Development of National Youth Policy Action Plan for Somalia (NYPAP)</b> <b>Vacancy open from 26 Feb – 7 March 2021 (Midnight)</b>	
<b>Hiring Office:</b>	<b>UNFPA Somalia Country Office</b>
<b>Purpose of consultancy:</b>	<p>This consultancy has been initiated by the United Nations in Somalia, under the overall leadership of UNFPA Somalia in collaboration with the Federal Ministry of Youth and Sports, with funding support from EU Delegation in Somalia, in an effort to align and harmonise the National Youth Policy (NYP) with the recent National Development Plan 9 (NDP-9 2020-2024) as well as to develop a costed action plan for the policy.</p> <p>The Consultancy will consist of <b>three main specific tasks</b> as outlined below:</p> <ol style="list-style-type: none"> <li>1. Firstly, the Consultant will review and assess the National youth policy 2017-2021 implementation. This will entail reviewing the current National Youth policy achievements, challenges/bottlenecks, identifying gaps, threats and existing potential opportunities.</li> <li>2. Secondly, having reviewed the gaps and the implementation of the current National Youth Policy, the consultant will produce a revised/updated NYP that is aligned with the Somalia National Development Plan, EU Youth Strategy and UN’s 2030 Youth strategy as well as with Agenda 2030, including the relevant SDGs. The Consultant should ensure the Revised National Youth Policy is clearly written and visually attractive to encourage and support users implement the policy at the decision Makers, Policy Makers and relevant institutions’ levels.</li> <li>3. Thirdly, the Consultant will support the development of a costed NYP action plan to enhance the revised policy implementation.</li> </ol>
<b>Situational Analysis and UN integrated Youth Response in Somalia’</b>	<p>Youth in Somalia face an uncertain future. The vast majority of the Somali population is below the age of 35 according to population estimate surveys. Somalia is also a patriarchal society that is traditionally dominated by male elders. This results in the exclusion of young women and men from decision-making processes and has led to youth usually being excluded from politics. In Somalia, poverty, lack of education and employment opportunities, and difficulties accessing healthcare severely affect marginalized groups – including youth.</p> <p>In fragile states, marginalized groups are also very often neglected and left behind due to lack of education and economic opportunities that have driven young women and men to become more vulnerable to radicalization and seek alternative avenues of belonging, sources of income and leadership. In Somalia, this has led to youth often finding social inclusion within extremist groups. Youth feel a sense of grievance and have limited confidence towards Government authorities and elders in delivering meaningful changes in their society.</p> <p>The number of youth in Somalia is expected to increase in the coming years, providing an immense demographic window of opportunity to better engage the youth of Somalia economically, socially, and civically as they transition into the change-makers and decision-takers of the country. They represent the transition from childhood to adulthood; they are the most important age group since their dynamics determine the social, economic, political, health and demographic future of society in</p>

	<p>Somalia. The Somalia context is generally conservative but also has many challenges including child marriage, female genital mutilation as well as conflicts.</p> <p>The United Nations recognizes youth development as a key part of its mandate and hence provides policy frameworks and practical guidelines for national action and international support to improve the situation of young people around the world. In Somalia, the United Nations recognizes the role young Somalis play in the country’s peace- and state building; the role of youth as partners in the UN’s development efforts; and places empowerment as a vital prerequisite for lasting transformation in Somalia. The multidimensional concept of empowerment – social, economic and political – provides ample scope for harmonizing approaches to youth policies and programming and harnesses the full potential of youth to become recognized social and economic actors, as well as peacebuilders.</p> <p>UN in Somalia is therefore working closely with the Ministry of Youth, Civil Society and youth-led organisations in Somalia to meaningfully engage young people in regards to socio-economic empowerment; youth, peace and security; capacity development; advocacy and policy dialogue; as well as investing in safe physical youth spaces.</p> <p>At the heart of any youth development is to have an inclusive, well thought out National Youth Policy. It is against this background, within the context of the 4th UNFPA Programme cycle 2021-2025 between the Government of Federal Republic of Somalia and the United Nations Population Fund (UNFPA), with support from the EU ILED programme, that the UN in Somalia intends to evaluate the implementation of the current National Youth Policy, share best practices and lessons learnt from its implementation, and develop a costed action plan of the policy to help support and give young people in Somalia a brighter future.</p>
<p><b>Background on the National Youth Policy:</b></p>	<p>The current National Youth Policy 2017-2021 was developed in 2016 with the support of UNFPA and the international NGO Mercy Corps. The main objectives of the National Youth Policy are:</p> <ol style="list-style-type: none"> <li>1. To enhance the capacity and knowledge development of the young people to enable them to access the services they need.</li> <li>2. To foster a sense of patriotism in young people to become tomorrow’s growth agents while cultivating in them a sense of personal development and the security of the country to stimulate stability and better living standards.</li> <li>3. To support youth participation in development opportunities for all and at all levels – local, national and international.</li> </ol> <p>The key priority interventions of the current policy include:</p> <ol style="list-style-type: none"> <li>1. Strengthening Education and Skills Training</li> <li>2. Employment Creation</li> <li>3. Economic Participation, and Poverty Reduction</li> <li>4. Healthy and Quality Lifestyle</li> <li>5. Protection and Guidance for Youth</li> <li>6. Justice and Law</li> <li>7. Terrorism</li> <li>8. Migration</li> <li>9. Unemployment</li> <li>10. Environmental Protection</li> <li>11. Youth participation and leadership</li> </ol>



	<p>The National Youth Policy has largely been implemented by the Government, UN agencies, funds and programmes, and civil society organisations. However, there was no active collection of data to ascertain how far the Policy has been implemented. One of the main issues observed in regards to gaps was the lack of a costed National Youth Policy Action Plan to monitor the progress of implementation.</p>
<p><b>Scope of work:</b>(Description of services, activities, or outputs)</p>	<p>1. The <b>first component</b> of this Consultancy will be to <b>review and assess</b> the <b>progress, achievements, successes and gaps</b> in the implementation of the current National Youth Policy 2017-2021.</p> <p><u>Specific issues that the Consultant should ensure are addressed when assessing and reviewing the current National Youth Policy are:</u></p> <ul style="list-style-type: none"> <li>• The effectiveness, efficiency, sustainability, consistency, and relevance of the policy's interventions.</li> <li>• Understand how well the policy was implemented and what are the key bottlenecks?</li> <li>• Document lessons learnt from the current national youth policy.</li> <li>• Additionally, to assess the coordination and coverage of the current policy in Somalia as well as to take in consideration gender and human rights issues.</li> </ul> <p>2. The <b>second component</b> of this consultancy will be to produce an updated and revised version of the current National Youth Policy keeping in mind the key lessons learnt and challenges during the implementation phase. The revised National Youth Policy will be for the period 2022-2026 and should be:</p> <ul style="list-style-type: none"> <li>• Aligned to the National Development Plan 9 (NDP 9 2020-2024) and other national and international Youth Strategies and Frameworks, including the UN Youth Strategy and the Youth, Peace and Security Agenda.</li> </ul> <p>As per the <b>Baku commitment</b> the Youth Policy should be:</p> <p><b>Rights-based</b> – designed within a human rights-based framework, in line with the country's global and regional commitments.</p> <p><b>Inclusive</b> – ensuring equal opportunities for every young person to achieve their full potential in life, including the elimination of barriers of inclusion, especially of vulnerable groups and enabling civic participation of all young people.</p> <p><b>Participatory</b> – designed, developed, implemented, monitored and evaluated with the meaningful participation of young people, and with the involvement of all concerned stakeholders, from the local to the national level, in both rural and urban settings, and in all development contexts, including post-conflict and transition situations.</p> <p><b>Gender-responsive</b> – enabling specific actions to promote gender equality, ensure young women are equal partners to young men and to address gender-based disparities in all settings, from political to socio-economic and cultural.</p> <p><b>Comprehensive</b> – adopting a holistic approach to youth development, through increased collaboration across policy sectors, Ministries and other relevant entities as well as by providing an integrated strategic framework that guides legislation and measures affecting youth.</p> <p><b>Knowledge-based and evidence-informed</b> – developed and updated, based on the collection, analysis and dissemination of quantitative and qualitative information on the situation, needs, challenges and opportunities of young women and men in Somalia.</p>



	<p><b>3. The third component</b> of this consultancy, is to develop a costed national action plan for the revised/updated National Youth Policy 2022-2026.</p> <p><b><u>Specific Tasks</u></b></p> <p>In view of the above, the consultant will be responsible for undertaking the following specific tasks:</p> <ol style="list-style-type: none"> <li>1. The detailed methodological approach will be designed by the selected consultant and included in the inception report. The consultant is expected to ensure the youth policy development is participatory at all levels.</li> <li>2. Develop a <b>Plan of Action</b> and timetable for accomplishing various components of the consultancy, in consultation with UNFPA Somalia Youth Programme Officer and the UN Youth Specialist.</li> <li>3. Undertake a desk review of the policy and policy-related documents.</li> <li>4. Assist in identifying, collaborate and consult with UNFPA Somalia Country Office, the Ministry of Youth and Sports at Federal and Federal Member State levels, UN technical team, Somali youth and all relevant partners in Somalia, in all stages of assessing, revising and developing the revised/updated National Youth Policy and the National Youth Policy costed Action Plan</li> <li>5. Field Data collection: <ul style="list-style-type: none"> <li>• Interviews with relevant Federal Government Ministries and Federal Members states.</li> <li>• Wide consultation with the youth.</li> <li>• Consultation with women leaders, Civil society and other stakeholders.</li> </ul> </li> <li>6. Evaluate the current National Youth Policy and document <b>successes</b> and <b>failures</b>.</li> <li>7. Revise/modify the National Youth Policy</li> <li>8. Organize validation meetings of the policy with key stakeholders</li> <li>9. Develop National Action Plan</li> </ol> <p><b><u>KEY DELIVERABLES:</u></b></p> <p>Please see below the 3 main deliverables for this Consultancy:</p> <ol style="list-style-type: none"> <li>1. Inception Report plus Review and Assessment Report of the current National Youth Policy 2017-2021</li> <li>2. Revised and updated National Youth Policy</li> <li>3. A costed National Youth Policy Action Plan for 2022-2026</li> </ol>
<p><b>Duration and working schedule and Task Time frame</b></p>	<p>This Consultancy is for a total of <b>70 working days</b> as outlined below:</p> <ol style="list-style-type: none"> <li>1. Inception Report plus Review and Assessment Report of the current National Youth Policy 2017-2021: 20 days</li> <li>2. Revised and updated National Youth Policy: 25 days</li> <li>3. A costed National Youth Policy Action Plan for 2022-2026: 25 days</li> </ol>
<p><b>Supervisory arrangements:</b></p>	<p>The Consultant will work under the overall supervision of the Head of Programmes at UNFPA Somalia and the direct supervision of the UNFPA Somalia Youth and Innovation Programme Officer. The consultant will also be expected to work in close collaboration with the UNFPA office and sub-offices in Somalia and the Ministry of Youth and Sports at Federal and Federal Member State level.</p>
<p><b>Consultancy Location</b></p>	<p>The consultant is expected to be based in Nairobi, Kenya or Somalia in order to liaise closely with UNFPA Somalia.</p>
<p><b>Travel</b></p>	<p>The consultancy will include travel to Somalia. All travel expenses directly related to the consultancy to and within Somalia will be facilitated and paid for by UNFPA Somalia.</p>



<p><b>Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):</b></p>	<ol style="list-style-type: none"> <li>1. 20 working days' inception report plus review and assessment of the current National Youth Policy.</li> <li>2. 25 working days Revision and update of the National Youth Policy.</li> <li>3. 25 working days Costed National Youth Policy Action Plan.</li> </ol> <p><b>Consultancy Inception report:</b></p> <ul style="list-style-type: none"> <li>· Should not be more than 20 pages long (Times New Roman, font size 11). Includes the consultancy methodology, approaches, tools and templates as well as the consultancy timeline.</li> </ul> <p><b>NYP 2017-2021 Review and Assessment Report:</b></p> <ul style="list-style-type: none"> <li>· Should not be longer than 30 pages (Times New Roman, font size 11).</li> <li>· Should present disaggregated data based on sex.</li> <li>· The report should fulfil the requirements outlined in the ToRs.</li> </ul> <p><b>Revised/Updated National Youth Policy 2022-2026:</b></p> <ul style="list-style-type: none"> <li>· Should not be longer than 40 pages (Times New Roman, font size 11).</li> <li>· The report should fulfil the requirements outlined in the ToRs.</li> </ul> <p><b>Development of costed National Youth Policy action plan 2022-2026:</b></p> <ul style="list-style-type: none"> <li>· Should not be longer than 40 pages (Times New Roman, font size 11).</li> <li>· The report should fulfil the requirements outlined in the ToRs.</li> </ul> <p>Report should be written in English (text must be edited free from spelling mistakes and unclear linguistic formulations).</p>
<p><b>Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:</b></p>	<ul style="list-style-type: none"> <li>• UNFPA will provide the selected consultant with relevant documents and connect the consultant with all key relevant informants for tele-conferencing and meeting interviews as may be needed.</li> <li>• UNFPA will dedicate one of its staff members (Youth Officer) to manage and supervise the entire process of the consultancy.</li> <li>• UNFPA will facilitate for the consultant to connect with relevant stakeholders in Somalia as needed.</li> <li>• Youth liaison officer in all the members state will support the consultant.</li> </ul>
<p><b>Qualification and Experience</b></p>	<p><b>Qualifications:</b> The selected consultant should meet the following requirements:</p> <p><b>Languages Skills</b></p> <ul style="list-style-type: none"> <li>• Excellent command of spoken and written English and Somali language.</li> <li>• Knowledge of Somali context is an asset.</li> </ul> <p><b>Education</b></p> <ul style="list-style-type: none"> <li>• Advanced (Master's level Degree) in Public Policy, Policies and Strategies Development, International Relations, Public Administration, Management, Social/Behavioural Sciences or any other related technical field. PhD degree or candidate is an asset.</li> </ul> <p><b>Experience</b></p> <ul style="list-style-type: none"> <li>• 10+ years of experience in policy and strategies development.</li> </ul>



	<ul style="list-style-type: none"> <li>• Prior experience working on international and national policy development as well as national and costed action plans.</li> <li>• Experience working in Somalia is an asset.</li> <li>• First-hand knowledge of the socio-cultural, economic and political situation in Somalia will be an added advantage.</li> <li>• Willingness to work in difficult circumstances, including challenging security conditions, and travel to Somalia.</li> <li>• Experience from and understanding of Government and/or the UN system.</li> </ul> <p><b>Skills and Competencies</b></p> <ul style="list-style-type: none"> <li>• Excellent communication skills, both written and verbal.</li> <li>• Exceptional writing skills.</li> <li>• Excellent organizational and multi-tasking skills.</li> <li>• Conceptual and analytical skills with ability to produce high quality work.</li> <li>• Ability to work under time constraints and deadlines in challenging settings.</li> <li>• Ability to work in multicultural and multi ethnic environments.</li> <li>• Excellent interpersonal skills and ability to establish effective working relations with other stakeholders.</li> <li>• Experience in convening and facilitating consultations.</li> <li>• Ability to work independently.</li> <li>• Ability to work in a team and good interpersonal skills.</li> <li>• Must be committed to respecting deadlines of delivery outputs within the agreed time-frame;</li> <li>• Familiarity with UNFPA and UN operations will be advantage.</li> <li>• Familiarity with the UN system, with its Code of Conduct and with the Do No Harm approach.</li> </ul>
<b>Submission of Proposal</b>	<ul style="list-style-type: none"> <li>- Interested individuals are requested to submit their proposals which should include, but not limited to, Experience, Technical Expertise, Methodology, Work Plan as well as a Financial Proposal for the duration of the consultancy.</li> <li>- The financial proposal shall specify a total lump sum amount or a daily rate and payment terms around specific and measurable (qualitative and quantitative) deliverables (i.e. whether payments fall in instalments or upon completion of the entire contract). Payments are based upon finalization of outputs, i.e. upon delivery of the services specified in the TOR.</li> <li>- In order to assist the requesting unit in the comparison of financial proposals, the financial proposal will include a breakdown of this lump sum amount (including travel, per diems, and number of anticipated working days).</li> <li>- Similar and relevant previous work and consultancy samples (2 samples).</li> </ul>
<b>Payment schedule</b>	<p>Payments will be made against deliverables outlined above, as per below:</p> <ul style="list-style-type: none"> <li>• Inception Report plus Review/Assessment of the National Youth Policy completed: 30%</li> <li>• Final revised/updated National Youth Policy 30%</li> <li>• Final costed National Youth Policy Action plan 40%</li> </ul>
<b>Other Considerations</b>	<p>The consultancy rate applicable is pegged to UNFPA salary scale of the equivalent level.</p>
<p>Interested candidates are requested to send their expression of interest, curriculum vitae and a sample of previous similar work to <a href="mailto:somalia.recruit@unfpa.org">somalia.recruit@unfpa.org</a> by 07 March, 2021 (Midnight). Applicants interested in working with the UNFPA as consultants to register in our roster through the link below :<a href="http://www.unfpa.org/unfpa-consultantroster">http://www.unfpa.org/unfpa-consultantroster</a></p> <p>Applications that do not meet the above requirements will be disregarded. Only shortlisted candidates will be contacted.</p>	