



Job Code Title	Consultancy for Conducting a National Policy-Oriented Study on Gender-Responsive and Human-Centred Justice in Somalia
Location	Mogadishu
Type of Contract	National Consultancy
Project	Women's Roles, Protection, and Access Across Formal and Informal Justice Systems
Contract Type	National Consultancy
Languages Required	English
Duration of Initial Contract	12–16 weeks

1. Introduction

The Ministry of Justice and Constitutional Affairs (MOJCA), with technical support from the United Nations Development Programme (UNDP Somalia) through the Joint Justice and Corrections Programme (JJCP), seeks to engage a qualified consultant (or consulting firm) to conduct a National Policy-Oriented Study on Gender-Responsive and Human-Centred Justice in Somalia.

The study will generate evidence to inform justice sector reforms and strengthen equitable access to justice across Somalia. Its findings will contribute to the implementation of Somalia's Justice Sector Strategy (2025–2029) by supporting the development of inclusive, effective, and evidence-based policies and programmes that enhance the responsiveness and accountability of justice institutions.

2. Background and Institutional Context

The Ministry of Justice and Constitutional Affairs (MOJCA) is mandated to lead justice sector reform and strengthen Somalia's rule of law institutions. In line with this mandate, MOJCA is implementing the Justice Sector Strategy 2025–2029, which establishes a national vision for inclusive, accessible, accountable, and human-centered justice.

The Strategy recognizes gender equality and inclusion as essential elements of justice reform and emphasizes the need to strengthen institutional capacity, improve access to justice, and ensure that justice institutions respond effectively to the needs of all citizens, particularly women and vulnerable groups.

To support evidence-based implementation of the Justice Sector Strategy, MOJCA is commissioning a National Policy-Oriented Study on Gender-Responsive and Human-Centred Justice in Somalia with technical support from UNDP Somalia through the Joint Justice and Corrections Programme (JJCP).

The study will generate nationally grounded evidence on women's participation, protection, and access to justice across formal and informal justice systems and will provide practical policy recommendations to guide justice sector transformation.

3. Rationale and Problem Statement

Despite progress in legal reforms, institutional development, and increased attention to gender equality, women continue to face structural and institutional barriers affecting their participation in justice institutions and their ability to access justice services.

Previous studies, including the Pathways to Inclusion Studies conducted in Southwest State (2024) and Jubbaland (2025), identified several challenges, including:

1. Limited representation of women in justice institutions;
2. Concentration of women in lower-level or gender-specific positions;
3. Barriers affecting recruitment, promotion, and retention;
4. Limited participation of women in leadership and decision-making roles;
5. Strong influence of informal justice mechanisms on justice outcomes;
6. Weak institutional protection mechanisms, including workplace harassment prevention and reporting systems;
7. Challenges faced by women survivors of gender-based violence (GBV) in accessing effective justice pathways.

At the same time, important opportunities have emerged, including increased educational opportunities for women, growing participation in Alternative Dispute Resolution (ADR), gender inclusion initiatives, and institutional reform commitments. However, these developments remain uneven and require deeper analysis to identify pathways for sustainable transformation.

This study therefore expands beyond measuring women's participation and examines three critical dimensions:

- Power: Women's influence, leadership, and decision-making authority within justice systems.
- Protection: Institutional safeguards, rights protection, and accountability mechanisms.

- Pathways: Education, recruitment, career progression, retention, and leadership opportunities.

4. Purpose of the Consultancy

The purpose of this consultancy is to conduct a comprehensive national study that generates evidence-based analysis and policy recommendations to strengthen gender-responsive and human-centred justice in Somalia.

The study will support MOJCA and justice sector institutions to better understand:

1. Women's roles within justice institutions;
2. Barriers affecting women's access to justice;
3. Justice pathways for women survivors;
4. Interaction between formal and informal justice systems;
5. Influence of Islamic principles and cultural practices on women's roles and justice outcomes.

5. Objectives

To support implementation of Somalia's Justice Sector Strategy 2025–2029 by generating policy-oriented evidence on gender-responsive and human-centred justice across formal and informal justice systems.

○ Specific Objectives

1. Assess women's representation, roles, leadership opportunities, and influence within justice institutions;
2. Analyze barriers affecting women's access to formal and informal justice mechanisms;
3. Examine justice pathways and outcomes for women survivors, particularly survivors of gender-based violence;
4. Explore the relationship between Islamic principles, legal frameworks, and cultural practices influencing women's participation in justice;
5. Identify structural, institutional, and social drivers of gender inequality within justice systems;
6. Develop practical recommendations for policy, institutional reform, and programming.

6. Scope of Work and Responsibilities

The consultant will be responsible for:

○ Research Design

- Develop a detailed methodology and research framework;
- Prepare data collection tools and protocols;
- Ensure ethical, culturally appropriate, and gender-sensitive approaches.

- Desk Review

Conduct a comprehensive review of:

1. Justice Sector Strategy 2025–2029;
2. Existing gender and justice studies;
3. Relevant laws and policies;
4. Institutional gender strategies;
5. International standards on gender-responsive justice.

- Data Collection

The consultant will conduct:

Key Informant Interviews (KIIs)

With representatives from:

1. Judiciary;
2. Prosecution services;
3. Police institutions;
4. Custodial corps;
5. Ministry institutions;
6. Legal aid providers;
7. ADR practitioners;
8. Civil society organizations;
9. Religious scholars and traditional leaders.

Focus Group Discussions (FGDs)

With:

1. Women justice professionals;
2. Women justice users;
3. Community members;
4. Women survivors (using survivor-centered approaches).

Institutional Assessment

Assess:

1. Gender representation;
2. Recruitment and promotion systems;
3. Workplace protection mechanisms;
4. Leadership opportunities;
5. Institutional policies.

7. Methodology

The consultant shall apply a mixed-methods approach combining:

- Qualitative Methods

- Key informant interviews;
 - Focus group discussions;
 - Case studies;
 - Stakeholder consultations.
- Quantitative Analysis
 - Review and analysis of institutional gender-disaggregated data;
 - Survey data where available.
 - Legal and Normative Analysis
 - Analysis of Somali legal frameworks;
 - Review of Islamic jurisprudence related to women's participation and justice.

8. Expected Deliverables

Deliverable	Description	Timeline
Inception Report	Methodology, research framework, tools, work plan	Week 2
Data Collection Tools	KIIs, FGDs, survey instruments	Week 2
Draft Research Report	Preliminary findings and analysis	Week 10
Policy Brief	Implementation-focused recommendations for MOJCA	Week 12
Validation Workshop Presentation	Presentation of findings and recommendations	Week 14
Final Research Report	Final approved study incorporating feedback	Week 16

9. Expected Outcomes

The consultancy is expected to contribute to:

1. Evidence-based gender-responsive justice reforms;
2. Improved implementation of the Justice Sector Strategy 2025–2029;
3. Strengthened institutional accountability and inclusion;
4. Better understanding of women's justice experiences;
5. Improved coordination among justice sector actors;
6. Increased legitimacy of justice reforms through consideration of religious and cultural contexts.

10. Education

Minimum: Master's degree in Gender Studies, Law, Political Science, Development Studies, Sociology, Public Policy, or related field.

11. Professional Experience

The consultant/team must demonstrate:

- Minimum **10 years** of professional experience in gender research, justice sector reform, governance, or related fields;
- Experience working in fragile and conflict-affected contexts;
- Demonstrated experience conducting policy-oriented research.

12. Technical Expertise

Required expertise includes:

- Gender analysis within justice systems;
- Human-centered justice approaches;
- Somali legal and socio-cultural context;
- Formal and informal justice mechanisms;
- Government policy processes.

13. Publications Requirement

Applicants must submit: at least 2–3 published policy-oriented research products demonstrating expertise in gender, justice, governance, or related fields.

14. Skills

Strong: research and analytical skills; report writing skills; policy development capacity; stakeholder engagement and facilitation skills.

15. Duration and Timeline

The consultancy will be completed within 12–16 weeks.

Phase	Duration
Inception and design	Weeks 1–2
Desk review and data collection	Weeks 3–8
Data analysis and drafting	Weeks 9–12
Validation and consultations	Weeks 13–14
Finalization and submission	Weeks 15–16

16. Application Requirements

Interested consultants or consulting firms are invited to submit:

1. Technical Proposal.
2. Cover Letter.
3. Updated Curriculum Vitae (CV) of the consultant(s), highlighting relevant qualifications and experience.
4. Proposed Methodology and Work Plan.
5. Two to three published policy-oriented research papers or reports relevant to this assignment

17. Submission of Applications

Application Deadline: Tuesday, 18 August 2026, at 12:00 AM (Somalia Time) Late applications will not be considered.

Applications should be submitted by email to:

info@moj.gov.so Cc: **hr@moj.gov.so**

Subject Line: Consultancy for Conducting a National Policy-Oriented Study on Gender-Responsive and Human-Centred Justice in Somalia

18. Closing Statement

The Ministry of Justice and Constitutional Affairs welcomes applications from qualified individual consultants and consulting firms with demonstrated expertise in gender, justice sector reform, governance, and policy research. Women-led consulting firms and qualified female consultants are strongly encouraged to apply.

Sincerely,

**HR Department
Ministry of Justice and Constitutional Affairs (MOJCA)
Federal Government of Somalia**