

TERMS OF REFERENCE FOR THE DEVELOPMENT OF A NATIONAL MALE ENGAGEMENT STRATEGY FOR GENDER EQUALITY, GENDER-BASED VIOLENCE (GBV), HIV, AND SEXUAL AND REPRODUCTIVE HEALTH AND RIGHTS (SRHR) IN ESWATINI

1. Introduction

Eswatini remains committed to promoting gender equality, preventing and responding to gender-based violence (GBV), reducing HIV infections, and advancing sexual and reproductive health and rights (SRHR). In line with national priorities and international commitments including the Sustainable Development Goals (SDGs), the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Eswatini National HIV Strategic Framework, the SADC Protocol on Gender and Development and the Maputo Protocol, KI with the support of the United Nations Population Fund (UNFPA), is engaging a Consultant to develop a National Male Engagement Strategy to guide Government, civil society, development partners, traditional and religious leaders, and communities in engaging men and boys.

2. Objectives of the Consultancy

As part of the Kwakha Indvodza (KI) and United Nations Population Fund (UNFPA) partnership, KI is being supported to engage a consultant to develop a National Male Engagement Strategy for Eswatini. In implementing the assignment, the Consultant will be expected, among other things, to conduct a situational analysis of male engagement, gender norms, GBV, HIV and SRHR in Eswatini; review relevant national, regional and international policies and frameworks; and develop a comprehensive, evidence-based and costed strategy, together with a monitoring, evaluation, accountability and learning framework, to strengthen the meaningful engagement of men and boys in advancing gender equality.

3. Scope of work

The duration of the Consultancy will be 10 weeks, performing the following key tasks:

- i. Prepare and present an inception report detailing the consultant's understanding of the terms of reference (TOR), methodology, stakeholder engagement approach and timelines.
- ii. Conduct a desk review and situational analysis of gender norms, GBV, HIV and SRHR-related male engagement in Eswatini, drawing on relevant national, regional and international frameworks.
- iii. Identify gaps, opportunities and best practices for engaging men and boys in Eswatini.
- iv. Conduct a minimum of two stakeholder consultations, including at least one national-level consultation, with Government ministries, civil society, traditional and religious leaders, youth, men's networks and development partners.
- v. Develop a draft National Male Engagement Strategy, including strategic objectives, priority interventions, institutional and coordination arrangements, a communication and advocacy framework, and a monitoring, evaluation, accountability and learning framework.
- vi. Facilitate validation workshops to present key findings and strategic priorities and consolidate stakeholder input.
- vii. Incorporate stakeholder input and finalize the National Male Engagement Strategy, including a costed implementation plan.
- viii. Submit the final strategy to KI and UNFPA, together with presentation materials and a knowledge-transfer brief.

4. Key deliverables

- i. Inception report detailing methodology and work plan.
- ii. Situational Analysis and stakeholder consultations Report.
- iii. Draft National Male Engagement Strategy and costed implementation framework.
- iv. Validation workshop report.
- v. Final National Male Engagement Strategy, in hard and soft copy.

vi. Presentation materials and a knowledge-transfer brief.

5. Reporting mechanisms

The process shall be led by Kwakha Indvodza (KI), who will serve as the primary contract manager and day-to-day point of contact, responsible for administrative matters and initial review of deliverables. UNFPA will provide technical oversight and quality assurance, including review and clearance of key deliverables prior to finalization. A technical working group comprising representatives from Government, civil society, UN agencies and development partners may be established to guide the assignment

6. Duration of Contract

The duration of the contract will be 10 weeks from the date of signing.

7. Required Qualifications

- i. Advanced university degree in Gender Studies, Public Health, Sociology, Development Studies, Social Sciences, Public Policy or a related field.
- ii. At least 7–10 years' experience and technical knowledge of gender, GBV, HIV, SRHR, masculinities or social norms programming.
- iii. Proven and traceable experience in developing national strategies, policies or frameworks.
- iv. Strong understanding of gender-transformative approaches and male engagement programming.
- v. Excellent writing, analytical and facilitation skills with a proven record of similar work.
- vi. Knowledge of the Eswatini socio-cultural and policy context will be an added advantage.

8. Submission of applications

Prospective applicants (individual consultants, consulting teams or registered consulting firms) are requested to submit a Technical Proposal and a separate Financial Proposal, outlining the following:

- i. Introduction and consultant's understanding of the TOR

- ii. Proposed methodology and work plan (including timeframes)
- iii. Profiles of the Consultant or Consultancy Team (highlighting competencies and experience relevant to the TOR)
- iv. Traceable experience in similar assignments, and a portfolio of up to 3 previous strategy documents
- v. Curriculum vitae, copies of academic certifications, and contact information for three professional references
- vi. Proposed fee, broken down against the payment schedule in Section 4

Applications should be submitted through email, with the subject matter **“Proposal for the Development of the National Male Engagement Strategy”**, to: ops@kwakhaindvodza.com

***Deadline for application: 21 August 2026**

***Please send any questions that you may have to finance@kwakhaindvodza.com**