



TERMS OF REFERENCE FOR INDIVIDUAL LOCAL CONSULTANCY

[Assessing the national capacity of Government and CSO organizations in engaging men and boys in gender equality, with a focus on sexual and reproductive health (SRH), HIV and GBV prevention and response.]

Title:	Organizational Capacity Assessment, Swaziland <i>MenEngage</i> Country Network
Location:	Mbabane, Swaziland
Duration:	20 days
Type of contract:	Individual Contract (IC)
Proposed Period:	October-November, 2016
Organizational unit:	UNFPA Swaziland

1. Background

Gender equality cannot be achieved without the involvement of men and boys. Although there has been challenges on male involvement in SRH and in promoting gender equality, change is slowly taking place, as men are increasingly working alongside women to support gender equality and the empowerment of women and girls. Today it is widely recognised that improving women's status and advancing their rights yields benefits for whole societies, not just women and girls. Ensuring access to sexual and reproductive health services and protection from gender based violence, among other important measures, improves the health of families and economic wellbeing of entire communities. The ICPD Programme of Action outlines the importance of male involvement in sexual and reproductive health. As a result engaging men and boys as partners for gender equality and women's empowerment is a cross-cutting aspect of the UNFPA Country Programme. In this regard UNFPA Swaziland CO supported the establishment of the Men Engage Network-Swaziland in 2011 to engage men and boys for the promotion of gender equality as well as sexual and reproductive health and reproductive rights.

About the *MenEngage* Network

MenEngage is a global network of over 700 civil society organizations working with men and boys for gender equality, organized in country networks across several regions of the world. It is a decentralized network consisting of global, regional and country-level branches where the Swaziland Chapter is called MenEngage Swaziland (MEN – Swaziland). MenEngage Network Swaziland is a network of organizations that work to engage men and boys on issues of gender equality, gender-based violence and the protection of women and children. Key thematic areas include GBV prevention, male involvement in SRH, including family planning, HIV prevention and family strengthening

and socialization. The Swaziland MenEngage network seeks to provide a collective voice on the need to engage men and boys in gender equality, to build and improve the field of practice around engaging men in achieving gender justice, and to advocate before policymakers at the local, national, regional and international levels.

UNFPA CO support to the Men Engage Network – Swaziland since inception has included:

- Support to network inception activities (including support to regional and international forums of founding network members)
- Strengthening of the network’s institutional capacity (including initial support for coordination of network activities, and institutional strengthening of the host organization, SWAGAA)
- Capacity development/training of network members on engaging men and boys in gender equality.
- Support to network gender equality advocacy initiatives, including advocacy during international days.

The programme support for MenEngage Network Activities works with 2 main partners – Swaziland Action Group Against Violence (SWAGAA), the network host and convener, and the Department of Gender & Family Issues (DGFI) as the main government partner. The programme also supports the Steering Committee which has 8 members, and indirectly the 32 network members of MEN – Swaziland. Currently support is at the network level, and has not involved support to specific network partner men/boy engage activities. This, however, is a modality that is being explored.

2. Objective of the Consultancy

The primary objective of this consultancy is to do an Organisational Capacity Assessment Audit of the MenEngage Country network members. This assessment will be the first step in building the capacity of MenEngage network members and provide the basis to build evidence based work with men and boys on gender equality, and to strengthen the capacity of the country network to effectively implement gender equality work with men and boys in the HIV prevention, SRH and SGBV prevention and response.

Following this assessment, the consultant will recommend and develop an action plan, in close collaboration with the UNFPA Country Office and SWAGAA, to increase understanding of gender sensitive and gender transformative programming and increased knowledge about the importance of engaging men and boys in gender transformation work.

3. Scope of work/expected tasks

The Consultant will report to the Core Technical Team, which will be convened by the UNFPA Programme Analyst- Gender and will also work closely with the Swaziland Action Group Against Abuse (SWAGAA) and the partners involved in Men Engage activities to

carry out the required tasks. These tasks must be carried out in accordance with UNFPA's Working with Men and Boys guidance note, take note of examples of similar work performed in other UNFPA country offices.

The tasks include the following:

- On site organisational capacity assessment, review and assess existing capacity and understanding of gender, masculinities and engaging men in each of the local partner organisations.
- Hold informal focus group discussions with management, staff and programme beneficiaries at each country network member organisation in ways and means that would capture their current strategies and practical activities that engage men and boys in the organisations' programmes.
- Contact women's rights organisations, CBOs, FBOs (optional) to seek their input and perspectives in what would be the most effective strategies and activities that would engage men and boys in gender transformative work, in SRH, HIV and AIDS and SGBV and any other relevant work.
- Observe an 'activity or activities with men and boys in selected programme districts so as to engage with organisational trainers/facilitators, establish knowledge gaps and tools on existing methodologies currently being used and meet programme beneficiaries and other partners if any for prospective relationship and network building with UNFPA country office
- Assess knowledge of Men Engage Network activities among its membership, as well as perceived benefits and recommendations for improvement.

4. Expected Deliverables

- Inception/Design report with details on how the assignment will be operationalized. The report should elaborate understanding and interpretation of the Terms of Reference. The commencement of the consultancy will be based on approval of the inception report by UNFPA Swaziland Country Office.
- Comprehensive initial capacity assessment report on each country network member organisation/partner and action plans.
- Comprehensive Organisational Capacity Assessment report that would capture the analysis on the donor environment in and outside of Swaziland, relevant to UNFPA Swaziland's mandate and funding priorities, as well as recommendations for approaching the different types of donors with potential for funding in Swaziland.

5. Duration of Consultancy

The consultancy will be for 20 working days starting in October 2016.

6. Required Qualifications and Experience

- Advanced university degree in Social Science (Master's degree)
- At least 7 year-experience working with men and boys in a local organisation or other relevant professional experience with a regional or international non-governmental organisation
- Relevant work experience with UN, bi-lateral, international donors/agencies and/or nongovernmental organizations
- Familiarity with UNFPA programmes and policies, knowledge of international development policies
- Knowledge of Swaziland's developmental, political and socio-cultural context
- Excellent report writing, communication, interviewing and computer skills
- Awareness and sensitivity in working with people of various cultural and social backgrounds.

6. Application Procedures

Interested candidates who meet the above qualifications may send their applications to the PA to the Representative/HR Focal person's email address: mlotsa@unfpa.org by **Friday 23 September 2016 at 17h00.**

OR

Hand delivered addressed to the Country Representative at the UNFPA Offices; Somhlolo Road; Mbabane, quoting the consultancy title on the subject line.

Applications should have a cover letter, curriculum vitae, names and contacts of three referees, a completed P11 form (email mlotsa@unfpa.org to have P11 form sent to you) and a brief proposal (not more than 5 pages) outlining the following:

- i. Consultant(s)'s understanding of TOR;

- ii. Proposed methodology and timelines;
- ii. Profiles of Consultant or Consultancy Team (highlighting competencies and experience relevant to the TOR);
- iii. An outline of traceable past experience doing similar assignments.
- iv. Proposed consultancy fees (in a separate envelope)

Applications received after the closing date will not be considered