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**Terms of reference for consultancy for the revision of the National Population Policy framework of Eswatini**

**1.0 Background**

In 1994, 179 Governments, including the Government of Eswatini, endorsed the International Conference on Population and Development (ICPD) in Cairo, Egypt thereby committing to the goal of achieving universal access to sexual and reproductive health (SRH) and rights by 2014. The ensuing ICPD Programme of Action brought the global community together and reflected a new consensus on the intersection of population, development and human rights. It firmly established that the rights and dignity of individuals, rather than numerical population targets, were the best way for individuals to realize their own fertility goals. Furthermore, governments acknowledged that these rights are essential for global development.

Responding to the ICPD Programme of Action, Eswatini developed its National Population Policy (NPP) Framework in 2003 to guide the implementation of population issues. The ultimate objective of the NPP was to improve the quality of life of Emaswati by influencing the demographic trends as well as to respond to the challenge of HIV and AIDS. The policy has never been updated since it was adopted in 2003 whilst the country’s economic, social, legislative and demographic landscape, has evolved.

At the beginning of 2020, the Ministry of Economic Planning and Development in collaboration with UNFPA, embarked on an extensive process of reviewing the National Population Policy framework of Eswatini. The exercise entailed consultations with various stakeholders to solicit their views with regards to the future direction of the policy. The process continued through 2020 and 2021 amidst COVID-19 lockdowns. A comprehensive review and draft policy report was produced. The report outlines the progress and challenges in the implementation of the 2003 NPP with a view to inform the new policy direction. An attempt was made to produce a shorter and concise version. However, this version requires further review in terms of teasing out the thematic issues that emerged from the consultations. The revised version will be beefed up where necessary through targeted stakeholder engagements and then validated through wider stakeholder consultations.

**2.0 Objective of the consultancy**

The revision of the population policy is undertaken to incorporate emerging socio-economic and demographic issues to make better the lives of Emaswati.

**2.1 Specific tasks**

The consultant will perform the following tasks;

1. Prepare an inception report outlining the detailed proposed processes, activities, inputs, timeframes and responsible parties, as well as a proposed work plan for the exercise
2. Review the draft main policy document and generate two separate documents – a background review document and a concise policy document
3. Review stakeholder consultations’ report and as necessary, propose and justify additional consultations and ensure integration of findings from consultations into the policy document.
4. Undertake multi-stakeholder consultations to validate the draft policy.
5. Finalize the main policy document.

**3.0 Management**

The Ministry of Economic Planning and Development through the National Population Unit working in close collaboration with UNFPA Programme Analyst – Population and Development and with the overall supervision of UNFPA Head of Office, will coordinate all activities related to the consultancy. The two offices will provide logistical and technical support. The core technical team which was set up for the review of the NPP will be revived to provide technical guidance and feedback during the process.

**4.0 Methodology**

The policy review process will be led by the National Population Unit who will in turn, revive the core technical team to support the policy review process. The draft policy will be validated and beefed up in national and regional consultative meetings with stakeholders. The draft policy will be further fine-tuned to an almost final document that will be shared with UNFPA ESARO for technical inputs before being finalized. The draft policy will be presented to Cabinet by the Minister for Economic Planning and Development and when approved, it will be considered as the final official National Population Policy of Eswatini.

**5.0 Qualification requirements**

The consultant must have the following;

1. A post-graduate University Degree or equivalent in demography, statistics, economics, social science or other related field.
2. A minimum of seven years of experience at national and/or sector level within the population and development field. He/she should have extensive knowledge of the national policy and planning environment.
3. Strong experience in policy development.
4. Proven ability to work independently and to meet deadlines.
5. Strong verbal and communications skills in English

**6.0 Required Competencies:**

1. Good interpersonal skills
2. Sound analytical and writing skills
3. Computer skills
4. Good knowledge of national and global population and development concerns

**7.0 Deliverables**

1. Inception report
2. Draft National Population Policy Background Review Document
3. Draft National Population Policy document
4. A report on stakeholder engagements for validation of the national population policy
5. Final draft National Population Policy document
6. A summary version of the National Population Policy.

**8.0 Duration of Work**

The duration of the consultancy is 45 working days, spread over a period of three (3) months.

**9.0 How to apply**

Interested candidates who meet the above qualifications should email their applications to [mlotsa@unfpa.org](mailto:mlotsa@unfpa.org) or hand deliver at UNFPA, UN House, 4th floor, phone: +268 2409 6600. Applications should have a letter of expression of interest, including the candidate’s daily rate, curriculum vitae, certified copies of academic certificates , names and contacts of three (3) referees and a filled copy of the attached P11 form.

Deadline for applications: **20th April, 2022**