



TERMS OF REFERENCE TO APPOINT A CONSULTANT TO SUPPORT THE WOMEN SECTOR WITH THE DEVELOPMENT OF WOMEN EMPOWERMENT AGENDA IN ADDRESSING THE MULTIPLE DEPRIVATION

1. INTRODUCTION

The SANAC Women Sector seeks to appoint a consultant to develop and finalise a five-year Strategic Framework and a Programme of Action to address the multiple deprivations that are affecting women in their diversities.

2. BACKGROUND

South Africa (SA) carries the largest burden of the HIV epidemic, that disproportionately affects adolescent girls and women. Women have a higher incidence of HIV infections in comparison to their male counterparts. At the same time the country also has a high rate of TB / HIV co-infections, with approximately two-thirds of people living with HIV co-infected with TB. TB remains a leading cause of natural deaths. Gender based violence and femicide is an additional challenge confronting women in SA; a situation that has reached epidemic levels, increasing the women's vulnerability to HIV and TB infections.

The COVID-19 pandemic has not spared women either. The pandemic has exacerbated the levels of vulnerabilities and well-being of women and other vulnerable populations. COVID-19 has widened disparities and inequalities for access to social and health care services, social protection and economic empowerment opportunities resulting in increased depression and mental health issues. These impediments are counterproductive to the innovative biomedical prevention technologies, as adolescent girls, and young women less likely to exercise their sexual reproductive health and rights. Given the social vulnerabilities and the realities of multiple deprivations affecting women and girls, require that decisions on strategies, programmes, policies and resource allocation and distribution need to be determined by the women themselves.

Holistic issues affecting women include:

- The acceptance of social and cultural norms that perpetuate Gender based violence and femicide
- The spread and impact of HIV, TB, STI and Covid-19 on women and girls
- Barriers to accessing sexual reproductive health services
- Poor access to economic empowerment opportunities for women
- Lack of information on the impacts of cancer and HPV on women and girls
- Low levels of understanding of depression and Mental Health issues
- Limited knowledge of Human Rights violations that are affecting women and girls in their diversity including stigma and discrimination
- Lack of substantive participation and representation of Women in decision making n planning, programming, and budgeting for HIV/AIDS, TB and COVID-19 relief measures.



3. Overall Goal of the Consultancy

The overall goal of the consultancy is to support and strengthen the Women's sector leadership to effectively manage and respond to the development and health agenda for women.

4. Objectives of the assignment

- To support the women's sector with the finalisation and endorsement of the National Women Sector 5-year strategic framework.
- To consult and develop a national programme of action in revitalisation of women centred programmes to address health, social, human rights, and economic deprivation of women and girl's agenda.
- To lead, facilitate and document national and provincial Women's sector dialogues that raise awareness on critical and holistic issues that contribute to women's vulnerability.
- To strengthen governance, management, and leadership capabilities of national and provincial women's sector leaders towards a vibrant sector that addresses gender-based violence & femicide, STI, HIV, TB, and Covid-19 epidemics.

5. SCOPE OF WORK

SANAC seeks to engage a consultant to undertake the following assignment:

- a) Finalise and lead consultations on a 5 - year National Women's Sector strategic framework
- b) Develop a programme of action to implement the key priorities for the next 12 months.
- c) Plan, facilitate and document national and provincial women's dialogues.
- d) Capacity building of the Women's sector leadership on the sector priorities and support development of the governance system.

6. EXPECTED DELIVERABLES

- a) Dialogue report highlighting key recommendations.
- b) 12 months Programme of Action, aligning this to the national priorities such as GBVf and HIV NSP catchup plans
- c) Five-year National Women - Sector Strategic Framework
- d) Produce a high-level report that highlights themes/pillars that would strengthen women's sector leadership
- e) Develop a women sector leadership capacity strengthening plan including clear milestones.

7. QUALIFICATIONS AND EXPERIENCE

The consultant should demonstrate the following expertise and experience:



- a) At least a master's degree, preferably in the field of public health, Community development or related social sciences, OR a first level degree with at least 10 years of work experience in gender, community development or related social sciences.
- b) At least 5 – 10 years of experience in conducting research and data analysis, understanding of community dynamics with prevalent cultural norms and practices that are relevant to GBVF, HIV and TB response.
- c) Strong track record of leadership training, technical drafting and editing of high-level documents in English on community engagement strategies and or best practises and GBVF and HIV prevention related Strategies.
- d) Knowledge and / or understanding of the SANAC and its stakeholders, with strong stakeholder management skills and experience working at different levels of the South African Government Structure
- e) Ability to produce high level evidence informed reports with strong desk review capabilities - **essential**. Proof of at least 2 reports will be requested.

8. SUBMISSION AND CONSULTANCY TIME- LINES

This is a **6 - month** consultant contract commencing from **1 October 2021 - 31 March 2022**. If your skills, experience and qualifications meet the above requirements, please send a motivation letter, highlighting your qualities and experience in line with the above requirements and CV highlighting all-inclusive daily rate to Tabita Ntuli at ntulit@unaids.org, Nozuko Majola at nozuko@sanac.org.za and Siziwe Jongizulu at jongizulu@unfpa.org respectively by **27 September 2021**.

ASSIGNMENT MANAGEMENT ARRANGEMENTS

The incumbent will be supported by and will report to the SANAC Secretariat. The involved UN family agencies, UN Women, UNFPA and UNAIDS will administratively support the project and may provide hands-on leadership and technical support when requested by the SANAC Secretariat.