



Global Water Partnership Southern Africa and Africa Coordination Unit

Green Climate Fund Readiness Implementation: Strengthening the National Designated Authority's Institutional and Technical Capacity to Mobilize Gender-responsive Climate Finance for Eswatini

Gender Specialist Terms of Reference

Reports To:	Eswatini's National Project Manager
Duration:	30 working days (spread over 9 months)
Contract Type:	Individual Consultancy Agreement
Language Required:	English

1. Background

1.1. About Global Water Partnership (GWP)

The Global Water Partnership (GWP) is an intergovernmental organisation established in 1996 to support countries in their efforts to implement a more equitable and sustainable management of their water resources. The network spans 13 regions with over 3000 Partners organizations in 179 countries. The network has 68 accredited Country Water Partnerships and 13 Regional Water Partnerships. The global secretariat is in Stockholm, Sweden. More information: <http://www.gwp.org>

GWP Southern Africa (GWPSA) is the regional arm of GWP and was launched in June 2000. Over the years, GWPSA has grown rapidly into a regional network of over 350 Partner organizations concerned with water resources management. GWPSA Partners have formed a number of Country Water Partnerships (CWP) – 13 out of the 16 SADC countries now have their own CWP.

The GWP Africa Coordination Unit is based at GWP Southern Africa (GWPSA) in Pretoria, South Africa and coordinates GWP Africa programmes across Africa. In addition, GWPSA hosts the GWP global theme on Climate resilience and is charged with providing global strategic leadership and coordination of implementation of the GWP strategy on climate resilience.

1.2. Eswatini Green Climate Fund (GCF) Readiness Project

Climate change in Eswatini is expected to lead to overall warming and drying, with a greater frequency and intensity of droughts as well as floods. Climate variability, including the increased frequency and intensity of extreme weather events, will disproportionately affect the poor. Furthermore, climate change will have adverse effects on water, food, fuel, health, education and access to social services. Thus, building adaptive capacity and resilience of her populace and the



economy is of utmost priority if Eswatini is to achieve her quest towards sustainable development and poverty eradication.

In November 2021, the Green Climate Fund (GCF) approved a proposal for the Kingdom of Eswatini submitted under the Readiness and Preparatory Support Programme. The Global Water Partnership Organisation (GWPO) is supporting the Kingdom of Eswatini as a Delivery Partner for this Readiness project and is responsible for overall implementation of the project in Eswatini. The execution of the Readiness project activities is undertaken under the strategic and implementation guidance of the Ministry of Tourism and Environmental Affairs (MTEA), i.e. the GCF National Designated Authority (NDA) and the technical and financial management of the GWP Southern Africa (GWPSA) in Pretoria, South Africa, by a dedicated Project Management Unit (PMU) hosted at the Joint River Basin Authority Board (JRBA) acting as the Host Institution of the Eswatini Water Partnership (GWP Eswatini). The readiness project will support the Government of Eswatini to advance climate action processes by building on existing capacities and enhancing institutions already in place through the following outcomes:

- Capacities of the Climate Change Focal Point and NDA (the Ministry of Tourism and Environmental Affairs), sectoral ministries and other partners to engage with the private sector strengthened. A gender action framework developed to guide gender considerations in project preparation.
- Areas for water-related climate investment prioritized. Technologies for improving water use efficiency and building adaptive capacity identified and evaluated, and financing options identified, including private sector investment.
- Pipeline of water-related projects (project ideas) developed, and concept notes prepared.
- Mechanisms for knowledge management and sharing experience in preparing projects for climate financing strengthened.

Eswatini's National Gender Policy (2010)¹ provides guidelines, indicators and a framework to assist stakeholders to achieve gender equity. However, the NDA currently does not have a gender action framework that it can use in conjunction with the Eswatini's GCF Country Programme to advance prioritized project ideas into the country's GCF project pipeline in a way that addresses gender-related concerns and proactively promotes gender equality. The National Gender Coordination Unit and the NDA programmes are not well aligned. Furthermore, the GCF Country Programme does not adequately mainstream gender. One of the expected outputs from the GCF Eswatini Readiness project is developing a Gender Action Framework for the Eswatini NDA.

It is against this background that GWPSA now calls for interested and qualified national consultant(s) to submit an expression of interest and curriculum vitae to support the development of a Gender Action Framework for the Eswatini NDA through working with the GWPSA Gender Advisor.

2. Objective of the Assignment

The primary objective of this consultancy is to provide support to the development of a Gender Action Framework for Eswatini NDA.

¹ Swaziland National Gender Policy. 2010. [http://www.gov.sz/images/dpm/gender/national%20gender%20policy%20\(2\).pdf](http://www.gov.sz/images/dpm/gender/national%20gender%20policy%20(2).pdf)



3. Scope of Work

This assignment will cover the following tasks:

3.1. Conduct gender analysis study on gender integration in climate change and water security in Eswatini

- Review Eswatini's national climate change policy and strategy, water policy, GCF Country Programme and other frameworks for gender equality
- Review existing or past programs/initiatives on gender equality in water security and climate change in the country
- Identify gaps and challenges hindering the successful integration of gender in Eswatini's climate finance projects
- Recommend on actions and activities to address the gaps and guide the integration including the development of a gender action framework for the NDA
- Support development of draft climate change and gender briefs

3.2 Facilitate stakeholder dialogue/workshop on the gender gaps/issues identified at policy, institutional or practice levels

- Under the technical guidance from the GWPSA Gender Advisor, organize one gender workshop with GCF programming stakeholders (government, civil society, private sector and interest groups) to identify actions in response to the gaps and challenges identified
- Compile a workshop report clearly identifying all gender actions from stakeholders

3.3 Provide support to the development of a Gender Action Framework for the NDA

- Review gender related requirements of the Green Climate Fund (GCF) to access funds
- Review existing gender related instruments of the NDA with the main focus around their adequacy to facilitate accessing climate finance from the GCF
- Identify areas that need to be considered in developing Gender Action Framework for the NDA
- Facilitate and lead consultations with NDA on the areas identified including stakeholder consultation through workshops, interviews and/or surveys to compile the Gender Action Framework
- Provide support to the GWPSA Gender Advisor who will be leading the development of the Gender Action Framework
- Provide support to ensure equality measures are considered in parts of stakeholder consultation processes.

3.4 Develop a coordination framework for the Gender focal point and working group and elaborate on key activities for this coordination.

- Make an analysis on the roles and interests of key mandated government institutions relating to gender equality in water and climate in the country
- Elaborate on key activities for enhanced coordination of gender integration internally and across sectors amongst key mandated government institutions
- Prepare Terms of Reference (TORs) for a gender focal point and a gender working group to the NCCC executive committee and national GCF coordination committee to strengthen the representation of gender on GCF programming



4. Deliverables

The consultant is expected to meet the following deliverables:

- 1) Inception Report
- 2) Report on the results of the gender analysis study
- 3) Stakeholder consultation on gender actions workshop report
- 4) Draft report on the areas that need to be included in the NDA’s Gender Action Framework
- 5) Stakeholder consultation on gender action framework workshop reports
- 6) Terms of Reference for Gender Focal Point and Working Group

5. Payment Schedule

Deliverable(s)	Payment
Inception Report	20%
Gender analysis study and consultation workshop report	20%
Draft report on areas for Gender Action Framework, Final Stakeholder Consultation reports and TORs for Gender Focal Point and Working Group	60%

6. Qualifications and Experience

The Gender Specialist required to undertake this assignment described in these terms of reference should possess the following minimum qualifications and experience:

6.1 Academic Qualifications

Minimum qualification with master’s degree in development studies, gender studies, social sciences, or related field.

6.2 Professional Experience

- Demonstrated professional experience of at least 7 years in gender related work including gender analysis, stakeholder engagements, training and developing gender sensitive or gender transformative activities or plans.
- An understanding of development issues and institutional and policy environment around gender equality, climate resilience building and water resource management in the country.
- Experience working with government agencies.
- Excellent analytical and writing skills and very good organizational and task management skills.
- Demonstrated teamwork skills and ability to work independently.
- Fluency in English (speaking, writing and reading).



7.0 Reporting

The consultant will report to the Country Manager for the Eswatini GCF Readiness Project. He/She will work closely with the GWPSA Gender Advisor, NDA and the GWP SA Technical Advisor.

PLEASE NOTE:

- Only short-listed candidates will be contacted within 2-3 weeks after the application deadline.
- Applications are accepted only in English and through the online application system and not via email: <https://gwpsanpc.bamboohr.com/careers/73>
- Applicants should submit their latest CV and a one Page Cover Letter to apply
- Female candidates are strongly encouraged to apply.

Questions should be directed to: nqobizwe.dlamini@gwpsaf.org cc, mark.naidoo@gwpsaf.org