



## **Consultancy to review the Gender Policy of the Trade Union Congress of Eswatini (TUCOSWA)**

### **Re-advertisement**

#### **Request for Proposals (RFP):**

The ILO DWT/CO in Pretoria requests any interested service provider (entity or company) to submit a **technical and financial proposal** to undertake the above assignment.

Please note that **the following annexes** that can be found in the accompanying **Request for Proposals (RFP) form** are part of this proposal should be filled in and included in the submission:

- Acknowledgement of Receipt (Annex II – A)
- Bidders Declaration Form (Annex II-B)
- Bidders Information Form (Annex II-C)
- Recent References (Annex II-D)
- Technical Proposal (Annex II-E)
- Financial Offer (Annex II-F)

**Deadline: 28 June 2026 at 23:59 South Standard Time and proposals should be sent to the following email: [lpc\\_pry@ilo.org](mailto:lpc_pry@ilo.org)**

**Eligible:** Registered entities or companies

Candidates should include in their submission:

- Updated Company and/or institutional profile.

The ILO DWT for Eastern and Southern Africa and Country Office for South Africa, Botswana, Lesotho and Eswatini is seeking proposals from registered entities or companies to undertake a consultancy assignment that will entail the review of the Gender Policy of the Trade Union Congress of Eswatini (TUCOSWA). The assignment is estimated to take place between September and December 2026.

#### **1. Background**

Eswatini is a signatory to several key international and regional human rights instruments promoting gender equality, including some of the ILO fundamental instruments: Equal Remuneration Convention, 1951 (C100), and the Discrimination (Employment and Occupation) Convention, 1958 (C111). Other instruments ratified include the International Covenant on Civil and Political Rights (1966), International Covenant on Economic, Social and Cultural Rights (1966), and the African

Charter on Human and People's Rights (1981). In terms of domestic legislation, Eswatini has also made significant strides to address gender inequality through the adoption of a national gender policy, and the adoption of the Sexual Offences and Domestic Violence Act which came into law in June 2018, implementation and enforcement of legislation are still a challenge. Amendments have also been made to the Employment bill to bring it in greater alignment with the ILO conventions: C100 and C111, the Violence and Harassment Convention, 2019 (No.190).

With the growing sensitization amongst the social partners of gender equality not only being a fundamental human right, but key to economic growth, and sustainable development, the Workers Organizations in Eswatini are making some progress to advance gender parity within their leadership structures. This is particularly the case for the Trade Union Congress of Swaziland (TUCOSWA) that has a Gender Policy and has attained near gender parity with women making up 43% of its national leadership, resulting in the increased representation of women in the leadership and decision-making structures of the labour federation. This holds significance for the strengthened voices of women in decision making and in shaping positive outcomes for women in the labour federation and society at large.

Notwithstanding the above, the leadership of TUCOSWA recognizes the need to have its gender policy reviewed and brought into closer alignment with provisions of pertinent international labour standards and relevant pieces of domestic legislation. The ILO promotes a transformative gender equality agenda in the world of work by addressing systemic barriers, promoting equal treatment and opportunities, and fostering an inclusive and enabling organizational culture. This is encapsulated by various International Labor Standards that are of relevance and include the ILO Conventions No. 100, 111, 156, 183, 189 and 190, and the Resolution on Decent Work in the Care Economy passed in 2024. Domestic legislation against which the Gender Policy would also need to be aligned includes the Sexual Offences and Domestic Violence Act which came into law in June 2018, and amendments made to the Employment bill to bring it in greater alignment with provisions of C100 and C111. For this reason, TUCOSWA has reached out to the ILO to seek support in its efforts at reviewing the TUCOSWA Gender Policy. The review of the TUCOSWA Gender Policy would also take cognizance of global shifts such as the push for **inclusive and equitable workplaces** in the wake of digitalization, climate change, and the care economy crisis.

An initial draft review of the TUCOSWA Gender Policy has been completed. Further work is needed to integrate technical comments on the draft review policy. It is against this background that a service provider is sought, to review and update the draft policy and support the process towards its finalization. This will be done under the close supervision of the ILO and in close consultation with the membership of TUCOSWA.

## 2. Objective of the Assignment

The overall objective of the consultancy is to support TUCOSWA in reviewing its Gender Policy to ensure its alignment with relevant ILO international labour standards on gender equality, non-discrimination, the prevention of violence and harassment, and the ILO's policy imperatives on inclusion. The review will also consider the prevailing environment within TUCOSWA and its affiliate members.

## 3. Scope of Work

Building on an existing draft framework for a revised TUCOSWA Gender Policy, and working under the overall supervision of the ILO Pretoria Decent Work Team/Country Office, and technical guidance by the ILO's Gender, Equality, Diversity, and Inclusion Branch (GEDI), the consulting agency will be required to do the following:

- Review the existing draft review of the TUCOSWA Gender Policy identifying areas that require further strengthening in line with ILO standards, inclusion imperatives, and best practices.
- Integrate technical comments made on the existing draft review document of the Gender Policy to address the following feedback:
  - Men and masculinities: Expand analysis of male gender norms, engage men as partners, and include provisions such as paternity leave and approaches to male-dominated sectors.
  - Missing voices: Ensure perspectives of women union members, gender experts (including Government stakeholders), and other relevant voices are captured.
  - Elaborate on Eswatini's ratification status of key ILO gender equality Conventions, referencing the Maternity Protection Convention, 2000 (No. 183) and its benchmarks even if not ratified.
  - Fill data gaps on issues such as the gender digital divide, climate change, and COVID-19's impact on workers; use sex-disaggregated data and gender statistics throughout.
  - Reflect the different needs of women and men based on age, class, race, ethnicity, disability, sexual orientation, migration status, and other intersecting factors
  - Strengthen the policy's potential to drive systemic gender equality change in the Eswatini world of work.
- Undertake a problem analysis in relation to key areas of work relating to gender equality such as the discrimination based on sex and other intersecting grounds, gender wage gap, paid and unpaid care work, and violence and harassment within the internal and operational framework of TUCOSWA.
- Undertake extensive consultations with organizational structures of TUCOSWA and its affiliate members on the draft Gender Policy, including through focused group discussions with relevant stakeholders across different sectors, including female and male workers.
- Prepare a presentation of the draft revised gender policy at a stakeholder validation workshop to provoke further discussion and input where necessary.
- Based on the outcome of the validation workshop, integrate all inputs/ comments into the revised Gender Policy to produce a final updated Gender Policy for TUCOSWA.

#### 4. Deliverables

- Inception Report outlining the review approach, methodology, and consultation.
- A comprehensive problem analysis in relation to gender equality and non-discrimination within the internal TUCOSWA structures and external environment.
- A concise report incorporating comments and main findings from extensive consultations with stakeholders.
- A revised gender equality and non- discrimination policy accompanied by an Action Plan for implementation.
- A draft monitoring framework

#### 5. Duration and Level of Effort

The consultancy is expected to be undertaken over a period of three months from September and November 2026.

## 6. Reporting Arrangements

The Consultant will work under the overall supervision of the Director of the ILO Pretoria DWT/CO, and under the technical guidance and supervision of the ILO's Gender, Equality, Diversity, and Inclusion Branch (GEDI) and Workers Specialist (ACTRAV). Reports will be submitted to the ILO Pretoria Country Office Director and copied to the relevant Technical Backstopping Specialists in GEDI and the Workers Specialist in ACTRAV as well as the Programming Unit in the ILO Pretoria Country Office.

## 7. Qualifications and Experience

- Advanced degree in gender studies, social sciences, industrial relations, or related fields.
- A minimum of 5 years' practical experience in the field of gender equality and gender mainstreaming
- Proven experience in policy review and development, particularly in the field of gender equality and labour standards.
- Strong familiarity with ILO conventions and policy frameworks on gender equality, non-discrimination, and inclusion.
- Thorough understanding of the gender context in Eswatini, and experience working with government institutions and international or non-governmental organizations supporting gender and development work in the specific area of intervention.
- Familiarity with gender analysis tools and methodologies in the specific area of intervention.
- Strong facilitation and consultation skills, with experience in participatory processes.
- Excellent analytical, writing, and communication skills.
- Fluency in written and spoken English is required.