



UNITED NATIONS POPULATION FUND
TERMS OF REFERENCE (TOR)
Service Provider to support the implementation of the Safeguard Young People (SYP) programme activities

I. Position information

UNFPA Botswana Country Office is seeking the services of an organization to work with on the implementation of some components of the Safeguard Young People (SYP) programme.

Reports to: UNFPA Botswana Youth and Gender Programme Specialist with support and guidance from the Communications Analyst, under the overall direction of the Head of Office.

II. Background information

Botswana has a youthful population, with 30.3 per cent of the population of 2.25 million being young people aged 10-24 years. Two-thirds of the population is of working age (15- 65 years), and the older population (above 65 years) is projected to increase from 4 per cent to 6 per cent by 2030. In 2019, 70 per cent of the population lived in urban areas; this figure is projected to reach 80 per cent by 2026, underscoring the need for timely investments to improve the quality of life for an increasing number of urban residents. With the decline in total fertility rates (from 5.2 children per woman in 1991 to 2.7 in 2019) and the corresponding declines in mortality, Botswana is at an advanced stage of its demographic transition, placing the country within a window of opportunity to harness the demographic dividend before 2050. Vision 2036 and the National Development Plan 11 (2017-2023) recognize the need for sustained investments in young people, including expanding potential returns in the education and health sectors and creating economic opportunities for youth as key mechanisms to facilitate harnessing the demographic dividend and contributing to Botswana's transformation.

While the country has accomplished remarkable progress in advancing SRHR, including HIV-related rights, major gaps still exist in policy, and programming including ensuring access to SRH information and services. SRHR indicators among adolescents and young people have also stagnated. Many young people, particularly those in rural hard to reach areas, still have limited access to information, services and protection necessary for their health and well being. There are 28 reported new HIV infections among adolescents and young people aged 15 to 24. Pregnancy is a major factor in the high rates of school dropout and grade repetition, especially among girls from poor and rural communities. Many girls who drop out of school do not return to school due to stigma among others. Additionally, adolescent girls and young women are exposed to harmful social and cultural norms that increase their vulnerability to violence and sexual exploitation as well as limit their access to education.

The high prevalence of GBV is yet another major concern in the country. Supporting GBV are entrenched negative social norms and harmful practices reinforcing inequalities, patriarchal attitudes, and gender

stereotypes that promote negative masculinity and normalize GBV. The Botswana National Relationship Study (BNRS, 2018) further revealed that women with all types of disabilities were two to three times more vulnerable to GBV than men and that the rates were highest among women with functional mobility.

Prevailing inequalities at the system, community and household levels continue to limit the equitable access to high-quality integrated rights-based SRH, HIV, sexual and gender-based violence information and services, with uneven effect on vulnerable populations.

In response to the above highlighted challenges, the SYP programme was developed. This is a regional programme which aims to empower adolescents and young people aged 10-24, to protect themselves from STIs including HIV, early and unintended pregnancies, unsafe abortions, early marriages, harmful cultural practices and gender-based violence. The programme is now in its final phase of implementation in eight countries (Botswana, Eswatini, Lesotho, Malawi, Namibia, South Africa, Zambia and Zimbabwe).

The SYP programme and key activities to be implemented as part of this assignment thus aim to contribute to the following key outcomes;

Outcome 1: Strengthened enabling environment: Improved inclusive policies, legislations and accountability mechanisms for the promotion and protection of adolescents and young people's rights at regional (SADC), national and sub-national levels with a focus on sexual and reproductive health rights.

Outcome 2: Strengthened demand through empowerment: Adolescents and young people have increased knowledge, skills and agency to make informed decisions and positive actions about their body, their life and their world.

Outcome 3: Strengthened delivery: Increased equitable access to quality SRHR, GBV and HIV integrated services, which are adolescents and youth friendly.

In alignment with the Leave No One Behind (LNOB) principle, the service provider is required to ensure inclusivity across all activities to be implemented. To this end, inclusion of young people with disabilities, young people living with HIV, young people in urban and rural areas, key populations, participation of youth serving organizations, civil society organizations, especially women led organizations is of utmost importance.

III. Objectives of assignment

The purpose of this assignment is to support the implementation of key activities that form part of the Safeguard Young People programme, under the UNFPA Country Programme.

Resources from this assignment will be used for advocacy and knowledge management to advance the safeguarding young people agenda in the country.

IV. Scope of work, Methodology, Deliverables, Timeframe

The assignment requires an organisation with extensive experience in the development and implementation of programmes for young people, with a particular focus on Adolescent Sexual Reproductive Health (ASRH), young people with disabilities, young people living with HIV, key populations as well as experience working with local communities to address harmful social norms that perpetuate gender based violence. Another key consideration is experience working with civil society networks, especially women led organizations. The organization will work with the UNFPA Botswana Country office. The specific work will entail;

- i) Facilitating engagement of young people in the development of the population policy, demographic dividend advocacy, climate change advocacy and the operationalisation of the 2030 ESA Ministerial Commitment on Education, Health and Well-being of Adolescents and Young People, ensuring inclusion of young people with disabilities, young people in rural areas and key populations.
- ii) Strengthening condom promotion and use, targeting young people in 5 high prevalence districts through Condomize Campaigns.
- iii) Providing technical support on Comprehensive Sexuality Education (CSE), use of service packages & SOPs for quality delivery of HIV prevention interventions to young people & supporting youth leadership and engagement
- iv) Supporting the convening of advocacy platforms on SRH/HIV/GBV prevention and empowerment of adolescents and young people including young people with disabilities to ensure resilience.
- v) Support the implementation of activities towards and including commemoration of Menstrual Health Day, International Youth Day, International Day of the Girl Child.

Deliverables: All work products (Reports, Policy Briefs etc) will be presented in an electronic copy, and these will include:

- 1. Inception Report, detailing approach and methodology
- 2. Roadmap and Roll Out Strategy/Plan
- 3. Consultation meetings with youth serving organisations, adolescents and young people and other relevant stakeholders on development of the population policy, demographic dividend advocacy, climate change advocacy and operationalisation of the ESA Commitments
- 4. Consultation meetings with adolescents and young people, youth leaders, youth serving organisations, and other relevant stakeholders
- 5. Training of youth serving organisations on CSE, including use of service package and SOPs
- 6. Final Reports of all the activities, with supporting documents, e.g. Attendance Registers etc

The assignment is expected to be completed within 125 working days spread across five months from May, 2025 up to October 2025. Payment will be made in 3 parts as follows:

- 1. 30% post submission and approval of the Inception Report
- 2. 40% post submission and approval of Roadmap and Roll Out Strategy/Plan
- 3. 30% post submission and approval of Advocacy & Policy Briefs and Final reports

All products will be submitted in soft copy format within established timelines which will be agreed upon during the inception meeting.

V. Qualifications, background and experience

The organization is expected to have the following qualifications:

- At least 10 years' experience of programme management, including implementation of gender, youth targeted programmes, with a focus on ASRH
- Experience working with government ministries, civil society organizations, especially youth serving and women led organizations.
- Experience in producing advocacy materials, policy briefs and an ability to write clear and comprehensive reports;
- Experience working with the UN will be an added advantage.

NB: The organization is expected to assemble a requisite team to undertake this assignment and the team leader must possess a master's degree or equivalent in Development studies, Public Health, Social Science, Gender Studies, or other related fields

To apply, please submit the following:

- Cover letter
- Detailed technical proposal outlining the proposed methodology to achieve the objectives of the assignment, and workplan with clear timelines for each activity
- Brief CV(s) of the team
- Detailed budget

*Indicate dates of availability to commence the assignment

Signed by: *Kagiso Molatlwana* 08-May-2025
 Signature of requesting officer _____ Date _____
 DocuSigned by: *Hangelani Shilubane* 08-May-2025
 Approved by _____ Date _____