**TERMS OF REFERENCE**

**Individual Consultant for SRHR Policy and Planning**

| **FOR****UNFPA BANGLADESH** |
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| Hiring Office: | UNFPA Bangladesh Country Office |
| Purpose of consultancy: | UNFPA is the United Nations sexual and reproductive health agency. UNFPA’s mission is to deliver a world where every pregnancy is wanted, every childbirth is safe and every young person's potential is fulfilled. Maternal Health, Family Planning, Midwifery Programme, health sector response to Gender-Based Violence (HGBV), sexual health diseases and cancer (STI/HIV and Cervical cancer) and climate change vis-à-vis SRHR are key health priorities for UNFPA in Bangladesh under its 10th Country Programme Cycle (2022-2026). While Bangladesh has made remarkable progress toward universal access to SRHR, still about 50% of deliveries take place at home. Maternal mortality and usage of modern contraceptives have stagnated for more than 10 years. Discontinuation of modern contraceptives and GBV continue to be unacceptably high. Preventable conditions, like sexually transmitted infections (STI), HIV/AIDS, Obstetric Fistula (OF), Cervical Cancer (CC) and unsafe abortion remain the areas of concern. Inequity in these by geography and background characteristics is growing. Urban Health and the health impact of climate change and disaster are increasingly acknowledged as areas needing immediate attention. Major underlying factors responsible for these are, gaps in the availability and distribution of comprehensive and quality basic SRHR and HGBV services as part of the Essential Service Package (ESP) in the community, both in rural and urban settings. As a result, most of the Union Health and Family Welfare Centres (UH&FWC), Community clinics (CC) and urban health facilities do not offer these services. The main reasons are lack of deployment of qualified and skilled human resources and inadequate facility readiness. Systems issues, like governance and stewardship; policy and guideline formulation and implementation; critical decision making and implementation on human resource deployment, equipping the facilities with adequate infrastructure and supplies and introducing far-reaching reforms on creating effective management structures at all tiers of government to manage SRHR and HGBV programmes are at the root of the prevailing situation. Most of these have already been highlighted in the current Health Sector Programme of Govt. of Bangladesh. It is in this background that UNFPA is looking for a highly experienced public health professional with substantive experience of working in the Ministry of Health and Family Welfare (MoHFW), Govt. of Bangladesh (GoB) at a senior planning and decision-making level, with knowledge of health sector planning, budgeting and policies and experience of working with other ministries and government agencies, to advocate for addressing these challenges and concerns.  |
| Scope of work: *(Description of services, activities, or outputs)* | Working under the direct supervision of the Chief of Health, the National SRHR Policy and Planning Consultant will be responsible for working with Senior / Secretary/Addl./Jt. Secretary of MoHFW and other decision-making officials in other ministries, offices and parliamentary committees viz., PM’s Office, Planning Commission, Finance Ministry, MOLGRD, MOSW, MOWCA, MOCHTA, etc. for strengthening critical areas of health systems for delivering equitable, quality and comprehensive SRHR and HGBV services across different tiers of health systems: community, primary, secondary and tertiary. Specifically, the Consultant will be responsible for:* Policy formulation on establishing UH&FWCs and urban health facilities as 24x7 primary health care facilities, offering maternity, basic SRHR, EmONC and HGBV services by the deployment of an adequate number of midwives and equipping/strengthening these facilities.
* Facilitating formulation of National Midwifery Deployment (NMD) Policy for the deployment of midwives in appropriate numbers at UH&FWC, Upzilla Health Complex (UHC), Maternal and Child Welfare Centre (MCWC), Urban health facilities/satellite clinics, District Hospitals (DH) and Medical College hospitals for providing 24x7 maternity and comprehensive SRHR services (the policy to factor in the annual entry of qualified midwives into the domestic market, the minimum number of midwives needed to operate 24x7 services at different facilities, population spread vis-à-vis the health facility and remoteness (hill tracks, tribal, char, haor and costal region) of the community. The policy to aim at consolidating all facilities in the country with qualified midwives in a phased manner, starting from high volume UH&FWC, urban health centres and remote facilities.).
* Establishing a National Midwifery Deployment Committee with defined ToR and SoP under MoHFW, comprising of representatives of DGNM, DGHS, DGFP,and HEU to implement NMD in a coordinated manner with the aim of providing sustainability, continuity and predictability on deployment, transfer and posting of midwives.
* Support MoHFW and its different directorates for mainstreaming SRHR, HGBV and ICPD Programme of Action (PoA) in the planning and development of new Health Sector Programme and ensuring adequate resource allocation for comprehensive SRH services in the relevant operational plans.
* Reviewing the existing structure (and recommend a revised structure) of SRHR and HGBV Programme Management unit / establishment at national, regional, district, Upazila and union levels (the review to account for the size and the scope of SRHR and HGBV under the current Health Sector Programme; the existing structure and the available staff thereof, both at the managerial and service delivery levels and the budgetary provision and availability of the hardware and software to run these structures, especially in the context of populations and geographies they serve and are accountable for-
	+ Translation of the recommendations into MoHFW Policy
	+ Implementation of this policy - the revised structures
* Formation of National SRHR & HGBV Programme Coordination Committee under MoHFW with approved ToR and SoP for its functioning with representation from DGHS, DGFP, DGNM, HEU and DGDA for improved coordination of RMNCAH programmes – planning, implementation and monitoring (HR, programmes, commodities, administrative authority, reporting lines are cross-cutting and lie within different directorates for which coordination between them is critical for efficiency and effectiveness in service delivery and utilization).
	+ Convening monthly meetings of this committee in the first year of its formation followed by quarterly meetings beyond the first year
* Planning, organizing and facilitating high-level consultations between MoHFW and Ministry of Local Government to remove bottleneck for the implementation of urban health strategy.
* Policy support on establishing dedicated Maternity Hospital at district / regional level
* Revising national facility readiness guidelines to establish minimum basic infrastructure and support system at UHC, UH&FWC, MCWC, urban health centres to deliver seamless quality 24x7 maternity, SRHR and HGBV services.
* Provide any other assistance to the Chief of Health in planning, organizing, facilitating meetings and dialogue with high-level government officials on strategic and sensitive policy matters on UNFPA mandated areas on Health.

Key Deliverables:* Detailed Plan of Action with timelines as per the tasks identified above
* Policy, guidelines, ToRs, SoPs, Readouts, brief reports as relevant to the activities above
* Monthly reports in a standard format of tasks accomplished in the month
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| Duration: | 11 Months  |
| Place where services are to be delivered: | UNFPA Bangladesh Country Office. |
| Delivery dates and how work will be delivered (*e.g.* electronic, hard copy etc.): | The consultant will provide technical assistance on daily basis as per UN working day/hours and will be paid on monthly basis. The work will be submitted as deliverables identified above under the scope of work. These would be electronic and where needed hard copies.  |
| Monitoring and progress control, including reporting requirements, periodicity format and deadline: | The consultant will be expected to work remotely with regular in-person meetings to be held at the UNFPA country office, project offices and in other partners’ offices. The Chief of Health, UNFPA will provide day-to-day monitoring and supervision. |
| Supervisory arrangements:  | The consultant will work under the direct supervision of the Chief of Health, UNFPA and will collaborate with programme managers for day to day activities. |
| Expected travel: | The Consultant will have to make her/his own arrangements and bear the cost to attend meetings and consultations while in Dhaka. UNFPA will pay for any work-related travel outside Dhaka. |
| Required expertise, qualifications and competencies, including language requirements: | * More than15 years of work experience at a high level in the Ministry of Health & Family Welfare
* Postgraduate university degree in development studies/health economics/ public health / Programme and Business management or any other relevant field.
* Knowledge of health systems and structures of MoH&FW and its Directorates and understanding of interlinkages of health with other development and social sector areas.
* Demonstrated experience of national health programme development, planning, oversight and implementation, with hands-on experience with the national Health Sector Programme.
* Strong advocacy and coordination skills and public health management.
* Fluent in English with excellent writing proficiency. Familiarity with UNFPA’s mandate and work.
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| Inputs/services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable: | The consultant will have to use his/her own laptop. |
| Other relevant information or special conditions, if any: | 1. The tools, reports or documents or any part, cannot be sold, used, or reproduced in any manner without the prior written approval of UNFPA.
2. This consultancy is open to nationals of Bangladesh.
3. Expected start date: As soon as possible (for 11 months)
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| **Application instruction:**Applicants with the required qualifications and experience stated above should submit a copy of the curriculum vitae (CV) with a cover letter.Please submit your application electronically to the following email ID: mbhuiyan@unfpa.org. In the subject of the email mention the name of the position.Note: Only shortlisted candidates will be contacted for further consideration. The application deadline is 29 March 2022Female candidates are encouraged to apply. |