

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT																				
Development of Sexual and Reproductive Health Policies for Grenada and St. Vincent & the Grenadines																				
Hiring Office:	Sub-regional Office for the Caribbean (SROC)																			
Purpose of consultancy:	The main purpose of the consultancy is to develop two (2) Sexual and Reproductive Health (SRH) policies for Grenada and St. Vincent and the Grenadines to improve SRH delivery in these countries in keeping with the 2030 Agenda for Sustainable Development Goals.																			
Scope of work: <i>(Context, Description of services, activities, or outputs)</i>	<p>There is high level support for the development of an SRH Policy, which will be essential in ensuring the fundamental rights of women, children and adolescents to attain the highest level of health, with the assurance of a comprehensive, quality-driven and gender-centered service delivery that is appropriate, available, accessible and affordable.</p> <p>Grenada and St. Vincent & the Grenadines are islands in the Eastern Caribbean with estimated populations of 112,688 and 110,000, respectively. They are classified by the World Bank as upper-middle income countries. Despite this classification however, high levels of unemployment; poverty; and social and gender inequality remain throughout the region. Estimates from St. Vincent and the Grenadines for example, suggest that 4,500 people (app. 4.1% of the total population) are living in informal settlements.</p> <p><u>Sexual and Reproductive Health</u> Progress has been made in advancing sexual and reproductive health (SRH) across the Caribbean, and as demonstrated in Table 1 below, the total fertility rate in Grenada and St. Vincent & the Grenadines is at or below replacement level and almost 100% of births are attended by skilled staff. The maternal mortality ratios (MMR) are relatively low in Grenada (25) and St. Vincent & the Grenadines (68).</p> <table border="1"> <thead> <tr> <th></th> <th>Grenada</th> <th>St. Vincent & the Grenadines</th> </tr> </thead> <tbody> <tr> <td>% of Women of Reproductive Age (15-49)</td> <td>26.43 (2018)</td> <td>26 (2018)</td> </tr> <tr> <td>Total Fertility Rate (births/woman)</td> <td>2.1 (2018)</td> <td>1.9 (2018)</td> </tr> <tr> <td>Adolescent Fertility Rate (births/1000 women aged 15-19)</td> <td>28 (2018)</td> <td>48 (2018)</td> </tr> <tr> <td>Contraceptive Prevalence rate-modern methods (% women aged 15-49)</td> <td>62 (2019)</td> <td>61.8 (2015)</td> </tr> <tr> <td>Unmet need for Family Planning (rate), women aged 15-49 (%)</td> <td>12 (2019)</td> <td>14 (2015)</td> </tr> </tbody> </table>			Grenada	St. Vincent & the Grenadines	% of Women of Reproductive Age (15-49)	26.43 (2018)	26 (2018)	Total Fertility Rate (births/woman)	2.1 (2018)	1.9 (2018)	Adolescent Fertility Rate (births/1000 women aged 15-19)	28 (2018)	48 (2018)	Contraceptive Prevalence rate-modern methods (% women aged 15-49)	62 (2019)	61.8 (2015)	Unmet need for Family Planning (rate), women aged 15-49 (%)	12 (2019)	14 (2015)
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Maternal Mortality Ratio (maternal deaths/100'000 live births)	25 (2017)	68 (2017)
Births attended by skilled staff (% of total)	99 (2018)	98 (2010)

High Rates of Adolescent Pregnancy

Also, throughout the Caribbean, the adolescent pregnancy rate remains unacceptably high. St Vincent and the Grenadines has a higher rate with 48 births/1000 women aged 15-19 in 2018, in comparison to Grenada with a rate of 28 in the same year. As is often the case, the most vulnerable are disproportionately affected, including adolescents living in poverty and adolescents from marginalized groups. The health risks associated with adolescent pregnancy are multiple and potentially life-threatening for both mother and child, and they are often accompanied by lasting socioeconomic consequences that contribute to perpetuating the cycle of poverty.

Adolescents often face diverse barriers in exercising their sexual and reproductive health rights. In the Caribbean, these barriers include a lack of access to SRH information and services, limited access to quality Comprehensive Sexuality Education (CSE) and alarmingly high levels of gender-based violence (GBV); all of which are perpetuated in part by harmful gender norms and a socio-cultural silence around adolescent sexuality. Together these barriers create a perfect storm, impeding the ability of adolescents to exercise their sexual and reproductive health rights, and many adolescents have to cope with the repercussions stemming from early, unplanned pregnancy.

Legislative Barriers

One of the predominant issues in these countries is that adolescents do not have access to SRH services due to legal barriers. The minimum age to access SRH services without parental consent is 18 in Grenada (by default of the law being silent) and is 16 in St. Vincent & the Grenadines. However, the minimum age of consent to sexual activity is 16 in Grenada and 15 for St. Vincent & the Grenadines. The fact that the minimum age of consent to sexual activity is lower than the minimum age to access SRH services without parental consent in these countries poses a significant challenge for sexually active adolescents who need to access SRH information and services without the knowledge of their parents or guardians.

The problem is exacerbated by the fact that adolescents can marry at the age of 16 with parental consent, which is below the internationally mandated age of 18 under the Convention on the Rights of the Child. The lack of access to quality SRH services by adolescents in these two countries constitutes a violation of the human rights of children, guaranteed pursuant to international law (such as the Convention on the Rights of the Child), and it is particularly harmful given the high rates of adolescent pregnancy and early sexual debut.

Access to Contraceptives

Although the two countries have made progress on access to quality family planning services, there still exist gaps in this area. An RHCS assessment carried out by UNFPA in 16 Caribbean countries in 2020 revealed weaknesses in RHCS in each of the four target countries for this project. Supply Chain Management (SCM), the Logistics Management Information System (LMIS) and the inventory control systems are the weakest areas of RHCS across all countries, and the risk of

	<p>unsafe abortions and complications associated with pregnancy resulting in maternal mortality and years of potential life lost should not be underestimated.</p> <p><u>Policies</u> Comprehensive and multi-sectoral National Sexual and Reproductive Health and Rights Policies are fundamental to guarantee universal access to comprehensive SRHR to all persons. Neither Grenada nor St. Vincent & the Grenadines have SRHR policies approved or these are obsolete, Reproductive Health Commodity Security (RHCS) is not integrated or there are no RHCS Strategies in place and there are no in-country SRHR platforms and/or Commodity Security Committees in place to monitor progress against improved access to SRH services including commodities.</p> <p>An SRH Policy is therefore needed to strengthen the capacity of the respective Ministries of Health in Grenada and St. Vincent & the Grenadines to address the SRH needs of the population.</p>
<p>Work Assignment: (Description of roles and responsibilities)</p>	<p>The Consultant is expected to undertake the following tasks:</p> <ul style="list-style-type: none"> ● Develop an Inception Report to include a proposed outline and a roadmap (objectives, methodology, key milestones with a clear chronogram) to guide the development of the SRH policies (Grenada and St. Vincent & the Grenadines); ● Conduct a synthesised Desk Review of the related laws, policies, strategies, plans and other documentation to examine the landscape to support the development of the SRH policies in Grenada and St. Vincent & the Grenadines. This includes linking the policy to other key national documents and conducting an analysis of potential issues and bottlenecks. ● Conduct a mapping exercise (including political and multi-sectoral) to identify stakeholders and carry out stakeholder analysis to highlight the roles and responsibilities of key stakeholders and institutions (including supporters and opponents) who play a role in its adoption, implementation as well as who may contribute to bottlenecks. This includes persons/organizations who work in reproductive health, ministries of health, other relevant government ministries, departments and agencies (MDAs), civil society / non-governmental organisations (CSO/NGO), faith-based organisations (FBOs), youth representatives, members of vulnerable populations. ● Facilitate four (4) in-person consultation meetings (2: Grenada & 2: St. Vincent & the Grenadines) with the mapped stakeholders to garner their feedback on the proposed contents /coverage of the policy (meetings will be convened by UNFPA) ● Using the findings from the desk review and consultations meetings, to draft two (2) comprehensive SRH Policies for Grenada & St. Vincent & the Grenadines which will ensure the fundamental rights of women, children and adolescents ● Facilitate two (2) virtual validation meetings that will engage the key stakeholders in each country (meeting will be convened by UNFPA)

	<ul style="list-style-type: none"> In light of the results of the visits and validation process, support the revision of the SRH Policies for Grenada and St. Vincent & the Grenadines
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Duration & working schedule:	This is a deliverable-based consultancy and is expected to take place over ninety-five (95) working days from July 31-December 8, 2023.		
	# of days	Date Range	Deliverables
	5 days	Jul 31-Aug 4	Inception Report with proposed outline & roadmap
	2 days	Aug 7-8	Review & feedback
	21 days	Aug 9-Sep 6	Desk Review synthesised to examine the landscape to support the development of the SRH policies
	7 days	Sep 7-15	Review & feedback (UNFPA)
	5 days	Sep 18-22	Four (4) Consultation Meetings (2: Grenada & 2: St. Vincent & the Grenadines) facilitated
	15 days	Sep 25-Oct 13	First draft of two (2) SRH Policies (Grenada & St. Vincent & the Grenadines) developed based on desk review & consultation meetings
	5 days	Oct 16-20	Review & Feedback (UNFPA)
	10 days	Oct 23-Nov 3	Second draft of two (2) SRH Policies (Grenada & St. Vincent & the Grenadines)
	5 days	Nov 6-10	Review & Feedback (UNFPA)
	5 days	Nov 13-17	Two (2) Validation Meetings facilitated using second draft of SRH Policy
	5 days	Nov 20-24	Third draft of two (2) SRH Policies (Grenada & St.

		Vincent & the Grenadines) revised based on new information garnered from the validation meetings	
	5 days	Nov 27-Dec 1	Review & Feedback
	5 days	Dec 4-8	<ul style="list-style-type: none"> Formatted Final Draft of SRH Policies - Grenada and St. Vincent & the Grenadines finalised based on new information garnered from validation meetings PowerPoint (PPT) Presentation of the SRH Policies (Grenada & St. Vincent & the Grenadines)
Place where services are to be delivered:	The Consultant is expected to work remotely, utilising his/her own office space, computer, internet, telephone and other equipment, as needed, to undertake the assignment.		

Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	The Consultant is expected to submit the following deliverables in accordance with the time frame listed.	
	Deliverables	Due Date
	Inception Report with proposed outline and roadmap	Aug. 4, 2023
	Desk Review synthesised to examine the landscape to support the development of the SRH policies	Sept. 6, 2023
	Four (4) Consultation Meetings (2: Grenada and 2: St. Vincent & the Grenadines) facilitated	Sept 22, 2023
	First draft of two (2) SRH Policies (Grenada and St. Vincent & the Grenadines) developed based on desk review and consultation meetings	Oct. 13, 2023
	Second draft of two (2) SRH Policies (Grenada and St. Vincent & the Grenadines)	Nov. 3, 2023
	Two (2) Validation Meetings facilitated using second draft of SRH Policy	Nov. 17, 2023

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	<p>The draft and final reports are expected to be delivered electronically and should be properly formatted and referenced.</p>				
<p>Monitoring and progress control, including reporting requirements, periodicity format and deadline:</p>	<p>The UNFPA Sub regional Office for the Caribbean (UNFPA SROC), will directly contract the Consultant. Monitoring will be provided by UNFPA SROC.</p> <p>The above-mentioned deliverables will be submitted to UNFPA’s SROC, which will obtain feedback from peer reviewers.</p>				
<p>Supervisory arrangements:</p>	<p>The Consultant will work under the direct supervision of the Liaison Officer - Barbados and OECS directed by the SRH Technical Advisor and Deputy Director of UNFPA SROC</p>				
<p>Expected travel:</p>	<p>Travel will be required to both countries (Grenada and St. Vincent & the Grenadines) for this assignment.</p>				

<p>Required expertise, qualifications and competencies, including language requirements:</p>	<p>1. EDUCATION Master's degree in Public Health, or other directly relevant social sciences disciplines, or Bachelor's degree in Public Health, or other directly relevant social sciences disciplines, combined with at least 5 years of significant experience in Sexual and Reproductive Health (SRH).</p> <p>2. WORK EXPERIENCE</p> <ul style="list-style-type: none"> ● At least seven (7) years' experience in health-related work, particularly in the area of Sexual and Reproductive Health. ● Proven experience in research in sexual and reproductive health and rights and preparing desk reviews ● Proven experience in developing policies. Previous experience in developing SRH policies would be an asset ● Excellent writing and communication skills ● Experience in coordinating groups and meetings and facilitating them ● Knowledge of the socio-political and cultural context of Grenada & St. Vincent & the Grenadines is strongly recommended. ● Previous experience with the UN and specifically UNFPA can be an asset. <p>3. LANGUAGE</p> <p>Excellent oral and written communication skills in English are required. Working knowledge of Spanish will be an asset.</p> <p>4. Competence in basic IT packages is required, particularly MS Word and MS Excel.</p> <p>5. Excellent analytical and writing skills, and results oriented work ethic are required.</p>
<p>Inputs/ services to be provided by UNFPA or implementing partner (e.g. support services, office space, equipment), if applicable:</p>	<p>UNFPA will support the consultant to make the necessary contacts with government and relevant partners. UNFPA will share all relevant documents with the consultant once the assignment is awarded. UNFPA will facilitate the use of UNFPA virtual platforms for presentation of results, where needed.</p> <p>Confidentiality Statement: All data and information received from UNFPA for the purpose of this assignment are to be treated confidentially and are only to be used in connection with the execution of these Terms of Reference.</p>

Other relevant information or special conditions, if any:

The contract is payable upon satisfactory completion of the deliverables in keeping with the schedule below.

Travel costs are not included so additional funds will be allocated to this.

Payments will be based on deliverables

%	Deliverables	Due Date
5%	Inception Report with proposed outline and roadmap	Aug. 4, 2023
10%	Desk Review synthesised to examine the landscape to support the development of the SRH policies	Sep. 6, 2023
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35%	<ul style="list-style-type: none"> ● Formatted Final Draft of SRH Policies - Grenada & St. Vincent & the Grenadines finalised based on new information garnered from validation meetings ● PowerPoint (PPT) Presentation of the SRH Policies (Grenada and St. Vincent & the Grenadines) 	Dec. 8, 2023

The Consultant will be required to complete all identified mandatory courses to undertake this consultancy.

**Expressions of
interest /
Applications**

Interested consultants are requested to submit an application to UNFPA SROC to include:

- a. up-to-date curriculum vitae(s); and
- b. letter of motivation / interest

The application should be submitted by e-mail no later than 11:59 p.m. EST, Sunday, 16 July 2023. E-mail address: vacancy.sroc@unfpa.org

Email Subject: *Application – Development of SRH Policies (Grenada & St. Vincent & the Grenadines)*

Also please register in the UNFPA Consultants Roster at: <http://consultantroster.unfpa.org>. Also note that only shortlisted candidates will be contacted.