

## TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT

<b>TITLE: MENSTRUAL HEALTH MANAGEMENT (MHM) GUIDELINES CONSULTANCY</b>	
Hiring Office:	Uganda Country Office
Purpose of consultancy:	<p><b>Global Context of Menstrual Health</b></p> <p>Menstruation marks the onset of puberty for girls. This natural, normal and healthy physical change is the most vivid sign of girls' puberty. Menstruation, however, is usually a taboo and has many negative cultural attitudes and beliefs associated with it, including the notion that menstruating women and girls are 'contaminated', 'dirty' and 'impure'. These myths negatively affect girls' social life.</p> <p>Anecdotal evidence shows that 1 in 10 school-age African girls skip school during menstruation or drop out entirely because they lack access to necessary sanitary products. In addition, limited support for menstrual hygiene management among schoolgirls may result in four to five days of absence from school per month. This could mean that adolescent girls lose up to 20% of their school calendar time, profoundly affecting the academic potential of millions of schoolgirls.</p> <p>In light of these unnecessary challenges for adolescent girls, the United Nations in 2014 declared May 28 of every year as Menstrual Hygiene Day. A move that is described as a reaffirmation of the world's commitment to create more befitting living conditions for girls and women.</p> <p><b>Menstrual Health Management in Uganda</b></p> <p>Following the UN declaration on MHM in 2014, there has been massive investment and programs on MHM in Uganda at various fronts and levels. The Government of Uganda commemorated the first Menstrual Hygiene Day in 2014 and also held the first International Menstrual Hygiene Management Conference the same year. This indicated the zeal and energy from different stakeholders of the society to break the silence and build awareness about the fundamental role that good MHM has in helping women and girls reach their full potential.</p>

	<p>Since 2014, the momentum has been increasing with a number of development partners, organizations, individuals and civil society organizations working on MHM initiatives. The leadership of the Ministry of Education and Sports in Uganda has been pivotal in the successes that have been realized in the past 5 years. These include the passing of the MHM motion by parliament and appointment of national MHM Steering Committee for improved MHM promotion. In addition, the MOES in 2015 issued a set of guidelines to all schools specifying the actions to undertake in order to promote MHM in schools.</p> <p>Due to the growing and strong network of dedicated partners on MHM, there is an urgent need to develop the <b>National MHM Guidelines to provide a set of standards for MHM related interventions for stakeholders</b>. It is against this background that the MOES with financial and technical support from UNFPA seeks to recruit two consultants to develop National MHM Guidelines.</p> <p><b>Purpose and Objectives</b></p> <p>The purpose of the consultancy is to develop Comprehensive National Menstrual Health Management Guidelines with the aim of providing programmatic guidance and compliance with national, regional and global MHM standards/guidelines. The guidelines will be used by education and sports stakeholders in programming for menstrual health in schools and institutions in Uganda.</p> <p>The specific objectives of the consultancy is:</p> <ul style="list-style-type: none"> <li>▪ To conduct a stakeholder mapping and consultation</li> <li>▪ To develop national MHM guidelines</li> <li>▪ To facilitate the validation of the draft National MHM Guidelines</li> </ul>
<p>Scope of work: <i>(Description of services, activities, or outputs)</i></p>	<p><b>Specific Tasks</b></p> <p>During the consultancy, the consultant is expected to complete the following tasks:</p> <ul style="list-style-type: none"> <li>• Conduct a desk review (analysis of the MHM initiatives, documents and scale &amp; key national stakeholders on MHM).</li> </ul>

	<ul style="list-style-type: none"> <li>• Engage MHM stakeholders and key parties on the principles and practices on MHM</li> <li>• Analyse relevant data and information on MHM.</li> <li>• Develop National MHM guidelines for programming, implementation and compliance including coordination and monitoring and evaluation.</li> <li>• Validation meeting (the final draft will include comments from this meeting).</li> </ul> <p>The consultant will work closely with the Gender Unit at MOES, UNFPA and other stakeholders to access all relevant MHM documentation.</p> <p><b>Specific Deliverables</b> Specific deliverables from the consultancy are as follows:</p> <ol style="list-style-type: none"> <li>1. Inception report</li> <li>2. Stakeholder map and analysis matrix</li> <li>3. Report on feedback from stakeholder consultations</li> <li>4. Draft and final National MHM guidelines</li> </ol> <p><b>Management and Organisation</b> The day-to-day work of the consultant will be supervised and coordinated by Rosette Nyanzi from MOES, Gender Technical Advisor with support from UNFPA, adolescents and youth team, and in close collaboration with the National MHM steering committee and the Gender Technical Working Group.</p>
Duration and working schedule:	Expected duration of the consultancy will be 25 working days, spread over a period of 5 weeks.
Place where services are to be delivered:	The consultant will not be assigned an office to complete the tasks. The consultant is also expected to provide his/her own computer and other services needed to complete the tasks.
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	The final national MHM guidelines are expected to be delivered in soft copy to UNFPA and MoES no later than 25 days after commencement of the consultancy.
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	Continuous updates on progress. As a minimum, weekly updates on progress.
Supervisory arrangements:	The consultant is expected to work in close collaboration with MoES and UNFPA.

Expected travel:	The consultancy includes 8 days of travel.
Required expertise, qualifications and competencies, including language requirements:	<p><b>Qualifications and Competences</b></p> <p>MoES through UNFPA is looking for one highly experienced and qualified local consultant, who is an expert in the area of MHM and further has extensive knowledge on public health guideline development.</p> <p>The consultant must;</p> <ul style="list-style-type: none"> <li>• Have an advanced degree in social sciences, nursing, public health, community development or any other relevant qualifications</li> <li>• Have a minimum of 7 years work experience on MHM in different international agencies, preferably the UN system</li> <li>• Have a thorough knowledge of the MHM agenda from global, continental, regional and national level</li> <li>• Must be well conversant with the education system in Uganda</li> <li>• Have excellent analytical and writing skills in English</li> <li>• Familiarity with UN MHM declaration is desirable</li> </ul>
Inputs / services to be provided by UNFPA or implementing partner (e.g support services, office space, equipment), if applicable:	None
Other relevant information or special conditions, if any:	None
<b>Application deadline and how to apply:</b>	<p><b>Opening date:</b> 23<sup>rd</sup> October 2019</p> <p><b>Closing date:</b> 31<sup>st</sup> October 2019</p> <p>All applications should be sent by email to: <a href="mailto:nakibira@unfpa.org">nakibira@unfpa.org</a>, copying <a href="mailto:alfeu@unfpa.org">alfeu@unfpa.org</a>.</p>