

TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANT/CONTRACTOR

SECTION	HIV/AIDS and Adolescents Development and Participation (HADAP)
CONSULTANCY TITLE	Adolescents and Young Women Consultant (School Retention)
TYPE OF ENGAGEMENT	<input checked="" type="checkbox"/> Individual Consultant <input type="checkbox"/> Individual Contractor
PURPOSE OF THE ASSIGNMENT:	
<p>To carry out a rapid assessment to understand the context of school dropout among adolescent girls and young women (AGYW) in the Global Fund AGYW programme and make recommendations for programme improvements and adjustments as relevant</p>	
BACKGROUND:	
<p>In Eastern and Southern Africa (ESA), 62% of the population is less than 24 years and an estimated 26% of new HIV infections occur among adolescent girls and young women (AGYW), aged 15-24 years. HIV prevalence rates among young women are also more than twice as high compared to young men. This disproportionality is reflected in Zimbabwe, with AGYW affected with a higher annual HIV incidence rate of 0.76 percent than same-aged young men 0.08 percent (ZIMPHIA 2020), due to factors such as social isolation, economic disadvantage, discriminatory cultural norms, orphanhood, violence, and high school drop-out rates. The risk of HIV transmission is further compounded by higher sexual and gender-based violence (SGBV), with young women who have experienced sexual violence or abuse to be around 25%.</p> <p>Under the GC7, Zimbabwe is prioritizing scaling-up and consolidating interventions that work across sectors to address the structural drivers and social determinants that increase the risk of HIV acquisition amongst AGYW. Combination HIV prevention packages that offer a mix of proven high-impact HIV prevention interventions have been recommended as an approach to fast-track reductions in new HIV infections. In this regard, National AIDS Council and Plan International are delivering an HIV prevention package in selected districts aimed at preventing HIV infections in AGYW by providing educational support to the most vulnerable AGYW, on the pretext that keeping them in school is critically important to keeping them safe and protected from harmful vices such as early and unintended pregnancies, marriages, HIV infection, poor health and economic outcomes.</p> <p>Evidence is showing that despite the provision of what is believed to be a comprehensive package of services, the project continues to record marriage union and pregnancy related dropouts among the supported AGYW.</p> <p>To enhance the quality and efficiency of AGYW programming, the Global Fund has operationalized an Adolescent Girls and Young Women Strategic Initiative (AGYW-SI). As a trusted partner on adolescent and HIV policy, data and programming, UNICEF is working with the Global Fund to provide technical assistance (TA) and strengthen Global Fund AGYW grant implementation in priority countries including Zimbabwe.</p> <p>It is against this background that UNICEF Zimbabwe is looking for a consultant to provide TA to UNDP, National AIDS Council and Plan International aimed at better understanding the context of school dropouts among AGYW in the Global Fund AGYW programme and make recommendations for programme improvements and adjustments as relevant.</p>	
ASSIGNMENTS:	
<p>UNICEF, in support of National AIDS Council, is seeking consultancy services from a mid level consultant with vast experience in adolescent's sexual reproductive health/HIV and girls education programmes, to carry out a rapid assessment to understand the context of school dropout among adolescent girls and young women (AGYW) in the Global Fund AGYW programme and make recommendations for programme improvements and adjustments as relevant</p> <p>The consultant is required to address the following objectives:</p> <ul style="list-style-type: none"> ● Identify the reasons associated with the early withdrawal of AGYW from school at individual, 	

household and societal or community level

- Identify the key drivers that may predict early school withdrawal for AGYW in the Global Fund programme -geographies
- Identify where there may be gaps in the Global Fund AGYW programme that could be improved to better address the context of high levels of early withdrawal from school
- Make recommendations for early school withdrawal prevention
- Identify where recommendations could be feasibly integrated into the existing GF AGYW programme structure

Activities

Through this assignment, the following tasks should be performed:

1. Attend a kick-off call with UNICEF for orientation to the Partnership and expectations of this technical assistance
2. Prepare an inception report and tools detailing the approaches and timelines to achieve the deliverables and present it to stakeholders including National AIDS Council, UNDP and key AGYW partners for input.
3. Conduct a desk review of the programme documentation, programmatic, academic, latest evidence in region and other grey literature, on early withdrawal from school, keeping girls in school, and other context specific documentation
4. Conduct stakeholder interviews and focus groups with key groups including AGYW, male sexual partner groups, parents, teachers, community office-bearers and individuals in positions of authority at community level, religious leaders and others as relevant to understand predictive drivers of early school withdrawal, the reasons associated with early school withdrawal and recommendations for programme interventions to address early school withdrawal
5. Review programme implementation processes to identify where changes could be integrated to make necessary improvements
6. Prepare draft report + summary PPT with key findings and recommendations from the desk review, consultations and implementation plan and attend a stakeholder feedback meeting
7. Prepare a final report + updated PPT with feedback from stakeholders incorporated and share at a validation meeting with stakeholders
8. Develop a learning report from the implementation process of the TA for regional learning

REASONS WHY CONSULTANCY CANNOT BE DONE BY STAFF:

The assigned requires a dedicated short- term consultant with the required expertise and experience to meet the Global Fund expected deliverables timeously as per the signed agreement with UNICEF Regional Office.

Child Safeguarding

Is this project/assignment considered as "[Elevated Risk Role](#)" from a child safeguarding perspective?

YES NO If YES, check all that apply:

Direct contact role YES NO

If yes, please indicate the number of hours/months of direct interpersonal contact with children, or work in their immediately physical proximity, with limited supervision by a more senior member of personnel:

Estimated 56 days

Child data role YES NO

If yes, please indicate the number of hours/months of manipulating or transmitting personal-identifiable information of children (name, national ID, location data, photos):

More information is available in the Child Safeguarding SharePoint and Child Safeguarding FAQs and Updates		
Tasks/Milestone:	Deliverables/Outputs:	Timeline
Attending a kick-off call with UNICEF	1. Summary minutes of inception meeting	1 day
Develop an Inception report outlining the proposed methodology, workplan and tools and present at an inception meeting with UNICEF, NAC, UNDP and key national partners.	2. Inception report incl tools	6 days (30%)
Prepare a draft report including findings from literature review, stakeholder interviews and focus group discussions with different groups and review of programme implementation processes	3. Draft report of mapping report, desk review and recommendations and summary PPT	35 days (30%)
Prepare a final report and updated PPT with recommendations for improvements and way forward for national scale-up from validation meeting with comments incorporated and approved	4. Final Report + updated presentation	11 days (30%)
Develop a learning report and PPT of process, outcomes and lessons for country and regional dissemination	5. Learning report and PPT for country and regional dissemination	3 days (10%)
<p>Minimum Qualification required: <input type="checkbox"/> Bachelors <input checked="" type="checkbox"/> Masters <input type="checkbox"/> PhD <input type="checkbox"/> Other</p> <p>Enter Disciplines: Education: Advanced university degree in Education, Public health, Adolescent Health, Social Sciences, Epidemiology or related field</p> <p>Experience</p> <ul style="list-style-type: none"> • 5 years knowledge and expertise on HIV and adolescent and young people's health and development context across ESA • Strong knowledge and experience of keeping girls in school agenda in the field of Adolescent HIV & SRH programming • Experience of technical assistance reviews would be an added advantage • Strong analytical skills with sufficient understand of qualitative/quantitative methods • Understanding of / working experience with the Global Fund and /or UNICEF is an added advantage <p>Languages: Fluent in English. Languages: Knowledge of a local language is an added advantage</p>		
<p>Knowledge/Expertise/Skills required:</p> <ul style="list-style-type: none"> • A set of strong quantitative and qualitative analytical skills and a good understanding of translating research into policy and programmatic implementation • Demonstrated ability to work across a range of partners, including national, sub-national and community-level stakeholders and partners to secure buy-in and ownership • Demonstrated ability to work in a multicultural environment and establish harmonious and effective relationships, including with national-level stakeholders • Excellent English oral and written communication skills <p>Must exhibit the UNICEF Core Values of:</p> <ol style="list-style-type: none"> 1. Care 2. Respect 3. Integrity 4. Trust 5. Accountability <p>Desirable Experience working in related field in Eastern and Southern Africa, is desirable</p>		

Supervisor: Chief of HIV, Adolescents Development and Participation Section		Start Date: 17 July 2023	End date: 15 December 2023
		Total Working Days: 56	
Requesting Section/Issuing Officer:		HIV/AIDS & ADAP/ Masimba Nyamucheta	
Included in Annual/Rolling Workplan: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No, please justify: Included in output 3.1 under policy and guidelines formulation towards enhanced prevention of new HIV infections among Adolescents Girls and Young Women. Noticed this is not included in the SSA plan.			
Consultant Sourcing: <input type="checkbox"/> National <input type="checkbox"/> International <input checked="" type="checkbox"/> Both		Consultant Selection Method: <input checked="" type="checkbox"/> Competitive Selection (Roster) <input type="checkbox"/> Competitive Selection (Advertisement/ Desk Review/Interview)	
Payment		¹Lumpsum or monthly: Payment upon satisfactory completion of each deliverable as follows: <ul style="list-style-type: none"> • 30% On submission of inception report • 30% On submission of draft report • 30% On submission of Final tool and updated ppt • 10% On submission of learning report 	
Travel International (if applicable)		<input checked="" type="checkbox"/> Yes, if international consultant is recruited <input type="checkbox"/> No	
Travel Local (please include locations)		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Locations: districts and sites to be visited will be sampled	
DSA (if applicable) Approximate number of days:		<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No approximately (25 days)	
Administrative details: Visa assistance required: <input checked="" type="checkbox"/> Transportation arranged by: <input checked="" type="checkbox"/> (the office for field trips) <input type="checkbox"/> (the consultant for field trips)		<input checked="" type="checkbox"/> Home Based <input type="checkbox"/> Office Based: (hybrid) If office based, seating arrangement identified: <input type="checkbox"/> IT and Communication equipment required: NO <input type="checkbox"/> Internet access required: <input type="checkbox"/>	
Guidance on Travel and Access to UNICEF email and Resources for consultants		Individual Contract types (sharepoint.com)	
Application requirement		<input checked="" type="checkbox"/> Technical Proposal <input checked="" type="checkbox"/> Financial Proposal	

¹ Payment of professional fees will be based on submission of agreed deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.

Text to be added to all TORs:

Individuals engaged under a consultancy or individual contract will not be considered “staff members” under the Staff Regulations and Rules of the United Nations and UNICEF’s policies and procedures and will not be entitled to benefits provided therein (such as leave entitlements and medical insurance coverage). Their conditions of service will be governed by their contract and the General Conditions of Contracts for the Services of Consultants and Individual Contractors. Consultants and individual contractors are responsible for determining their tax liabilities and for the payment of any taxes and/or duties, in accordance with local or other applicable laws.