

Term of Reference (ToR)

Consultant to develop a national KP Advocacy Strategy/framework, KP Programme Safety and Security Policy, and create messaging around KP's rights. Developing contextualized National KP advocacy strategy for 3 years and beyond.

BACKGROUND

The USAID Key Populations, Strengthening Technical Assistance and Response for sustainable HIV prevention and treatment (KP-STAR) while scaling-up innovative, evidence-based approaches to reduce the incidence and mitigate the impact of HIV among KPs— specifically SWs, MSM, TG individuals. The project is implemented in ten priority geographical areas (PGAs) of Namibia including Gobabis, Otjiwarongo, Keetmanshoop, Katima Mulilo, Oshakati, Oshikango, Rundu, Swakopmund, Walvis Bay and Windhoek. The project delivers and builds capacity of KP-led and -serving organizations to sustain high-quality, comprehensive stigma and discrimination-free, user-centred, and inclusive prevention, care, and treatment services to achieve the 95-95-95 targets and provides quality, client centred care for KPs. The project also strengthens data management systems for planning, monitoring, use, and assuring the quality of KP HIV programs in the PGAs.

The project activities are aligned with Namibia's National Strategic Framework for HIV and AIDS Response 2017/18 to 2021/22 and contribute to the Ministry of Health and Social Services (MOHSS) aim of reducing new infections and AIDS-related mortality among Namibians and the long-term objectives of Vision 2030, the National Development Plan 5, and National HIV/AIDS Policy, and PEPFAR and WHO guidance.

PURPOSE

IntraHealth Namibia from funding from USAID KP STAR is looking for skilled consultant to develop a national KP Advocacy Strategy/framework, KP Programme Safety and Security Policy, create messaging around KPs's rights. Developing contextualized National KP advocacy strategy for 3 years and beyond. Key population face varying degrees of social stigma and discrimination. As a result, they prefer to remain hidden due to prevailing barriers, lack of understanding and low acceptance from friends and families. The CLM data, IBBS, and Hotspot mapping reports document incidences of abuse on KPs ranging from bullying to sexual violence and assault. Low educational attainment and lack of employment opportunities are common themes, and many suffer from mental illnesses such as depression, anxiety, and frustration, and use of drugs and alcohol as coping mechanisms. Empowering KPs requires systematic awareness raising to increase understanding and acceptance among the public and specific advocacy actions to address stigma and discrimination in health care and other social settings. This advocacy strategy/framework will be important for the KP-led CSOs to use as a guiding tool. This will also help CSOs and KP capacities to ensure their voice and partnership in the national

DIRECTORS: Armin Wieland (Chairperson), Gladwin Groenewald, Dr Nestor Shivute, Munolwiso Ipangelwa,

Shamani Shikwambi Ed. D, Polly Dunford (US), Maqsoda Maqsodi (US), Rob Murphy (US)

HIV prevention and response and beyond are heard. The 3-year advocacy strategy will address the issues below.

Advocacy actions identified are under four key issues:

- A. Improving access to health services for KPs by increasing the uptake of HIV and STI related services among KPs.
- B. Providing legal protection and promoting legal literacy among KPs to make them realize their rights and privileges in society, thus empowering them.
- C. Improving their socio-economic conditions by bringing about greater understanding among family members and friends to accept their sexual orientation, sexual characteristics and support them; and,
- D. Changing institutional settings for KPs to enjoy their rights by inculcating positive behavioural change in schools, institutes, and workplaces, thereby reducing frequency of abuse and harassment, and providing KPs with equal opportunities.

SCOPE OF WORK/FUNCTIONS

- **Assessment and Evaluation** - to assess and evaluate the needs of the Key Populations i.e., Structural barriers consult with partners' staff and identify priority areas for advocacy over the next 3 years. The workshop will rely on participatory methods, including brainstorming sessions. Identification and analysis of advocacy issues. Identify gaps in the current HIV programming for KP
- **Develop** – an advocacy strategy that talks to all need of the Key populations. Carry-out consultations with KP organisations. Develop a complete advocacy strategy, outlining clear objectives, targets, activities, allies, deliverables, and indicators, as well as an implementation plan for the first year and advice on funding opportunities for such advocacy. Formulation of measurable objectives. Develop a Tracking tool to monitor progress towards the implementation of the advocacy strategy. Develop core messages/Fact Sheets from the advocacy assessment report. Establish an Advocacy Task force. Create and compile a draft document with messaging around KPs to know their Right. Draft and produce final KP Programme Safety and Security Policy.
- **Reporting and Recommending** - Make recommendations and produce a report on the situational and response analysis of the KP advocacy strategy/framework including and provide recommendations on potential structure and focus over the coming three years.
- **Monitoring and Implementation** -Produce/create a tracker to track process which will be used by Advocacy task force and IHN.

KEY DELIVERABLES

The consultant will work closely with SACE. All deliverables will be submitted to COP on dates as mutually agreed during the inception meeting. The COP will review all the reports. All draft and final documents will be submitted as soft copies. The consultant should submit following key deliverables:

- Inception report: Outlining details of activities with proposed methodology for conducting the assessment and presentation and timeline/ delivery dates and Schedule of workshop and session plan
- Draft Advocacy Framework and presentation to the validation workshop
- Final Advocacy Framework report

DIRECTORS: Armin Wieland (Chairperson), Gladwin Groenewald, Dr Nestor Shivute, Munolwiso Ipangelwa,

Shamani Shikwambi Ed. D, Polly Dunford (US), Maqsoda Maqsodi (US), Rob Murphy (US)

- Create and compile a draft document with messaging around KPs to know their Right; right to health, the right to stigma-free health and services, the right to equal treatment before the law, the right to dignity, among others
- Submit USB with messaging around KPs to know their Right; right to health, the right to stigma-free health and services, the right to equal treatment before the law, the right to dignity, among others
- Draft KP Programme Safety and Security Policy
- Final KP Programme Safety and Security Policy

ANTICIPATED LEVEL OF EFFORT AND TIME PERIOD

The assignment will be delivered intermittently in 60 days during the period of 09 January 2023 – 09 April 2023 inclusive of travel days, prior meetings, training days and reports compilation.

PAYMENT SCHEDULE:

- 10% upon submission of Inception report
- 45% upon submission of Draft situational and response analysis and final situational and response analysis report
- 20% upon submission of Create and compile a draft document with messaging around KPs to know their Right and submit USB with messaging around KPs to know their Right
- 25% upon submission of draft KP programme Safety and Security Policy and final KP programme Safety and Security Policy

WORKING ARRANGEMENTS

The consultant/s will work under the overall supervision of Amy Maasdorp, SACE, KP-STAR. IntraHealth Namibia will cover all training-related expenses including printing of materials; participants' travel, accommodation, and other related expenses; food; venue expenses; etc.

SKILLS AND COMPETENCIES

Applicants will be shortlisted based upon their expression of interest, budget, and CV.

- Quality of proposal
- Extensive work experience and proven record in advocacy, policy, campaign, strategic management
- Demonstrate experience of having undertaken similar assignments
- Good analytical and documentation/report writing skills
- Experience in data collection, analysis, and presentation
- Proven communication and facilitation skills
- Excellent command of oral and written English and Good communication skills.
- Familiarity with the Key population environment.

DIRECTORS: Armin Wieland (Chairperson), Gladwin Groenewald, Dr Nestor Shivute, Munolwiso Ipangelwa,

Shamani Shikwambi Ed. D, Polly Dunford (US), Maqsoda Maqsodi (US), Rob Murphy (US)

9. INSTITUTIONAL FRAMEWORK AND TEAM CONTACTS

Responsible person	Function	Contact	Email
Isabel Mendes-Siyamba	Chief of Party	+264 812445831	imendes-siyamba@intrahealthnamibia.org
Amy Maasdorp	Senior Advisor for Community Engagement	+264 817119683	amaasdorp@intrahealthnamibia.org

Interested consultant should forward a Concept Note to amaasdorp@intrahealthnamibia.org , closing date 05 December 2022 by 17H00pm