



TERMS of REFERENCE (ToR)

Organisation: CARE International in Cambodia
Programme: Socially Marginalised Women (SMW)
Consultancy : Sexual Reproductive Maternal (SRM) Health Rights Advisor
Period: 1st June 2015 to 31st July 2016 (with possible extension)
Location: Phnom Penh with some travel to provinces

CARE International in Cambodia Overview

CARE International in Cambodia's Strategy identifies the **empowerment of women** as a key pathway to gender equality. In designing long term programmes, CI-Cambodia has identified priority women's empowerment thematic focus areas, which have a particular influence in constraining gender equality for programme impact groups. Aligned with CARE's global programme goals, these are – **Gender-Based Violence; SRM Health Rights; Women's Economic Empowerment, Women's voice**. Through initiatives at national and local levels, and through our work in building partner and civil society engagement in women's empowerment, CI-Cambodia focuses on positive changes at the individual, relationship and structural levels. This is complemented by ongoing work to ensure all of our projects are gender sensitive; and through work at the organisational level to promote **gender equality**.

Socially Marginalised Women Program Overview

The Program seeks significant and lasting change for women experiencing multiple forms of exploitation, or **denial of basic rights**; for example, rights to decent work, equitable access to protections and services, and freedom from violence.

The program aims to promote deep impacts, at scale, for two sub-Impact Groups:

- **Urban women marginalised by occupation** - often recent migrants, this sub-Impact Group includes garment factory workers (GFW); entertainment and hospitality workers (EHW); and others such as construction workers, domestic workers, sex workers.
- **Rural women at risk of violence, and denied SRM health rights, and voice**. This sub-impact defined with reference to significant, multiple and interacting points exclusion experienced by many rural women

SRMHR Overview

Cambodia has made significant advances in improving SRM Health over the past decade. Despite these improvements, the maternal mortality ratio remains high at 206 deaths per 100,000 live births. Contraception use amongst married women has increased, but remains low at 35%, and there is a high (17%) unmet demand for contraception. Young, unmarried and marginalised women still lack access to safe, reliable contraception.

CI-Cambodia has strong programming experience in improving SRM health outcomes. Into the future, our priorities will be oriented towards the inclusion of promoting SRH health *rights*, of SMW. Leveraging an enabling policy environment, CARE's priorities include building proven approaches to better **access to family planning** amongst SMW, addressing deep and gendered barriers. Linking with our work under Women's Economic Empowerment, CARE will also promote **female service providers** as local economic leaders, strengthening their roles, valuing and voice. CARE will also contribute to better **health of Garment Factory Workers**, focusing on service standards and

nutrition support; and in line with our priorities under GBV, investigate entry points for promoting **GBV specialist services**.

SRM Health Rights is a core Women's Empowerment Thematic Priority for CI-Cambodia.

Consultancy purpose

The SRMH Advisor will provide technical expertise to enhance the overall quality of SRMH under CARE's SMW Program objectives in alignment with CARE International SRMH strategy and the Royal Government of Cambodia (RGC) SRMH policies. The SRMH Advisor will be based in Phnom Penh and work closely with the national RMNCH Technical Advisor travelling to the field within Cambodia to help build capacity and improve CARE's SRMH interventions ensuring maximum impact. The Advisor will represent CARE and actively participate in national level technical working groups contributing to MOH strategies and policy on behalf of CARE. The SRMH Advisor will be a member of the SMW Program design team and contribute to future proposal development.

Key responsibilities under consultancy

The Advisor will work in close and regular liaison with CARE's SMW Program Coordinator and Senior Program Manager during all phases of the consultancy.

- Provide technical quality oversight of SRMHR strategies and materials in multiple projects
- Provide technical leadership in proposal development and in sourcing of funding for SRMHR portfolio
- Oversee the development /Adaption and dissemination of SRMH materials/curricula and technical tools
- Ensure research results and best practices related to SRMHR are incorporated in to practice and future programming
- Provide capacity building in SRMH to CARE staff and local partners including government and civil society
- Engage and contribute to technical working groups that represent the Royal Government of Cambodia's (RGC's) SRMH policies and strategies, CARE International's relevant strategies and experience, and the current programming context in identified provinces
- Liaise with relevant health authorities, UN agencies and other stakeholders and represent CARE Cambodia as required
- Contribute to CARE Cambodia's future programming direction in SRMHR, including writing and /or contributing to proposals as necessary

DESIRED QUALIFICATIONS AND COMPETENCIES

- Postgraduate degree in public health or other related degree
- Minimum five years experience in public health/sexual reproductive health Demonstrated technical expertise in SRMHR in the developing country context (Cambodia or Southeast Asia would be an advantage)
- Experience in the design and development of complex project interventions
- Experience implementing institutional funded SRMHR projects and programs
- Knowledge on youth friendly services an advantage
- Strong monitoring and evaluating skills with the ability to write strong clear analysis
- Ability to work with minimum supervision
- Proven skills working with national team members and ability to provide technical guidance to work colleagues in a constructive way
- Ability to comply with all relevant CARE International in Cambodia policies and standard procedures. Previous experience with CARE an advantage.
- Demonstrate an ongoing commitment to CARE International's gender equality and diversity