

Terms of Reference for a Consultant to carry out
Baseline survey on self-stigma among Adolescent Girls and Young Women
(AGYW) Living with HIV and its impact on access to HIV & Sexual Reproductive
Health & Rights Services in Uganda

1.0. Introduction:

Self-stigma begins with **the negative attitudes and stereotypes a person encounters in the outside world that they then internalize and apply to themselves**. Self-stigma related to HIV is a mindset of negative beliefs, thoughts and behaviors that affect people at high risk, living with and/or affected by HIV. The possible consequences of HIV-related stigma are loss of income and livelihood; loss of marriage and childbearing options; poor care within the health sector; withdrawal of care-giving in the home; loss of hope and feelings of worthlessness and loss of reputation. The concept of self-stigma is complex and the targeted population also faces numerous challenges that need to be handled with extra care.

2.0. Back ground:

The International Community of Women living with HIV Eastern Africa (ICWEA) is a regional advocacy network and membership-based organization run by and for HIV positive women. The regional network has 5 Chapter countries; Uganda, Kenya, Tanzania, Rwanda and Burundi. Our **Vision** is: holistic health & rights for women and girls living with HIV in their diversity where they thrive and live dignified lives. Our **Mission** is holistic health & rights for women and girls living with HIV through: Meaningful Involvement, Capacity building, Strategic Partnerships and Advocacy

The International Community of Women Living with HIV Eastern Africa (ICWEA) and The International Community of Women Living with HIV (ICW) – Burundi Chapter are scheduled to implement a two –Year (from 2021 to 2023) project with financial support from ViiV Healthcare (Positive Action) titled Building Self-Resilience among AGYW Living with HIV to fight Self-Stigma. The project Goal is to contribute to efforts for ending HIV related self-stigma among adolescent young women and girls living with HIV in Burundi and Uganda to enhance attainment of 95x95x95 UNAIDS targets. The Project specific objectives are (i) Strengthen the engagement capacity of AGYW living with HIV in addressing HIV related self-stigma by end of 2022; (ii) Strengthen safe spaces for knowledge sharing among networks and groups of AGYW living with HIV through the exchange of best and innovative ways to fight self-stigma by 2022; and (iii) To build advocacy and leadership capacity among AYWG to gain self-resilience and challenge structural barriers that cause HIV self-related stigma by end 2022.

ICWEA is seeking services of a consultant to carryout Baseline survey on Self-stigma among Adolescent Girls and Young Women (AGYW) Living with HIV and its impact on access to HIV & Sexual Reproductive Health & Rights Services in Uganda

This will be the first survey in Uganda to measure and document self-stigma related experiences and also to describe self-stigma as perceived by AGYW living with HIV. The survey will be important in that findings will support evidence-based advocacy, policy reform and delivery of friendly HIV services to AGYW living with HIV. The findings will also influence dialogues and potential development of anti-self-stigma policy for AGYW living with HIV, development of local ordinances and by-laws on self-stigma in Uganda. Additionally, the baseline survey results will broaden the understanding of the extent and forms of self-stigma which will enable stakeholders/implementers develop responsive interventions and strategies towards self-stigma.

2.1. The Goal and objectives of the consultancy: To assess the situation and establish benchmark indicators based on the project targets and indicators to inform its Monitoring and Evaluation over the project period in Uganda.

2.2. Objective of this consultancy

- To document the experiences of self-stigma among AGYW living with HIV in Uganda.
- To identify factors associated with self-stigma and its access to HIV related services in the two countries amongst AGYW living with HIV
- To gather information on what strategies/recommendations that may be used for addressing self-stigma among AGYW living with HIV

2.3. Scope of the assignment

The consultant will lead the baseline survey process with director support from the Director of MEAL and Director of Programmes. Our target population are adolescent girls and young women living with HIV, whether or not they are on ART as long as they meet the inclusion criteria and located in one region of Uganda (Central 1)

3.0. Approach and methodology:

It is highly anticipated that the consultant will take up both quantitative and qualitative methods for data collection. It will be appreciated if Participatory Tools and Techniques for data collection will be employed.

4. Key Tasks

The Consultant will be expected to undertake the following tasks

- Develop Inception report and hold inception meetings with ICWEA
- Carry out a comprehensive literature review on Self-stigma, at program, national and international level
- Develop tools for use during data collection and Pre-test the tools which will be translated and together with the Protocol, will be submitted to the Research and Ethics Committee for approval.
- Pre-test tools
- Train and manage a team of research assistants (young women) to collect data providing quality controls
- Conduct data entry, analysis and synthesis
- Provide regular updates to the secretariat on the progress
- Prepare the draft report and present findings for validation and intense review
- Develop final report for dissemination

5.0. Key deliverables from the TOR

- Inception report detailing the approach and methodology, work plan and outline of the report
- Synthesized literature
- Pre-test report
- Completed data collection activity (data set)
- Draft report
- Dissemination reports and power point presentations
- A comprehensive baseline survey report in both electronic version and signed hard copy including recommendations and implementation strategies.

6.0. Timeframe and estimated working days:

The survey will be carried out and completed within in 45 working days from the commencement

7.0. Ethical Consideration

The consultant should ensure ethical clearance of the baseline proposal is done prior to the exercise.

8.0. Qualifications and experience of the consultant (s):

The consultant will demonstrate the following profile and qualifications:

- The consultant should have expertise in carrying out baseline surveys / undertaking similar type of studies. Minimum of 4 years' experience in research and working with adolescent Girls and young women. Knowledge on self-stigma, stigma and discrimination is an added advantage
- The consultant should have good experience on participatory research methods and tools.
- S/he should have competency in managing and organizing and interpreting quantitative and qualitative data and information.
- Post-graduate degree in Public Health, Social Sciences, Development Studies or any other relevant field
- Highly developed interpersonal and communication skills including influencing, negotiation and coaching, and strong writing skills;
- Must be able to work comfortably and effectively with AGYW from different cultural backgrounds.
- Demonstrated in field level data collection quantitative and qualitative research in similar type of studies.
- Consultant(s) should have comprehensive understanding of the tools development and draw the information from the baseline data and analytical report writing skills.
- Ability to be mobile and available for the duration of the survey independently.
- Good written and verbal communication skills.
- Experience in application of zoom / online communications operations
- Language capabilities: excellent in English.

9.0. Assignment supervision and reporting

The consultant will be supervised and report to the Executive Director of the International Community of Women Living with HIV Eastern Africa (ICWEA) or her designate

10. Consultancy fees

The consultant should be able to work within the available resources which attracts a 6% withholding tax. All terms will be negotiated, agreed upon and included in the consultancy service agreement.

11. Application procedure:

Interested Consultant (s) are advised to submit the following documents:

- a) Cover letter
- b) CV including reference of previous clients
- c) Technical proposal and financial not exceeding 6 pages reflecting the understanding and interpretation of the TORs, methodology to be used, time and activity schedule.
- e) Proposals must be sent to The Executive Director not later than **January 4th, 2022**
05.30 pm by email: admin@icwea.org and hr@icwea.org

Note that ICWEA reserves the right to award or not to award any contract out of this TORs; and may withdraw the TORs anytime at its wish.

For more details, contact:

Executive Director

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