**Call for expression of interest for a**

**study on Identifying barriers for creating enabling environment for students and graduate midwives and developing strategies to address those barriers leading to establishment of midwifery as a profession**

1. **Introduction and Background:**

BRAC University (BRACU) has been implementing the Developing Midwives Project (DMP) with the support of the UK government since 2012 and continuing the 2nd phase of this project from October 2016. The project envisions reducing maternal and neonatal mortality and morbidity in Bangladesh through developing competent and accredited midwives. It is to be noted that midwives, as a professional cadre, have been non-existent in Bangladesh until recently. The project is the first ever initiative for developing midwives in the private sector, in Bangladesh.

**I.1. Project Purpose:**

The purpose of DMP is to develop a cadre of competent and compassionate midwives many of whom will be available for serving in hard-to-reach underserved rural and urban areas of the country. The Developing Midwives Project Phase 2 will focus on delivering the following two outcomes:

* Outcome 1: Sustained delivery of international standard midwifery programme by BRACU's hub and spokes network and
* Outcome 2: Increased utilisation of midwifery care from BRACU's graduate and licensed midwives

**I.2. Project Outputs: The Project has set 3 distinct outputs:**

* Output 1: BRACU and project partners' capacity to deliver an international standard midwifery education programme enhanced
* Output 2: Contribution made to establishment of midwifery as a profession
* Output 3: Licensed midwives are established within and supported by target communities

**I.3. DMP Partners and Locations**

Considering the challenges in availability of maternal health services, the project is implementing in partnership with six other NGOs in a total of seven Academic Sites across the country. Apart from the urban Academic Site in Dhaka, which is managed by BRACU directly, other six Academic Sites are in distant rural areas in five districts across the country. These Academic Sites are- Friends in Village Development Bangladesh (FIVDB) and Shimantik in Sylhet, Garo-Baptist Convention-Christian Health Project (GBC-CHP) in Mymensingh, Partners in Health and Development (PHD) in Khulna, World Mission Prayer League (LAMB Hospital) in Dinajpur and Hope Foundation in Cox’s Bazar.

**I.4. DMP Implementation:**

BRACU has completed implementation of the Developing Midwives Project over the last four and a half years (April 2012 to September 2016) and has started the Developing Midwives Project phase 2 from October 2016.The project followed ‘hub and spokes’ model for carrying out the diploma-in-midwifery education programme where hub (BRACU) coordinates the spokes (ASs). BRACU is responsible for overall implementation of Diploma in Midwifery education at these seven Academic Sites and is accountable to carry out all the three outputs defined in the DMP 2 logical framework. All the seven Academic Sites receive consistent support from the Project Secretariat in terms of quality education, procurement of necessary logistics, grants management and timely reporting. Overall BRACU is responsible for:

* Developing at least the agreed number of midwives and contribute to developing national midwifery capacity and their professionalistaion; and
* Ensuring midwives selected from remote rural areas serve in distant communities

**I.5. Diploma in Midwifery Education**

The Diploma in Midwifery education is designed with a two-pronged approach i.e. developing faculty for midwifery education and producing qualified midwives simultaneously. BRAC University as the implementer and the ‘Hub’, is responsible for developing and strengthening capacity to impart the 3-year Diploma in Midwifery education programme, maintaining the ICM standards in all academic sites, ensuring licensing of the sites and graduates, advocating for deployment of midwives and monitoring and documenting project activities and learning, generating relevant knowledge and understanding, reporting and disseminating. Developing Midwives Project is contributing the four strategic objectives of women’s empowerment and gender equality of the Government of Bangladesh’s Seventh Five Year Plan. These are Improving women’s human capabilities; Increasing women’s economic gains; Enhancing women’s voice and agency and creating an enabling environment for women’s advancement. The project is also focusing on increasing the confidence of students and capacity for decision making of graduate midwives through a normal process of education by enhancing leadership skills.

1. **Objectives:**

The overall objective of the study is to identify the barriers for establishing midwifery as a profession and to develop strategy to address those barriers with emphasis to appropriate decision making capacity and empowerment of students and graduate midwives.

The strategy will mention ways to produce confident and capable diploma midwives who can take appropriate decisions and can contribute to establish midwifery as a profession in Bangladesh. During the studentship they should learn to lead a self-reliant life and is empowered.

1. **Scope of work:**

The Consultant will do a study considering the essential features of the consultancy and ensure the quality and timeliness of the assignment. S/he will consult with research and evaluation specialist, Head, Midwifery Education Programme, BRAC JPGSPH, BRAC University, and related team members for ideas and requirements of the team. The Consultant will do the following:

* + - Identify barriers to create enabling environment at the Academic Sites, community level and medical facilities and will pin point the opportunities and existing potentials for advancing empowerment of the students and graduate midwives.
* Identify areas through which students are able to take appropriate decisions considering the current opportunities of interactions of the students and graduate midwives leading to increased level of confidence of students and graduates midwives.
* Identify the challenging attitudes and behaviour on the staff or teaching staff which affect the decision making of students during academic and community activities
* Understand capacity of the institution for gender sensitive planning and programming which is supporting for empowering the students and midwives.

The person will set strategies upon the consultation with key stakeholders who can support to provide necessary information regarding the study and for setting strategies

In addition to the strategy the person will produce a report containing the barriers and potential solutions to remove the barriers and contextualized operational guideline that will include

* Definition of enabling environment for midwives students and graduates.
* Ways for the students and graduate midwives to enhance ability of practicing the right to make choices.
* Way of developing the power to control their own lives gradually within and outside the home and taking decisions independently (setting their own agenda, gaining skills, increasing self-confidence, solving problems, and developing self-reliance, ability to make small or large purchases independently, control of women/men over fertility decisions (e.g. number of children, desirability and method of abortions)
* Outline to demonstrate gender sensitivity and supportive environment
* Techniques for the graduate midwives by which they are able to negotiate with community to respond to determinants of maternal health issues in the community.

1. **Methodology:**

The study assignment will include a number of methods, tools and techniques deemed appropriate by the consultant(s) and presented and agreed by BRACU and DFID at the beginning of the study. The major tools to be used in the study may include:

* Desk review of secondary information and the reports relevant to the project. This will provide an analysis and discussion of facts and data within the assignment context.
* Interview, direct observation, Focus group discussion, Key informant interview, field visits etc.; meeting and consultation with primary stakeholders i.e. DFID Bangladesh, Brac University, Partner organization etc. List of key documents have been mentioned in annex-1.
* Meetings with relevant staff to be familiar with the current Diploma in Midwifery course related cost involvement and its different aspects
* Will visit selected Academic Sites and carry out in-depth discuss with Project team and students and graduate midwives to acquire information.
* Will visit different areas and stakeholder to discuss with them and generate evidence and possible way forward.

1. **Deliverables:**

* Prepare an inception report outlining the study plan, methodologies and timeframe and have to submit to the Head, Midwifery Education Programme by the 3rdday of signing the contract.
* Develop the data collection instruments and share with the Research and evaluation specialist BRAC University for approval.
* A sharing, through presentation, key learning and findings, seven days prior to complete the assignment with the project team.
* A draft report has to submit by the 27thday of signing the contract.
* Final version of the strategy, study report including an operational guideline incorporating feedback or comments from the Project have to submit to Head, Midwifery Education Programme, BRAC JPGSPH, BRAC University on 30thday of undertaking the assignment.
* Both soft and hard copies of the report and all raw data used for the analysis.

**ANNEX-1: List of Key Documents**

* Relevant documents of DMP phase 2 such as the Project proposals, Log frame, sample of quarterly etc.
* Any other relevant document deemed necessary

1. **Timeframe:**

Total time span for the study of Developing Midwives Project phase 2 and submission of the final report including a contextualized operational guideline is to be completed within 25 days will be spread over from January 25 to March 25, 2018 including the travel days. 2 days will be desk based preparatory work including the meeting with the Head, Midwifery Education Programme and Project Director, JPGSPH, BRAC University; 13 days will be for the collection of field based information from Academic Sites, community and different stakeholders. 7 days will be spent for data analysis and output generating. The study report will be submitted to the Head, Midwifery Education Programme, BRAC University within 22 days and will be finalized after incorporating any feedback/comments by 3 days after completion of all field inquiries and different stakeholders’ consultation.

1. **Payment Procedure:**

The payment will be made in Bangladeshi currency. It will be made in three installments:

* 25% upon acceptance of the inception report;
* 25% after submission of the draft study report and
* 50% upon the satisfactory completion and acceptance of the final report including the contextualized operational guideline and other deliverables.

1. **Terms and Conditions:**

The consultant or the farm is expected to submit technical and financial proposals separately in two envelops for the work; all cost related to data/footage collection, translation/subtitle, travel and meetings should be covered.

1. **Specification of the consultant or the consulting farm:**

* Postgraduate degree or equivalent with relevant work experience in development studies, social development and gender studies or equivalent
* Excellent understanding on midwifery in global context and in Bangladesh both in national and private sector in terms of policy, strategy, implementation etc.
* Excellent understanding on gender equality, empowerment, gender equity, gender analysis, gender mainstreaming and
* Excellent understanding on women’s participation and integration with public health sectors.
* Experience in carrying out similar assignment and other studies of development projects in Bangladesh and outside.
* Excellent English writing and computer skills.
* Ability to work and deliver outputs within the agreed timeframe

1. **Intellectual property rights:**

All documents related to the assignment shall remain the sole and exclusive property of Developing Midwives Project, Phase 2, BRAC James P Grant School of Public Health, BRAC University. It cannot be shared, published, disclosed verbally or in writing with any institution/organization, individual or in meeting seminar, conference etc.

1. **Assignment Location:**

Dhaka, Mymensingh, Sylhet, Cox’s Bazar, Khulna, Dinajpur (Based on discussion location may change).

1. **Guidelines for Applying Procedure:**

The proposal should be submitted following the guideline and a copy of similar work.

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| --- | --- |
| **Topic** | **Page Limit** |
| 1. Concept note | 2 page |
| 1. Proposed methodology and work schedule | 2 page |
| 1. Team Composition along with its role and short profile/bio | 2 page |
| 1. Evidence of doing such kind of study either individual or any institutions | 2 page |
| 1. Financial Proposal | 1 page |

* Consultancy days and fees should be mentioned for the key members of the team
* Travel and accommodation
* Please clearly mention the nature of expenditure
* Please calculate the total budget with 15% vat and 10% tax

1. **Evaluation Criteria:**

|  |  |  |
| --- | --- | --- |
| **Sl No** | **Criteria** | **Weight** |
|  | Understating of the ToR | 25 |
|  | Methodology | 20 |
|  | Management structure | 15 |
|  | Financial calculation | 20 |
|  | Overall presentation | 20 |
| **Total** | | **100** |

1. **Other Documents to be submitted:**

*For Individual* service provider*:*

* Maximum two page CV of the team leader highlighting related assignments
* Documents in favour of the relevant previous works

*For Organizations/agencies:*

* Maximum one page organization profile highlighting relevant assignments compiled with client name, contact person, contact number
* CV of the person who will lead the assignment
* Organizations trade license, TIN and VAT registration
* Documents in favour of the relevant previous works

1. **Submission of the Proposal:**

Interested individuals/organizations/agencies are advised to submit sealed technical and financial proposals separately in two envelops clearly mentioned **‘Study on identifying barriers for creating enabling environment for students and graduate midwives and developing strategies to address those barriers leading to establishment of midwifery as a profession’** on top of the envelop to HR Department, BRAC James P Grant School of Public Health, BRAC University, 5th Floor, (Level-6), icddr,b Building, 68 Shahid Tajuddin Ahmed Sharani, Mohakhali, Dhaka-1212, Bangladesh by January 24, 2018 before 05.00 PM.