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| **Terms of Reference for Research on The Burden of Unpaid Care among Female Healthcare workers in Juba and Maridi counties.** | |
| 1. **Overview** | In all human societies, the provision of care is a social good and a valuable action that is important for sustaining the socio-economic health of any society. It includes direct care of people and other domestic work that facilitates people’s welfare. While there are variations across contexts, women and girls often perform the majority of these activities. Girls often look after their younger siblings, ageing or sick relatives, or are sent to collect firewood and water instead of going to school. Women, sometimes the sole family breadwinners, often take on jobs in the informal sector at times taking their infants along to work environments that are unsafe and unhealthy for the children. Though many women still feel empowered and fulfilled from these responsibilities, unpaid care becomes problematic when it is invisible, highly unequal and extremely heavy burdensome.  It is commonly understood that households and families (men and women), markets, the state and the non-profit sector all share the responsibility for the prevalence of unpaid care work and other forms of unpaid work. However, in low-income countries in particular, girls and women are responsible for a disproportionate amount of unpaid or underpaid care work. Women therefore have less time to engage in paid work, to network, to participate in activities for societal change, or even to rest. This “women’s time poverty” undermines well-being, generates insecurities, promotes financial dependence and limits options for decent work.  Households and families, markets, the state and civil society are all involved in the design, funding and delivery of care. Once the nature and consequences of unpaid work are understood, it is important to take measures to reduce and to redistribute it. To date there is little published material available to support labour market systems programmes to understand and address unpaid care work. This study will fill that gap by providing evidence to decision makers on the prevalence of unpaid care; provides recommendations for reducing the unpaid care burden. |
| 1. **Background** | The high burden of unpaid care work in South Sudan is both a cause and consequence of the widespread gender inequality which is deeply entrenched in South Sudan. The systemic manifestations of this inequality are in the forms of the consistently high maternal mortality rate (1223 per 100,00 live births), high rate of child marriage, with more than half of the girls marrying under age 18 years, teenage pregnancies, gender-based violence, and overall lack of equal opportunities for women and girls to have a fulfilling and dignified life. Across all societies in South Sudan, women and girls have limited opportunities to make decisions regarding their life and wellbeing and to take advantage of educational and career opportunities. Only 6.2 per cent of girls complete primary school, with 1 out of 5 dropping out of secondary school due to pregnancies. The findings from the UNFPA Midwifery Program Gender Assessment done in Phase 1 of the Strengthening Midwifery Services (SMS) Project found that national policies/regulatory frameworks governing the midwifery profession and generally healthcare in South Sudan have limited consideration for gender equality. The Government of South Sudan, through the Ministry of Gender, Child and Social Welfare, Ministry of Health, and Ministry of Youth and Sports, is working with UNFPA and other UN agencies, civil society, and development partners to address the issues of gender equality in the health sector response, addressing GBV and upholding human rights  This Terms of Reference outlines the guidelines for the study on unpaid care work among female health workers in Juba and Maridi counties. |
| 1. **Purpose & Scope** | This study should inform and be used by policy makers, the donor community and civil society organizations in designing policies and programmers. The study will also provide a basis for monitoring and measuring the effects of planned governmental policies, donor support and civil society initiatives that strive to end the prevalence of women (in the health sector) as unpaid caregivers and unpaid workers. The primary objectives of this study are:   1. To assess the extent and nature of unpaid care work performed by female health workers in South Sudan. 2. To assess the impact of unpaid care work on the professional and personal lives of female health workers. 3. To identify potential interventions and policy recommendations to alleviate the burden of unpaid care work among female health workers.   **Scope:**  The study targets female health workers in targeted health facilities in Juba and Maridi counties.  The study will cover the following key areas:  **3.1 Literature Review**   * Review existing literature on unpaid care work globally and in South Sudan. * Analyse previous studies on the impact of unpaid care work on health workers.   **3.2 Data Collection**   * Conduct surveys and interviews with female health workers across various regions of South Sudan. * Gather quantitative and qualitative data on the types, duration, and intensity of unpaid care work.   **3.3 Data Analysis**   * Analyse the data to identify patterns and correlations between unpaid care work and various outcomes (e.g., job satisfaction, health, and economic stability). * Use statistical methods to assess the impact of unpaid care work on professional performance and personal well-being.   **3.4 Stakeholder Engagement**   * Engage with key stakeholders, including health sector employers, government agencies, NGOs and communities. * Conduct focus group discussions with female health workers to gather in-depth insights.   **3.5 Policy Review**   * Review existing policies related to gender equality, health training, labor rights, and healthcare in South Sudan. * Identify policy gaps and opportunities for interventions.   **3.6 Recommendations**   * Develop evidence-based recommendations for policy and program interventions. * Propose strategies for reducing the burden of unpaid care work among female health workers. |
| 1. **Research Questions** | 1. What is the prevalence and burden of unpaid care work among female healthcare workers in South Sudan? 2. In what forms/patterns does the unpaid care work manifests among health personnel? 3. What mechanisms exist for reduction of unpaid work? 4. What mechanisms exist for redistribution of unpaid work? 5. Personal, societal and system factors reinforcing the burden of unpaid care work? 6. What kind of social assistance and social protection systems are needed to support the women health care workers’ unpaid care responsibilities? |
| 1. **Deliverables** | The following deliverables are expected from this study:   1. Inception Report: Detailed work plan, methodology, and timeline. 2. Literature Review Report: Summary of existing research and data gaps. 3. Data Collection Tools: Survey and interview guides. 4. Final Report: Comprehensive report including findings, conclusions, and recommendations on unpaid care work among female health workers in Juba and Maridi counties. 5. Presentation: Presentation of key findings and recommendations to stakeholders. |
| 1. **Stakeholders and Coordination** | This assignment will involve coordination with various stakeholders, including:   * Ministry of Gender, Child and Social welfare. * Ministry of Health, South Sudan. * UNFPA South Sudan * Amref Health Africa. * Health facilities (Public and Private) and County Health Departments (CHDs) where sampled female health workers originate (Juba and Maridi counties).   The study team will consist of:   * Team Leader: Responsible for overall project management and coordination. * Research Analysts: Conduct literature review, data collection, and analysis. * Field Coordinators: Facilitate data collection and stakeholder engagement at field level * Policy Experts: Analyse policies and develop recommendations |
| 1. **Budget** | A modest budget should be developed covering all costs related to literature review, data collection, analysis, stakeholder engagement, and report preparation. |
| 1. **Reporting** | The study team will report to the Country MEL Manager and designated project manager at Amref Health Africa in South Sudan. Regular updates will be provided through bi-weekly meetings and progress reports |
| 1. **Qualifications and Requirements** | The qualifications and requirements listed below are meant to ensure the selection of a highly skilled and experienced consultant who can deliver a comprehensive and impactful research on Unpaid Care work among female health workers in South Sudan.   1. **Educational Background**  * Advanced Degree: A minimum of a Master’s degree in Public Health, Health Economics, Social Sciences, Human Resource Management, or a related field.  1. **Professional Experience**  * Relevant Work Experience: At least 10 years of professional experience in public health research, with a specific focus on human resources for health (HRH). * Research Expertise: Proven experience in designing, conducting, and managing health-related research projects, particularly those focused on HRH. * Experience in Sub-Saharan Africa: Demonstrated experience working in the health sector within Sub-Saharan Africa, preferably in conflict or post-conflict settings like South Sudan.  1. **Technical Skills**  * Research Design and Methodology: Strong skills in qualitative and quantitative research methodologies, including data collection, analysis, and interpretation. * Data Analysis: Proficiency in statistical software (e.g., SPSS, STATA, R) and qualitative data analysis tools (e.g., NVivo, ATLAS.ti). * Report Writing: Excellent writing skills with a track record of producing high-quality research reports, publications, and policy briefs.  1. **Knowledge and Understanding**  * Health Systems Strengthening: Deep understanding of health systems strengthening and the role of HRH in improving health outcomes. * HRH Policies and Practices: Knowledge of international HRH policies, frameworks, and best practices. * Contextual Knowledge: Familiarity with the health sector landscape in South Sudan, including challenges and opportunities in HRH.  1. **Communication and Interpersonal Skills**  * Stakeholder Engagement: Ability to engage and collaborate effectively with a wide range of stakeholders, including government officials, health professionals, community leaders, and international partners. * Presentation Skills: Strong presentation skills to convey research findings to diverse audiences clearly and effectively. * Language Proficiency: Fluency in English is required. Knowledge of local languages in South Sudan (Juba Arabic) is an asset.  1. **Additional Competencies**  * Project Management: Proven ability to manage research projects within budget and timelines. * Ethical Standards: Strong commitment to ethical research practices, including obtaining necessary approvals and ensuring confidentiality and informed consent. * Adaptability and Problem-Solving: Ability to adapt to challenging environments and solve complex problems related to HRH research.  1. **References**   Professional References: At least three references from previous employers or clients who can attest to the consultant’s qualifications and experience in conducting HRH research |
| 1. **Submission Requirements** | Interested consultants should submit the following:   1. A detailed CV highlighting relevant experience and qualifications. 2. A cover letter outlining their approach to the HRH research and how their skills and experience align with the study needs. 3. Examples of previous HRH research reports or publications. 4. Contact information for at least three professional references |
| 1. **Timeframe** | The study will be conducted over a period of Four weeks (30 Days), with the following key milestones:   * Week 1: Inception phase; desk review and Study Protocol Submission and approval. * Week 2: Field visits, surveys, and interviews. * Weeks 3 & 4: Data analysis, report writing, and presentation of findings. |
| 1. **Submission Email:** | Interested Candidates/ Firms should submit Expression of Interest to the email address below: Jobs.Southsudan@amref.org |