

Terms of Reference (TOR)

for

Individual Consultant – Development of Orientation/Sensitization Package on the Disability Inclusive SRH Services

Consultant Contract issued by:

Organization	Sunaulo Parivar Nepal (SPN) & National Federation of the Deaf Nepal (NDFN)
Location	SPN-Baluwatar / NDFN-Ranibari, Samakhushi
Type of Contract	Consultant - individual
Duty Station	Kathmandu
Project Funded by	UNFPA, Amplify Change
Duration of Contract	20 working days
Start Date	10 June 2026
End Date	15 December 2026

1. Purpose of the Consultancy

The purpose of this consultancy is to develop a comprehensive two-days orientation package on Life-Course Sensitive, Disability-Inclusive Sexual and Reproductive Health (SRH) Services. The package is designed to sensitize and equip health workers with the knowledge and skills to provide inclusive and responsive SRH services to people with disabilities across the life course, with a particular emphasis on adolescents and young people as the primary target population.

This initiative also aims to strengthen networking of organizations of persons with disabilities (OPDs) for promoting People with Disabilities (PWDs) to enhance access to comprehensive sexuality education, menstrual health resources, and friendly SRH service delivery integrating advocacy, inclusive leadership, community building, and linking and learning. Dedicated content on disability-inclusive practices within Adolescent-Friendly Health Services (AFHS) will be incorporated to ensure the package directly supports the adolescent-focused programming, without limiting the broader applicability of the orientation to the full SRHR service pathway.

2. Background and Scope of Work

2.1. Background

Persons with disabilities in Nepal continues to face systemic marginalization and barriers, especially in accessing sexual and reproductive health services. Health service providers often

lack the awareness, skill and sensitivity required to address the specific sexual and reproductive health needs of this population that resulted in discriminatory and exclusionary practices.

A baseline study carried out by National Federation of the Deaf Nepal (NDFN) under the SCOPE for SRHR Project revealed significant gaps in skills and practices of SRHR service providers concerning disability inclusion. Service providers are not provided proper training on understanding, interacting and addressing the inclusive SRHR services, disability rights, and privacy. To address these challenges, NDFN together with SPN aims to develop a standardized, disability-inclusive orientation package. This consultancy will help to equip healthcare professionals and local service providers with the necessary skills to deliver inclusive, safe, and accessible SRHR services for persons with disabilities (PWDs) in Nepal.

NDFN engages with key stakeholders such as service providers, government agencies, media representatives, parents, technical experts, local leaders, mother groups, Organizations of Persons with Disabilities (OPDs) and community organizations fostering sensitization, collaboration and addressing systemic barriers. Sunaulo Parivar Nepal (SPN) is dedicated to enhancing access to family planning and sexual and reproductive health services and recognizes the importance of sensitizing key community stakeholders. To support this effort, an orientation package is being developed jointly by SPN and NDFN as a foundational tool to promote inclusive and Disability friendly sexual and reproductive health information and services through health workers. This initiative is being developed with the support of UNFPA and Amplify Change.

2.2. Objective

- To develop an orientation package for health workers on life-course sensitive, disability-inclusive SRH services, grounded in principles of accessibility and non-discrimination, with particular emphasis on adolescent- and youth-friendly service delivery.
- To sensitize service providers on SRHR needs and rights of persons with disabilities and equip health workers with practical knowledge and skills to adapt inclusive SRH services for people with disabilities across different life stages.
- To contribute to promote access to the inclusive SRHR rights of the persons with disabilities from the service providing agencies.

2.3. Scope of Work

The Consultant will be responsible for the following key tasks:

a. Literature Review

- Review relevant national and international literature, legal instruments and policies, programs, service guidelines, findings of research/study reports on SRHR and disability inclusion in Nepal.
- Review existing SRHR sensitization IEC materials, training manual and resource packages.
- Assess the existing skill and service delivery practices of SRHR services for persons with disabilities (PWDs).

b. Package Development

- Develop a comprehensive and adaptable two-days orientation package in English and Nepali tailored to the healthcare managers and service providers to sensitize them and promote non-discrimination and a Human Rights-Based Approach in service delivery, ensuring that comprehensive Sexual and Reproductive Health and Rights services are disability-inclusive and adolescent-friendly. The orientation package must embed a section on inclusive adolescent-friendly service standards (privacy, confidentiality, respectful care, appropriate consent/assent, convenient access, youth participation GBV risk response/referrals and safeguarding).
- The package should also include pre/post-test, supportive supervision checklist, and feedback mechanism for adolescents with disabilities as a monitoring tool.
- Make presentation of the draft of the package in the validation workshop.
- Incorporate the feedback from the workshop, stakeholder and partner organizations.
- Submit the final orientation package.

c. The package shall cover the following key areas of content:

- Overview of the disability, CRPD, Disability Rights Act, Safe Motherhood and Reproductive Health Rights Act regarding SRHR rights to the persons with disabilities.
- Sexual and reproductive needs and approaches of diverse disability groups
- Attitudinal change and right-based approach on SRHR for people with disabilities,
- Accessible communication measure, privacy and ethics of service provides on SRHR,
- Addressing menstruation hygiene and accessing sanitary materials to women with disabilities.

- Strategies for making physical facilities and information materials accessible.
- Measures of SRHR services (like family Planning and Contraception, Safe Abortion and Post-Abortion Care, Cervical Cancer Screening and Treatment etc.) in comprehensible, accessible and conducive environment.
- Addressing heightening Gender-Based Violence GBV faced by women and girls with disabilities and referral mechanisms.
- Specific accessibility and behavioral needs to access the SRHR services to the people with disabilities.

d. Consultation with SPN and NDFN

- Attend routine meetings with NDFN and SPN to gather input and evidence for the orientation package throughout the process.

e. Facilitate Meetings and workshops

- Facilitate need assessment workshop, coordination meetings with government agencies and other relevant stakeholders, dissemination and validation workshops to finalize orientation package.

2.4. Deliverables

The consultant is expected to deliver the following outputs over the consultancy period.

SN	Deliverable
1	Detailed methodology and work plan.
2	Report on policies, guidelines related to people with disabilities and SRHR review.
2	Draft orientation package
3	Final orientation package

2.5. Coordination and Supervision

The consultant will work in close coordination with the project team of SPN and NDFN and report to the designated focal person of both organizations. Regular updates will be provided through virtual meetings and in-person discussions as necessary.

3. Payment Schedule

Payments will be made in instalment based on the completion and approval of deliverables, as follows:

Deliverable	Amount
Upon signing the contract	30% of the total payment amount
Upon submitting policy review report	30% of the total payment amount
Upon submitting final report	40% of the total payment amount

Payments will be made via bank transfer to the account details provided by the consultant.

4. Qualifications and Experience

Academic Qualifications:

- Master's degree in public health, social science, SRHR, disability studies, or related field.

Professional Experience:

- Minimum of 7 years of experience in developing orientation/training packages, especially in the field of disability and SRHR.
- Proven experience working with Persons with Disabilities and understanding of their specific health and social challenges, SRH Rights and service providers.
- Strong understanding of disability-inclusive SRHR service delivery.

Skills:

- Strong understanding of inclusive SRHR programming.
- Excellent facilitation, presentation, and documentation skills.
- Ability to work with government, NGOs, and grassroots organizations.

Language Proficiency:

- Fluent in written and spoken English and Nepali.

5. Confidentiality and Ownership

All the documents that will be provided to the consultant by the organization and the deliverables produced out of the consultancy will remain the property of the organizations.

6. Termination

These Terms of Reference shall enter into force upon signature of the contract and shall thereafter be valid until further notice with a mutual notice period.

7. Zero Tolerance against violence and fraud

Each party shall respect and promote equality and against any forms of discrimination, abuse, misuse, violence based on gender, disability, poverty, race, color, religion, caste, ethnicity, geography or any ground.

8. Expressions of Interest (EOIs)

Eligible and Interested Individuals are invited to submit an Expression of Interest (EOI) by 10th June 2026 including the following :

1. Technical Proposal: Methodology, work plan, and Biodata with the portfolio of similar works.
2. Financial Proposal: Detailed breakdown including daily rates, travel/DSA, and post-production costs.

Submit to:

Email. : procurement.spn@mariestopes.org.np

or

Procurement Department
Sunaulo Pariwar Nepal, Baluwatar
Opposite to Chinese Embassy