



**MINISTRY OF HEALTH  
NATIONAL AIDS PROGRAMME SECRETARIAT  
TERMS OF REFERENCE**



**REVIEW AND UPDATE THE NATIONAL STIGMA AND DISCRIMINATION  
POLICY**

<b>TERMS OF REFERENCE</b>	
<b>Hiring Office:</b>	Government of Guyana, Ministry of Health
<b>Introduction:</b>	<p>The Ministry of Health, National AIDS Programme Secretariat's (MOH/ NAPS) vision is for all people in Guyana, irrespective of HIV status, gender, or sexual orientation are healthier and enjoying a better quality of life free from stigma and discrimination and the burden of AIDS and new HIV infections. This is achieved through the reduction of stigma and discrimination, new HIV infections, AIDS-related deaths, and tackling critical enablers for ending AIDS. The desired change should be evident in attitudes, knowledge, skills, and levels of awareness, behavior, and health at personal, family, communal, and societal levels.</p> <p>The Government of Guyana through the Ministry of Health has received financing from the Centers for Disease Control and Prevention (CDC) towards Guyana's Response to HIV Prevention Treatment and Care in 2021 and 2022.' A portion of this funding will be used for the revision and updating of the National Stigma and Discrimination Policy.</p>
<b>Background</b>	<p>Stigma and discrimination related to HIV and AIDS is persistent problem in many workplaces and communities in Guyana. Stigma and discrimination result in poor quality of care for those who are infected or ill (or suspected of being infected), prevent disclosure of ones' HIV status, persons living with HIV defaulting from doctor's appointments resulting in poor retention in care and treatment, gender-based violence among others. Further, HIV-related stigma and discrimination undermine prevention efforts by limiting access and service utilization.</p> <p>In 2010 the Ministry of Health developed the now National Stigma and Discrimination Policy which was an outcome of training with health care workers at the National Care and Treatment Centre. The Policy Document along with plaques was presented to several care and treatment facilities after</p>

	<p>the staff was exposed to stigma and discrimination training. In 2017 this policy document was reviewed and revised however, the document required a further revision to ensure it is updated today with the National Strategic Plan 2020 – 2025.</p> <p>In a bid to reach more patients and integrate other health services with HIV prevention and treatment efforts, the 2021 Global AIDS strategy through the UNAIDS has set new targets for services that will not only reduce HIV transmission between mothers and their children but also for combination approaches that reflect the specific needs of individual patients. The new 10, 10 10 targets address societal factors — reducing the social and legal impediments, including laws and stigma, that prevent people from accessing or maintaining HIV services. By 2025, UNAIDS expects less than 10% of countries to have punitive legal and policy environments, which are often specifically targeted at marginalized populations. The new strategy also calls for less than 10% of HIV patients to experience stigma and discrimination and less than 10% of the most vulnerable people, as well as women and girls, to be exposed to violence and gender inequality.</p>
<b>Purpose of Intervention:</b>	To update the national stigma and discrimination policy to international standard
<b>Objectives:</b>	<ul style="list-style-type: none"> <li>• Revision and updating Guyana National Stigma and Discrimination Policy for HIV in keeping with the legal acts.</li> </ul>
<b>Scope of work:</b>  (Description of services, activities, or outputs)	<p>In consultation with MOH/NAPS and agencies and organizations working with key populations and PLHIV, the consultant will undertake the following tasks:</p> <ul style="list-style-type: none"> <li>▪ Develop work plan and inception report</li> <li>▪ Complete a desk review of the pertinent and related documents</li> <li>▪ Facilitate FGD and IDI with key personnel within the NAPS, Prevention Technical Working Group, Care and treatment sites, CSOs, and Key Populations to gain insight into the stigma and discrimination issues;</li> </ul>

	<ul style="list-style-type: none"> <li>Consolidate the desk review, FGD, and IDI, develop and contextualize a draft revised National Stigma and Discrimination Policy</li> <li>Share the updated policy with MOH/NAPS and stakeholders for feedback and incorporate comments and inputs</li> </ul>
<b>Duration:</b>	The revision will be undertaken between February and March 2022 and shall not exceed 15 days.
<b>Key Activities:</b>	<ul style="list-style-type: none"> <li><b>Phase I</b> - will include a desk review of relevant documents and inception report; and</li> <li><b>Phase II</b> - will adopt a consultative and participative approach. This will include interviews with key stakeholders. The consultant will compile the information collected into the revised policy.</li> <li><b>Phase III</b> - Consultation with the Legal review committed to ensuring the newly developed policy is in keeping with the direction of the Ministry of Legal Affairs and relevant laws</li> <li><b>Phase IV</b> - Stakeholder review of the completed policy with feedback. The Consultant will conclude with the submission of a final policy.</li> <li><b>Phase V:</b> The consultant will initiate legislative changes to the Prevention of Discrimination Act 1987 Cap. 99:08 to the Law Review Committee.</li> </ul>
<b>Required expertise, qualifications, and competencies:</b>	<p>A master's degree in Social Sciences, or any related field, an Advanced degree is an asset.</p> <p><b>Technical competencies and experience requirements:</b></p> <ul style="list-style-type: none"> <li>Proven and substantial experience designing policies,</li> <li>At least 5-10 years experience with demonstrated knowledge in Public Health, Human Rights, Legal and Advocacy work, with extensive knowledge about persons living with HIV and key populations in Guyana</li> <li>Demonstrated ability to lead, plan, organize, implement and report on a consultancy assignment;</li> <li>Excellent English (oral and writing) required.</li> </ul>
<b>Other relevant information or special conditions, if any:</b>	<p>The following must be included when applying:</p> <ul style="list-style-type: none"> <li>Proposal describing in detail how the above tasks will be executed and expected outputs/outcomes, with a proposed budget;</li> </ul>

	<ul style="list-style-type: none"><li>• Cover letter indicating your suitability, motivation (structured in line with requirement list), and availability;</li></ul>