

TERMS OF REFERENCE FOR SUPPORTING THE PUBLICATION OF THE CHW-GESI

<b>Consultancy Title</b>	Promoting gender-transformative approaches for CHW programmes and policies, framework analysis Publication
<b>Location</b>	South Darfur, East Darfur, and River Nile
<b>Task Type</b>	Health and nutrition emergency research and documentation short term consultant with a publication as the final product
<b>Task duration</b>	December 2025-February 2026
<b>Cost</b>	<i>consultant shares basing on experience</i>
<b>methods</b>	<i>Data analysis, Nvivo, Stat and paper drafting</i>

1. WORLD VISION SUDAN

In Sudan World Vision has been responding to the Darfur crisis since June 2004. World Vision had its head office in Khartoum which has since moved to Port Sudan at the red sea state. We are currently operating in response mode in a number of states namely: South Darfur, Blue Nile, East Darfur, South Kordofan, Khartoum, River Nile State, El Jazera and Port Sudan state. Our operations are on and off depending on the accessibility of the operational area and the prevailing security situation.

2. BACKGROUND

The study assess how gender equality and social inclusion (GESI) principles are embedded in Sudan’s Community Health Worker (CHW) program in East Darfur, South Darfur and Blue Nile State. Unlike traditional CHW assessments, this study introduces an innovative GESI matrix that combined participatory Likert scoring with qualitative insights from FGDs and KIs, providing a triangulated evidence base to capture both systemic gaps and lived community experiences. Using the CHW Gender Analysis Framework, six participatory workshops with 50 participants applied a 0-3 Likert scoring system across 15 policy recommendations for CHW programs, against four domains of gender equality and social inclusion; (1) covering four domains: Access to Resources, (2) Distribution of Roles, (3) Cultural Norms, and (4) Decision-Making Power.

The study uses a mixed-methods approach, combining 18 mini workshops created through categorizing the 15 recommendations into core thematic areas, document reviews, and a co-creation workshop to gather and validate data. Purposive and stratified sampling will be utilized to ensure representation across gender, social inclusion, and geographic coverage ensuring cross section representation of the stakeholders. The co-creation workshop will engage 100 stakeholders to validate findings and co-create actionable recommendations.

The study focuses on four key GESI domains: Access to Resources, Distribution of Labour, Norms/Values/Beliefs, and Decision-Making Power. A GESI matrix and Likert scale (0–3) will be used to assess the functionality of CHW policy recommendations, identifying gaps and proposing improvements. Key thematic areas include selection, training, supervision, remuneration, and community engagement derived from the 15 recommendations of the Gender Analysis Framework.



Primary objectives of the study will include analyzing gender dimensions impacting CHWs' experiences, while secondary objectives will focus on evaluating policy alignment with gender-responsive practices and formulating recommendations for policy and program modifications. The study emphasizes ethical considerations, including informed consent, confidentiality, and inclusivity, ensuring the participation of women, youth, and marginalized groups.

Expected outputs include an Implementation paper status report during the implementation period in support to the field and a Final GESI-CHW report with critical action plans to support improvement of the GESI in CHWs. The study aims to enhance CHW programs by promoting gender equity, improving service delivery, and addressing systemic barriers in Sudan's fragile health system. This initiative aligns with World Vision Sudan's commitment to health equity and community resilience, contributing to sustainable improvements in health and nutrition outcomes for vulnerable populations.

### 3. PURPOSE AND OBJECTIVES OF THE ASSESSMENT

#### 3.1 Main objective of the survey

Compilation of the data and report of CHW-GESI to ensure a process scientific paper is developed and published. The requirement is because, there are study-based issues that cannot be handled by the normal project coordinators and staff.

#### 3.2 Specific Objectives

1. Development of key CHW-GESI draft Journal papers for publication
2. Data analysis and quality control for the three state surveys into one.
3. Supporting the Journal review processes for the paper

### 4. METHODOLOGY

Well-Coordinated and administered GESI study associated activities as required by the journal guidelines including the storylines. The onboarded person is not the sole owner of the papers, and in the paper is not the lead author.

**Ensure H&N publishing activities are supported through a range of editorial and administrative responsibilities.**

- I. Coordinate journal submission process, including peer review through acting as main point of contact for reviewers and authors, including providing support on online submission as needed.
- II. Acknowledge new and resubmitted journal articles and check adherence to house style to the agreed and selected journal requirements and alarm for adherence.
- III. Contact authors to resupply material as necessary for any correspondence requirements by the journals where initial submissions have been made.
- IV. Liaise with Editorial Advisory Board on a weekly basis to update on new submissions, and invite suggestions for reviewers.



- V. Check final manuscript submission and contact authors to ensure any missing or incorrect material is provided prior to production. Process and maintain copyright and permission requests
- VI. The post-holder will be responsible for proofreading and editing of a wide range of academic manuscripts including research papers, essays, and other publishing material.
- VII. Organizing expense requests, including for payment of reviewers, authors, and service providers, and other ad hoc administrative tasks; and occasional handling of general correspondence and other ad hoc writing tasks
- VIII. Maintain production schedule and work with contributors (internal and external) to ensure delivery dates and production deadlines can be met.

## 5. TIMELINES

During the whole period of the consultancy, follow up meetings will be held between World Vision Sudan, and the consultant to tackle any problems anticipated in order addressed it beforehand.

## 6. EXPECTED OUTPUTS & DELIVERABLES.

The deliverables will include; -

1. Desk review to related literature on the states in Sudan for about the CHW-GESI Status
2. Storyline development for the Combined paper and the processes that the studies went through
3. Drafting the paper and submission for review by World Vision Authors
4. Submission of final paper to journals

## 7. QUALIFICATION AND EXPERIENCE

- a. This is an individual or firm submission
- b. Familiarity with community research-based principles and formative research for fragile context
- c. Minimum of one-year health and nutrition research experience.
- d. Extensive knowledge of issues relating to CHW, GESI, assessments in health and nutrition
- e. Excellent planning, research, and analytical skills, attention to detail and the ability to work cost-effectively and efficiently.

You will be required to submit the following to be considered; -

1. Your 3page CV
2. One page writing sample on CHW-GESI
3. Your own research work (one document)
4. A Proposal for this Work (not more than 3 pages)
5. A budget for this work

