

Terms of Reference (TOR)

**Development of Training Manual for Community Health Workers (CHWs),
Female Community Health Volunteers (FCHVs) of Government Health
Posts, and Community Psychosocial Workers (CPSWs)**

**Improving Women's Health through Climate Change Adaptation and
Resilience Building in Sarlahi District of Nepal
September 2025**

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1. PROJECT SUMMARY

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| Name of the project | Improving Women's Health through Climate Change Adaptation and Resilience Building in Sarlahi District of Nepal |
| Project Start and End Dates | January 30 2025 to September 30, 2026 |
| Project duration | 20 months |
| Project locations: | Parsa Rural Municipality, Sarlahi |
| Thematic areas | Climate Justice and Women's Health |
| Estimated beneficiaries | Direct beneficiaries: 3000 (Parsa Rural Municipality) Indirect beneficiaries: 7000 (Parsa Rural Municipality) |
| Overall objective of the project | The overall goal of the project is to mitigate the adverse health impact of climate change on local women of Sarlahi through health interventions and community centric initiatives for their empowerment. |

2. INTRODUCTION

Rural Oriented Youth Movement (ROYM) Nepal is an NGO established in 2009, dedicated to enhance the sustainable livelihoods of women, disadvantaged and marginalized groups of society through skill transformation, youth engagement, and transformative initiatives aligned with SDGs. **Organization vision is to create a socio-economically empowered society with equality, climate and social justice.** ROYM Nepal focuses on climate change, health, education, gender equality, WASH, and sustainable livelihood. Our approaches include community based participatory actions, women led interventions, and evidence-based planning and policy advocacy.

ROYM Nepal, with the support of Foundation S - The Sanofi Collective, is implementing the project "Improving Women's Health through Climate Change Adaptation and Resilience Building in Sarlahi District of Nepal" mitigate the adverse health impact of climate change on local women of Sarlahi, Parsa Rural Municipality. The project has been implementing in Sarlahi District that lies in the Southern belt of Nepal and federally in Madhesh Province. Madhesh Province stands in first rank of population in the country consisting of a total of population of 6,126 million (20.99%) and sex ratio is 100.99%.

Sarlahi District is significantly affected by climate change, with women bearing a disproportionate share of the impact. Due to changing climate patterns, agricultural yields have declined, leading many men to migrate for work in order to support their families. Consequently, women are left with increased responsibilities, particularly in agriculture and household management, which often forces them to neglect their own health—resulting in various physical and mental health issues.

Patriarchal social norms place a greater burden on women to manage agricultural work. As climate change reduces agricultural productivity, women are increasingly reliant on hybrid crop varieties that demand intensive use of chemical fertilizers and pesticides. Without proper protective measures,

exposure to these chemicals has led to severe health problems, including menstrual irregularities, uterine cancer, white discharge, miscarriages, and infertility. These health issues, coupled with growing responsibilities, have contributed to heightened psychological stress among women.

Floods are a common consequence of climate change in the project area, particularly during the monsoon season. These floods contaminate water sources, resulting in widespread waterborne diseases such as diarrhea, dysentery, and typhoid. Conversely, prolonged droughts have caused water scarcity, further exacerbating the burden on women, who are traditionally responsible for fetching drinking water. This often requires walking long distances, carrying heavy loads of water, fuelwood, and fodder leading to serious physical health problems such as uterine prolapse, spinal injuries, and musculoskeletal disorders.

In addition, the rise in temperature due to climate change poses serious public health risks. A 1°C increase in mean temperature is estimated to increase malaria cases by 26%. According to a Red Cross report, temperatures across Nepal have increased by between 1°C and 1.82°C. In Sarlahi, where residents already endure extreme heat, this has created ideal conditions for the spread of malaria, affecting the entire population.

Pregnant and lactating women are particularly vulnerable, as food scarcity driven by climate change severely compromises their health and nutrition.

The project is being implemented in Sarlahi District, specifically in Wards No. 3 and 4 of Parsa Rural Municipality. Parsa Rural Municipality is located approximately 10 kilometers east of Malangwa, the district headquarters of Sarlahi.

This municipality is considered highly vulnerable to the impacts of climate change. It spans an area of 23.12 square kilometers and has a total population of 24,039, of which 11,777 are female and 12,262 are male.

The project aims to enhance the resilience of women in Sarlahi, Nepal, enabling them to adapt to and mitigate the adverse impacts of climate change on their health. Women in Sarlahi face significant health challenges exacerbated by climate change, necessitating community-centered solutions that promote sustainability and empower women.

The project has following objectives:

- 1. Increase awareness of local women, and other community members about the effects of climate change on women's health.*
- 2. Ensure women's health care services are accessible.*
- 3. Train and prepare frontline health workers to deliver community health services with a focus on climate readiness.*
- 4. Equip women with knowledge and skills to effectively respond during climate-related emergencies.*
- 5. Foster leadership and advocacy skills among women to promote their active participation in community decision-making.*

6. *Promote climate resilient agricultural practices and alternative livelihoods.*
7. *Advocate for the inclusion of gender perspectives in climate and health related policies.*

Among the key deliverables of the project is the “Development of Training Manuals for Community Health Workers (CHWs), Female Community Health Volunteers (FCHVs) of Government Health Posts, and Community Psychosocial Workers (CPSWs).”

3. SCOPE OF STUDY

3.1 Purpose, Objectives and Scope

To develop comprehensive, practical, and context-appropriate **training manual** for CHWs, FCHVs, and CPSWs that enhance their ability to deliver health and psychosocial services at the community level.

Specific Objectives:

- To review existing training curricula and manuals developed by the Ministry of Health and Population (MoHP) and development partners.
- To design modules that integrate primary health care, maternal and child health, nutrition, WASH, climate-induced health impacts, and psychosocial well-being.
- To ensure the manuals are gender-responsive, socially inclusive, and culturally sensitive.
- To create manuals that can be used for both orientation sessions and in-depth training.

Scope of Work

The consultant/firm will undertake the following tasks:

The consultant/firm will be responsible for:

1. **Desk Review:** Collect and analyze relevant national and international training materials, policy documents, and guidelines.
2. **Stakeholder Consultations:** Conduct consultations with MoHP, provincial and municipal health offices, CSOs, women’s groups, and frontline health workers to identify priority content areas.
3. **Module Development:** Prepare draft training modules/manuals covering (but not limited to):
 - Introduction to CHWs/FCHVs/CPSWs roles and responsibilities
 - Basic health promotion and disease prevention
 - Maternal, neonatal, and child health
 - Nutrition and WASH
 - Reproductive health and family planning

- Mental health and psychosocial support
- Climate change and disaster risk reduction in health
- Referral pathways and linkages with government health services
- Gender equality, disability inclusion, and social inclusion (GEDSI)
- Communication, reporting, and community mobilization skills

4. **Validation:** Share draft manuals with stakeholders for feedback.

5. **Finalization:** Incorporate feedback and finalize training manuals in **Nepali**, ready for printing and training rollout.

Methodology

The consultant is expected to adopt a **participatory and inclusive approach**, including:

- Desk review of existing literature and training resources.
- Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs) with relevant stakeholders.
- Drafting of modules using simple language, illustrations, and practical examples.
- Pre-testing of selected sessions where feasible.
- Use of real-life case studies, examples, and local good practices.

3.2 Intended Audience and Use of the Assignment

The primary intended audience of a **training manual** are local governments, CSOs, women's networks, health workers, Foundation S - The Sanofi Collective, ROYM Nepal, and other like-minded agencies working to area of climate justice and people of Rural Municipality.

| Stakeholder | Further Information |
|-----------------------------------|--|
| Primary implementing organisation | ROYM Nepal |
| Government stakeholders | Parsa Rural Municipality Local institutions |

The consultant team is required to adhere to the ROYM Nepal Safeguarding Policy, Protection from Sexual Exploitation, Abuse and Harassment Policy, and Gender Equality Policies throughout the assignment/study.

4. EXPECTED DELIVERABLES

Deliverables and Tentative Timeline

| Deliverables | Deliverables | Time Frame | Deadline |
|--------------|--------------|------------|----------|
|--------------|--------------|------------|----------|

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|---|------------------------|---------|--------------------------------|
| • Signing up contract and meeting with technical team about the process. | Contract signing | 1 day | 9 th October 2025 |
| • Inception Report | Report | 7 days | 16 th October 2025 |
| • Key Informant Interviews (KIs) and Focus Group Discussions (FGDs) with relevant stakeholders. | Key agendas and topics | 5 days | 30 th October 2025 |
| • Draft Training Manual | Guidebook | 12 days | 11 th November 2025 |
| • Incorporate Feedback and submit final Training Manual | Guidebook | 5 days | 16 th November 2025 |
| • Submit final report | Report | 4 days | 20 th November 2025 |

5. REPORTING AND GOVERNANCE

The task will be led by external consultant and coordinate and report to Senior Program Coordinator of ROYM Nepal. The consultant will also communicate and report to Executive Director, Communication Officer, and District Project Coordinator of ROYM Nepal

6. STUDY MANAGEMENT

The key deliverables and timeline have been included above in the Expected deliverables section.

7. STUDY TEAM AND SELECTION CRITERIA

Interested consultants will be required to submit an Expression of Interest in line with the provided details below, which should demonstrate adherence to the following requirements.

7.1 Understanding of Requirements and Experience

- The team leader should have advanced University Degree (Master) in Public Health, Nursing, Psychology, Social Work, or a related discipline.
- The team has a strong track record of working flexibly to accommodate changes as the project is implemented.
- Team Leader: At least 7 years of developing training manuals/guidebooks in health, gender, or psychosocial sectors.
- Proven experience working with CHWs, FCHVs, CPSWs, or similar community-based workers.
- Strong knowledge of Nepal's health system and policies.
- Experience in integrating GEDSI approaches in training materials.
- Excellent writing skills in both English and Nepali.

7.2 Financial Proposal

ROYM Nepal seeks value for money in its work. This does not necessarily mean "lowest cost", but quality of the service and reasonableness of the proposed costs. Proposals shall include personnel allocation (role / number of days / daily rates / taxes), as well as any other applicable costs etc. Financial proposal needs to be submitted in excel format separately during the proposal submission by consultant.

8. SCHEDULE OF PAYMENT

The following payments will be made to the consultant using and agreed mode of payment.

- Upon approval of inception report: [30%]
- Upon approval of progress report: [30%]
- Upon approval of the final report: [40%]

Note: Tax will be deducted as per the government rule.

9. HOW TO APPLY

Proposal should be submitted via email to nepalroym@gmail.com. Contact person for any clarity to this call is senior-program@roymnepal.org (Senior Program Coordinator of ROYM Nepal).

Interested team of professional experienced consultants should submit below mentioned documents by 25th of September 2025.

CV(s) of the proposed consultant(s) with full date of birth in dd/mm/yyyy format.

For firms: Copies of - Firm registration certificate, VAT registration certificate, and latest Tax clearance certificate should be submitted.

For Individuals (Nepali): Copies of citizenship certificate and PAN registration certificate.

Applications not including all the above information will not be reviewed. Only short-listed candidates will be contacted.

If an individual is a full-time staff member of another organization, a no objection/consent letter signed by the organization head must be submitted along with the proposal. This is not applicable for proposals sent through a firm.