

Centre for Injury Prevention and Research, Bangladesh (CIPRB)

**Komlaphul Pharmacy Intervention- UNFPA
Introduction of SRHR information, services, and referral in the urban pharmacies**

TERMS OF REFERENCE (TOR)

Entrepreneurship Training of female pharmacists

1. Target

Hiring a consultancy firm for Provision of the Entrepreneurship Training of female pharmacists

2. Background

Bangladesh's private retail drug stores and pharmacies comprise a large portion of the medicine and healthcare industry, but their business operation is often unregulated and unaccounted for their activities, compared to the formal healthcare industry. For women from poor socio-economic backgrounds, these local pharmacies, operating informally, serve as the primary source for sexual and reproductive healthcare (SRH) information and services. However, many are male-dominated and ill-equipped to advise on SRH and family planning (FP). Based on the pilot results from the 'Better Health in Bangladesh: Health Systems Strengthening Technical Assistance' project, UNFPA Bangladesh found that female pharmacists were more compliant with the Government of Bangladesh's (GOB) drug dispensing policies than male pharmacists. Female pharmacists are also more sincere in their practices and trustworthy for those seeking information, services and referral support related to SRH and FP.

To address this issue, the Komlaphul Pharmacy Intervention by UNFPA Bangladesh aims to integrate pharmacies into the health system by enhancing pharmacists' abilities and establishing regulatory and accountability frameworks in Bogra and Bagerhat. In addition, the aim is to enable local clients to access SRH information, counselling, products, and referrals from licensed pharmacists who are dependable, devoted, and respected by their customers. On top of that, UNFPA Bangladesh with Strategic Investment Facility (SIF) will specifically focus on the capacity-building of female pharmacists to unpack the potential of eligible female youths from the community who are willing to become financially empowered and aspire to contribute to the attainment of UNFPA's three transformational results—zero maternal death, zero unmet need for family planning, zero gender-based violence, and harmful practices.

3. Objective of the program

- I. To increase the availability and presence of qualified, skilled female pharmacists who are committed to attaining the SRHR needs of the women and girls.
- II. To work towards a conducive policy and business environment that encourages more women to enter the pharmaceutical business and set up their own business for SRH services.
- III. To generate evidence of a social business case that helps raise funds mainly from the private sector including foundations and pharmaceutical industries.

4. Scope of work

- Facilitate three 3-day long workshops in Bagerhat and Bogra districts (1 in Bagerhat and 1 in Bogra) to develop entrepreneurial skills and knowledge for female pharmacists and equip them to develop and run local pharmacies in their community.
- The consultancy firm, with support from UNFPA Bangladesh and CIPRB, will conduct two research (Three days in Bagerhat and three days in Bogra) to map the needs for developing a training module for the workshop. T
- he module will be shared with UNFPA Bangladesh for their feedback on the topics, activities or content.
- The consultancy firm will also provide two facilitators (possibly one male and one female) with experience working with diverse participants through participatory and interactive facilitation processes.
- Each workshop will have approximately 30 participants who are female pharmacists who have at least an undergraduate or diploma level of education.
- Upon contract signing, the consultancy firm will manage and facilitate the field research and workshops with help of CIPRB.

5. Outcome and Expected Results

- Conduct a **training needs assessment** to identify the preferences, knowledge and skill gaps, and learning needs to ensure accuracy, quality, coherence, and suitability of training contents and meet the specific needs of the aspiring female pharmacists in the targeted areas;
 - Conduct **two (2) focus group discussions (FGDs)** with targeted beneficiaries in Bogra and Bagerhat districts.
 - Conduct **three (3) expert key informant interviews (KIIs)** for insights on the pharmaceutical industry and GoB policies for training needs analysis.
 - Conduct **four (4) In-depth Interviews (IDIs)** with local pharmacists (both male and female) in Bogra and Bagerhat to understand the process, opportunities and challenges of running a pharmacy in their community areas.

- Design a **training module** to provide aspiring female pharmacists with the necessary technical skills, knowledge and resources to start a pharmacy in their local areas;
- Deliver a three-day-long entrepreneurship training (**2 in Bagerhat and 1 in Bogra**) to at least **56 aspiring female pharmacists** in Bogra and Bagerhat districts; and
- Develop a **post-training report** that provides a comprehensive overview of the training conducted, highlighting the achieved successes and identifying areas for improvement.

6. Duration:

Three months (October- December 2023).

7. Place where services are to be delivered:

CIPRB's Project site at Bagerhat and Borguna

8. Monitoring and progress control:

The Consultancy firm will submit a monthly progress report to the designated Technical Director of the CIPRB with a copy to UNFPA focal person for this project.

9. Supervisory arrangements:

The Consultancy firm will be directly supervised by the designated Technical Director of the CIPRB in close collaboration with UNFPA focal person for this project under the overall guidance of Chief of Health, UNFPA.

10. Expected travel:

Komlaphul Pharmacy intervention districts (Bagerhat & Bogura) of Bangladesh.

11. Inputs/services to be provided by UNFPA or implementing partner:

The Consultancy firm will have to use its own laptop, logistics, office equipment, accommodation, travel for ensuring the deliverable on time.

12. Role and responsibility of UNFPA and CIPRB

- a. UNFPA provides technical assistance and oversees the day-to-day progress of the assignment
- b. CIPRB is responsible for overall monitoring, supervision, and oversees
- c. CIPRB Program Manager and Coordinators provide necessary support in quality assurance

13. Disclaimer

CIPRB reserves the right to:

- Determine the structure, and timeline of the process
- Number of short-listed participants
- The right to withdraw from the proposal process
- Change this timetable at any time without notice
- Withdraw this tender at any time, without prior notice and without liability to compensate and/or reimburse any party.

7. Payment Method

Payment will be made upon receipt and approval of deliverables by CIPRB

8. Submission Method

Please submit the hardcopy of your technical proposal & budget to the CIPRB head office, H-120B, Road-7, New DOHS, Mohakhali, Dhaka-1206 with the cover letter by 21st September 2023, 05 PM Bangladesh Standard Time.