AGREEMENT FOR
PERFORMANCE OF WORK
(APW)

Terms of Reference

This APW is requested by:

<table>
<thead>
<tr>
<th>Unit</th>
<th>AMR Secretariat</th>
</tr>
</thead>
<tbody>
<tr>
<td>Department</td>
<td>DGO</td>
</tr>
</tbody>
</table>

**Recommendations on enhancing the focus on Gender, Equity and Human Rights (GER) in WHO support to Member States on implementation of the global action plan on antimicrobial resistance**

1. **Purpose of the APW**

   The purpose of the APW is to identify programmatic considerations of gender, equity and human rights for antimicrobial resistance (AMR), and provide practical recommendations on how WHO can reduce inequalities in exposure to AMR, in terms of gender and other social stratifiers (e.g. occupation, income, age, geographic location, education level, type of health insurance available, etc.) and to examine how agreed human rights protections and standards of the most vulnerable, including through education, housing, nutrition can reduce the prevalence of AMR. Opportunities for including vulnerable and marginalized groups should be highlighted as should significant risks if gender, equity and human rights are not addressed in a particular technical area of work.

   It is expected that the recommendations in this APW will be reviewed and used to develop a subsequent action plan and core deliverables to address GER in the prevention and treatment of AMR.

   This APW will require an in-depth review of core documents including:

   - the global action plan on antimicrobial resistance;
   - the draft Programme Budget 2018-2019 with a particular focus on Programme Area 1.6 (AMR);
   - annual AMR achievement report;
   - Health Inequality Monitoring; and
   - Innov8 Diagnostic tool to re-orient health programmes.

   The WHO Department for Gender, Equity and Human Rights has developed materials and guides for the Programme Budget based on the key essential criteria for gender, equity and human rights. These guidelines draw from a set of ‘core essential criteria’ for gender, equity and human rights mainstreaming into WHO projects and programmes. These documents should also be reviewed and may be a useful resource for this work.

2. **Background**

   The World Health Assembly (WHA) adopted the global action plan on antimicrobial resistance in May 2015. The action plan reflects global consensus that antimicrobial resistance poses a profound threat to human health and is the first global action plan on antimicrobial resistance endorsed by all WHO Member States.

---

1 World Health Assembly documents A68/20 and A68/20 Corr. 1 [http://apps.who.int/gb/e/e_wha68.html](http://apps.who.int/gb/e/e_wha68.html).
The WHA resolution\(^1\) in support to the global action plan urges all Member States to have in place, by the WHA in May 2017, national action plans on antimicrobial resistance that are aligned with the five strategic objectives in the global action plan and with standards and guidelines established by relevant intergovernmental bodies.

For the first time, Heads of State committed to taking a broad, coordinated approach to address the root causes of antimicrobial resistance across multiple sectors at the United Nations General Assembly high-level meeting on antimicrobial resistance in September 2016. Countries reaffirmed their commitment to develop national action plans on antimicrobial resistance in line with a “one health” approach and the global action plan through a political declaration\(^2\). Countries also called upon WHO, in collaboration with FAO, OIE, development banks, relevant UN agencies, civil society and relevant multisectoral stakeholders, to support the development and implementation of national action plans and activities at the national, regional and global levels.

The WHO component of the global action plan is delivered by teams across the Organization, including Headquarters, Regional Offices and Country Offices. The work cuts across all categories of the 2016-2017 WHO Programme Budget.

WHO has adopted a corporate approach to ensure success at all levels of the Organization using a matrix-type structure to manage the implementation of the global action plan on antimicrobial resistance. Implementation is coordinated by a small AMR Secretariat housed in the Director-General’s Office.

The goal of the global action plan is to ensure for as long as possible, continuity of the ability to treat and prevent infectious disease with effective and safe medicine. To achieve this, the plan focuses on building awareness, strengthening systems, and developing new tools and approaches. Within the plan there is little attention to the drivers and determinants of AMR in relation to specific population groups’ needs nor how a greater focus on gender dynamics, and rights issues – such as legal frameworks, access, affordability and acceptability of treatment and prevention services – will impact on AMR.

The linkages between gender, equity and human rights and the various technical areas that contribute to AMR have not been extensively explored. The long-term goal of the AMR Secretariat is to better understand how to address gender, equity and human rights in the AMR programme, with a view to ensuring these issues are addressed in national AMR plans and actions taken. The AMR Secretariat requires additional capacity and expertise to assist with this work.

3. **Planned timelines** (subject to confirmation)

   Start date: 16 October 2017
   End date: 15 December 2017

4. **Deliverables**

   Deliverable 1: Draft paper not to exceed 10 pages that sets out practical recommendations and considerations for WHO on how to address and integrate gender, equity and human rights into the AMR programme across the three levels of WHO (HQ, regional offices and country offices).

---


Deliverable 2: A review of Programme Area 1.6 of the Programme Budget 2018-2019 to advise where gender, equity and human rights can be better incorporated into the results chain.

Deliverable 3: A practical document (e.g. checklist) providing guidance on how to address and integrate gender, equity and human rights in the implementation of the five objectives of the global action plan on antimicrobial resistance, including the three areas of work of each objective (i.e. Member State action; Secretariat action; and international and national partners’ action)

All three documents should also incorporate feedback provided by the AMR Secretariat.

5. The proposal will be judged against the following criteria:

- Understanding of the TORs, and a demonstration of knowledge of AMR and the global action plan on antimicrobial resistance (30%)
- Quality of the personnel working on this issue (40%)
  - Demonstrated knowledge and experience in integrating gender issues into public health recommendations
  - Demonstrated knowledge of AMR
  - Experience of undertaking similar work, or work in a related area
- Quality of the approach proposed (innovation, adaptability and responsiveness) (30%)

6. Qualifications, Experience and skills

- Public health, legal, human rights, gender studies or social science degree or higher degree with clear expert knowledge of antimicrobial resistance.
- Demonstrated credibility of integration of gender issues into public health recommendations.
- At least seven years of progressively responsible professional experience with technical writing and editing of health related content.
- Demonstrated ability to write clearly and effectively at an advanced technical level.
- Demonstrated ability to perform independently.
- Experience at WHO desirable.

The remuneration for this APW is USD 7,500. Two instalments will be paid. The first will be for USD 2,500 upon signature of the contract. The second one will be for USD 5,000 when all deliverables are submitted with satisfactory review by the AMR Secretariat.

For further details and clarification, please contact Katherine Barker: barkerk@who.int.

7. Technical Supervision

<table>
<thead>
<tr>
<th>Responsible Officer:</th>
<th>Ms. Katherine Barker, Technical Officer, HQ/DGO/AMR Secretariat</th>
<th>Email:</th>
<th><a href="mailto:barkerk@who.int">barkerk@who.int</a></th>
</tr>
</thead>
</table>

8. To apply: Please submit your CV and a cover letter by 29 September 2017 to barkerk@who.int and reference the proposed APW contract in the subject line.