

**Advancing the Leadership of Women and Girls  
Towards Better Health and Climate Change  
Resilience**

RFA Number: Bangladesh-FAA-MC2104-FY2022

Request for Applications  
Fixed Amount Awards

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Questions Due: April 28, 2022

Applications Due Date: May 25, 2022 by 4 PM Dhaka time

Dhaka, Bangladesh

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### I. BASIC INFORMATION

#### A. Background

Pathfinder International, a global leader in reproductive health, is implementing the Women Led Community Resilience Project, also known as Resilience, to build the capacity of women and communities to become more resilient to the impact of climate extremes in Bangladesh, especially on sexual and reproductive health and livelihoods.

Poverty, limited health systems and infrastructure, and high risk from natural disasters place a disproportionate burden on women to manage their everyday health while preparing for ever changing challenges. Bangladesh is among the countries most affected by climate change (Global Climate Risk Index); and Kishoreganj, Netrokona, Sunamgonj, and Sylhet are among the districts affected. Contaminated flood water worsens preventable diseases, and weather events affect access to essential health services, including those for pregnant women. Gender inequalities and gender-based violence further reduce women’s capacity to survive, thrive and transform communities. Pathfinder’s program

centers women as change agents, strengthening their knowledge and access to equitable quality health services alongside building community resilience to future shocks.

Pathfinder is launching a program at the district level to support women and girls with sexual and reproductive health (SRH) information and services. The program will center women as change agents, strengthening their knowledge and access to equitable, quality health services alongside building community resilience to future shocks through livelihood support. See attachment for program information.

The grant will be awarded through open competition. The funding will be up to \$200,000 for a twelve-month period starting approximately July 1, 2022 through September 30, 2025 for thirty-nine (39) months. Pathfinder is currently requesting applications for FAAs from local organizations for funding consideration.

## B. Purpose

The purpose of this application is to select a local organization that works in one or more of the technical areas described in the SOW (Annex 1) and currently has a presence and programming in Kishoreganj, Netrokona, Sunamgonj, and Sylhet.

## C. Eligibility Requirements

**Eligible organizations should meet the following requirements:**

- Bangladeshi Non-Government Organizations (NGOs) that are locally registered
- Applicants must be one of the defined types of entities as listed in the Eligible Applicants section below.
- Applicants must be in good standing with the respective Bangladesh authority, and in compliance with all applicable civil and fiscal regulations.
- Applicants must display sound management in the form of financial, administrative, and technical policies and procedures that are in written format and present a system of internal controls that safeguard assets; protect against fraud, waste, and abuse; and support the achievement of program goals and objectives. The applicant must also sign a Recipient Certificate of Compliance.
- Lower-tier subgrants are not permitted – that is, the successful applicant must have full responsibility and accountability for grant activity implementation.
- Prior to grant negotiation, all applicants must be vetted with regard to:
  - the U.S. Government’s prohibition of transactions with, and the provision of material resources and support to individuals and organizations associated with terrorism.
  - Parties suspended or debarred by the US Government;
  - Restricted parties by the US Treasury Office of Foreign Assets Control (OFAC); and the
  - United Nations Sanctions List
- Prior to grant negotiation, all applicants will undergo a Pre-Subaward Capacity Assessment that is conducted:
  - To determine whether the organization has sufficient financial and managerial capacity
  - To determine the most appropriate method of financing to use
  - To determine the degree of support and oversight necessary to ensure proper accountability of funds provided to the organization.
- At least 10 years of establishment in the districts for which the Applicant submitting applications.

- Experience implementing programs addressing SRHR, FP, A&Y, integration of gender through existing health system
- Experience related to community engagement
- Experience related to behavior change activities
- Good networking with MOHFW (DGFP and DGHS) at district level
- Have own resources at district level and below (i.e. office space or co-location space)

## D. Award Mechanism

The Resilience Project will award a fixed amount award.

## E. Award Value, Process, and Application Timeline

The Resilience Project expects to award one or two fixed amount award(s) to qualified organization(s). The approximate amount of the award will range from the BDT equivalent of \$100,000 - \$200,000 per year. The Applicant can submit applications for one to four districts. The total funding for the combined grants is equivalent of BDT to \$200,000 per year. Pathfinder International at its discretion will decide the number of awards to be awarded. The duration of the fixed amount award is estimated to be four years.

Applications will be assessed by a review panel and selected by an awards committee.

A pre-award assessment will be conducted for finalists before the award is made.

Disclaimer: This RFA does not obligate Pathfinder to award a grant, nor does it commit Pathfinder to pay for any cost incurred in the preparation or completion of the application.

## II. APPLICATION INSTRUCTIONS

These **Sub-grant application format and instructions for new applications** have been prepared to assist organizations interested in submitting proposals to Pathfinder International, Bangladesh.

### A. GENERAL INSTRUCTIONS

**Submission:** Applications must be submitted according to the instructions listed below. The Applicant may use its' own budget template for submission the cost application. We require an electronic submission of the applicants' documents specified in the instructions.

Details for submission of Completed RFAs:

**Email instructions:** [bdgrants@pathfinder.org](mailto:bdgrants@pathfinder.org)

**Formatting:** Acceptable RFAs will follow the following format guidelines

- Use the format provided; font should be Calibri, 11pt, black, single spaced.
- Adhere to page limit – 12.5 pages max.
  - Signed Cover page – 1 page maximum

- Subrecipient Qualifications – 1.5 pages
  - Justification - 1.5 pages
  - Objectives, Indicators, and Targets – table not included in word count
  - Plan for Implementation – 7 pages
  - Programmatic Monitoring and Reporting – 1.5 pages
- Annexes are limited to:
    - Data form for terrorist financing compliance
    - Organizational chart
    - Past performance references
    - Conflict of interest policy
    - Statutory compliance certifications/representations/ provisions
    - FFATA subrecipient reporting form
    - Objectives, Indicators and Targets table
    - Workplan
    - Budget
    - Budget Notes/Narratives

## B. APPLICATION INSTRUCTION & FORMAT

### I. Cover Sheet

*The Cover Sheet is the standard first page of your subaward document. It contains the vital overview information about your subaward. Fields on the Cover Sheet are described below.*

- A. Subrecipient:** Provide the name, address and telephone number of the applicant organization. Include your email address, website, and fax numbers, as available.
- B. Project Focal Point:** Provide the name of the Project Focal Point and his/her title. (This is the person authorized to sign on behalf of the subrecipient organization)
- C. Start Date and End Date:** Provide the dates on which the subaward will begin and end. This period of time will constitute the life of the subaward. The estimated period of performance is four years.
- D. Subgrant Budget (LC):** Provide the total amount of funds, in local currency, needed to conduct the entire subaward during the dates shown above

**E. Attachments Included:**

<input type="checkbox"/> Data form for terrorist financing compliance	<input type="checkbox"/> Statutory compliance certifications/representations/ provisions
<input type="checkbox"/> Organizational chart	
<input type="checkbox"/> Past performance references	<input type="checkbox"/>
<input type="checkbox"/> Conflict of interest policy	

The Cover Sheet must be signed by the Project Focal Person as shown below.

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Signature of Project Focal Person, title, and date

**II. Subrecipient Qualifications (not to exceed one and a half pages)**

*The Subrecipient Qualifications section addresses **WHO** will implement and manage this subaward. This section of the proposal has two parts: organizational experience and key personnel. Several annexes are required as explained below.*

*Pathfinder funds subawards that are implemented and managed by organizations that clearly demonstrate that they have the following characteristics:*

- *Technical and management skills to conduct the subaward.*
- *Ability to adequately staff the subaward.*
- *Commitment to issues addressed by the subaward.*
- *Administrative skills to implement the subaward and manage finances.*
- *Ability and willingness to comply with the Pathfinder Standard Provisions.*

**A. Organizational Capacity**

*The purpose of this section is to show that the applicant organization has the necessary experience and qualifications to carry out the proposed subaward. The information presented in this section should be consistent with that provided in the Pre-Award Assessment. Be sure your Organizational Capacity section contains the following information:*

- Type of Organization: Select the category that best describes your organization:  
\*non-governmental organization \* faith-based organization \* community-based organization \* local parastatal \* local university \* international agency
- Description of the organization:
  - When was the organization formed? (Attach articles of incorporation)
  - Is the organization formally registered? If yes, what is the date and type of registration (local, state, federal, or with different government department(s)? (Attach registration)
  - Include details of its organizational/management structure, facilities, and number of employees. (Attach your organizational chart and a list of board members and their titles)

- Mission statement of the organization – a brief, general statement of the organization’s main purpose.
- If organization is part of a larger organization, what support does it receive from the parent organization?
- Attach Past Performance References
- Describe the technical, programmatic and management experience of the organization. This should pertain to the geographic or programmatic requirements of the proposal.
- Sustainability – The applicant must demonstrate their ability to continue the program beyond the grant period.

#### **B. Personnel**

Describe the qualifications and experience of the people who will be responsible for carrying out the subaward. Also include their respective responsibilities on the project.

- Include information for **key positions** only (e.g., Project Focal Point, Project Manager). If individuals have been identified, also briefly summarize their qualifications (e.g., education, last position held, relevant experience). One paragraph for each person is sufficient.
- List all other technical and senior program staff who will participate in the subaward (2-4 sentences per position).
- Do not list junior administrative and support staff.

### **III. Justification** (not to exceed one and a half pages)

*The Justification section answers the question **WHY** are we supporting this subaward. Each subaward must be developed in response to documented needs or problems in the community or area to be served. Therefore, the Justification has two parts: a problem statement and a proposed solution.*

#### **A. Problem Statement**

In one or two paragraphs, state the specific problem(s) to be addressed by the subaward. Include sources of data and at a minimum the following information:

- Describe the geographic area and demographic characteristics of the population in the area which the problem exists;
- Provide analysis of the causes of the problem(s); and
- Describe the results of previous efforts to solve the problem, by your organization and others.

*Limit your Problem Statement to the particulars of the target areas and particular population(s) you propose to reach.*

#### **B. Proposed Solution**

*This section justifies the design of the subaward. Pathfinder recognizes that problems can be effectively addressed in a variety of ways. The applicant organization should emphasize those aspects of their approach that best address the issues in the Problem Statement. The Proposed Solution section answers to the following questions:*

- What approach(es) will be used to minimize the problem and why was/were these approach or approaches selected over other possibilities?

- Is collaboration with other local organizations/donors needed? If yes, include information on linkages and coordination.
- Is the program designed such that it can be replicated in other areas, and if so, how?
- What changes are expected to result from this subaward?
- What sources of support are likely to be available for continuation of the subaward after Pathfinder support ends?

#### IV. Objectives, Indicators, and Targets

*Annex 1– Program Description includes all the objectives that are expected to be achieved. The grantee must adapt this table for their proposal to specify the objectives, indicators, and targets<sup>1</sup> that reflect **WHAT** will be achieved by this subaward. Additional indicators may be suggested by the subawardee for approval by Pathfinder. The subawardee should indicate which of the Pathfinder’s objectives and indicators apply to its proposed activities and then set realistic targets for the relevant indicators.*

#### V. Plan for Implementation (not to exceed seven pages, excluding the workplan)

*The implementation plan addresses **HOW** the subrecipient will achieve its objectives. It provides details of all proposed activities, including a description of tasks, who will carry them out, where, how, when, etc. The implementation plan contains [2] parts: **Narrative, workplan***

##### A. Narrative

*Each subaward activity must be described in the narrative. This description allows Pathfinder to see how each objective will be achieved and to determine whether the budget is consistent and appropriate. The activities in the Narrative should be organized by objective as defined in Section IV. Be sure the activities in the narrative include information on:*

- **Management:** Description of the infrastructure supporting these activities (e.g., supervision, management information systems, financial management, etc.).
- **Activities:** Description of all activities to be carried out, answering the questions: what, where, by whom and when? Again, the activities should be organized by objectives in keeping with Section IV.
- **Links with Budget:** Items contained in the budget need to be substantiated in the implementation plan. In other words, the implementation plan should clearly make evident the need for each budget item.
- **Inputs by Others:** Activities that will require Pathfinder staff and inputs from others in order for the subaward to proceed on schedule should be noted in the implementation plan (i.e. technical assistance from Pathfinder or a time schedule for the shipment of supplies from another donor).

##### A. Workplan

*The workplan is a chart that outlines subaward activities, sequencing of events, and persons responsible. At a glance, the workplan enables the project managers to see the workload of each staff member and to ensure appropriate levels of effort. The information in the workplan comes directly from the*

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<sup>1</sup> **Objectives** describe changes that will result from project inputs. An **indicator** is a measurable statement of program objectives and activities; changes in indicators demonstrate the positive or negative effects of the program. A **target** is an estimate of what will be achieved within a particular timeframe.



*implementation plan narrative - it is not a substitute for it. Every activity in the narrative must be included in the workplan, and vice versa. Additionally, all activities in the workplan should also be accounted for in the detailed budget. The workplan must follow the sequencing of the narrative, which is in keeping with the objectives.*

**VI. Programmatic Monitoring (not to exceed one and a half pages)**

*Monitoring is essential for successful subaward management and implementation. Close and careful review of subaward information (data) and use for decision-making is an important way of ensuring progress and eventual success of your subaward.*

**A. Monitoring**

*Monitoring is the regular review of subaward activities, which is conducted by subaward personnel and by Pathfinder. Monitoring ensures that there is adequate progress being made on the implementation plan and verifies if/how progress is being made towards achieving objectives.*

Describe how the subaward will be monitored. This includes daily or weekly monitoring by supervisors as part of general management as well as a schedule of all planned visits to subaward sites by various managers.

**VII. Budget**

*The subaward budget reflects the goals and objectives of the subaward in monetary terms, and provides a tool with which to monitor financial activities throughout the subaward's life. A well-prepared budget, together with accurate financial reporting, is a useful indication of subaward performance.*

*Pathfinder requires a detailed yearly budget for four years subaward budget as well as a budget summary, all in local currency. In addition, the applicant is required to submit a budget narrative explaining the budget and budget line items.*

### **III. CRITERIA FOR SELECTION**

The criteria presented below have been tailored to the requirements of this particular RFA. Applicants should note that these criteria serve to: (a) identify the significant matters that Applicants must address in their applications and (b) set the standard against which all Applicants will be evaluated.

All applications will be evaluated by the review committee based on the extent to which applications meet the selection criteria outlined below. To the extent that they are deemed necessary, negotiations may be conducted with highest rated applicants. Evaluation percentage scores are also provided against each of the selection criteria. The number of points assigned indicates the relative importance of each factor.

## Evaluation Criteria (Total: 100 points):

### 1. Technical Approach (55 points)

Clear description of the overall strategies and details on the proposed technical interventions and activities. A strong technical design will:

- Provide clear, sound articulation of proposal logic and technical approaches
- Describe a project design in project regions. Proposals must demonstrate that interventions in accordance with Annex 1.
- Focus on the unique needs and issues of project populations;
- Focus on key geographic areas;
- Describe application, testing, and scale-up of innovative approaches;
- Form partnerships with other types of organizations to ensure effectiveness of community mobilization efforts

### 2. Management/Organizational Background/Personnel (15 points)

- Clear articulation of a staffing plan and organizational structure with a description of how the grant shall be implemented
- Description of key financial management practices, including segregation of duties, internal controls, insurance, and cash management.
- Demonstrated appropriate experience of the designated management and technical lead staff responsible for implementation of the grant. The qualifications of the proposed staff member(s) who will be dedicated to the project will be reviewed by the evaluators to determine their skills and abilities to successfully implement the proposed activities.

### 3. Monitoring and Evaluation Plan (15 points)

- Clear demonstration of how progress and impact will be tracked, measured, and reported with clear and appropriate milestones and expected accomplishments, with measurable output and performance indicators.
- Indicators and proposed targets must be presented in a clear, objective, and measurable way.

### 4. Past Performance (15 points)

- Demonstrated capacity to manage a grant (technically, administratively, and financially). At least two past performance references should be provided, showing similar technical interventions in the identified geographic area or areas with similar social/cultural profiles.

### 5. Cost Evaluation

Cost (budget and budget narrative/notes) will not be a factor in the selection but will be evaluated for realism, allowability, allocability, and the applicant's understanding of the requirements. The applicant's budget must segregate costs into programmatic costs vs. administrative costs for each of the outputs to ensure it lends to value for money analysis. Evaluation will assess whether:

- Costs are realistic for the work to be performed
- Costs reflect understanding of the project requirements
- Costs are consistent with the technical application
- Allocation of programmatic costs vs. administrative costs represents an efficient use of funds

#### IV. APPLICATION PROCESS

**Note:** *No payment is required to apply for or receive a fixed amount subaward from Pathfinder International, Bangladesh. Please report any irregularities to [bdgrants@pathfinder.org](mailto:bdgrants@pathfinder.org).*

**Process for Application:** This RFA is available by registering with [bdgrants@pathfinder.org](mailto:bdgrants@pathfinder.org).

**Organizations must apply via e-mail .** Applications must be received by Pathfinder no later the date mentioned on the first page of this RFA. Applications should be sent to [bdgrants@pathfinder.org](mailto:bdgrants@pathfinder.org) attention Director Finance.

**Application Development Workshop:** An applicant workshop will be conducted for eligible organizations to allow them to seek clarifications and for Pathfinder to provide any further guidance. During this workshop, details of the application with all the requirements will be provided.

**Questions:** All questions regarding the preparation of proposals must be submitted in writing (by e-mail) to [bdgrants@pathfinder.org](mailto:bdgrants@pathfinder.org) by date mentioned on the front page of this RFA. A copy of all written questions and responses will be provided to all interested organizations that request this package or who send a written request for such information to the email address mentioned above. Responses to questions will be sent via e-mail to applicants who provide their e-mail address.

**Notification:** All applicants – successful and unsuccessful – will be notified of their status in writing.

**Pre-Subaward Capacity Assessment:** Successful applicants will have to undergo a pre-award assessment to make a determination of responsibility before issuing an award. Pathfinder will specify which staff need to be available for this and will schedule the visit to the applicant's office to conduct the assessment.

**Donor Certifications: Successful applicants will have to complete Certifications and Assurances. Pathfinder will provide them for completion.**

**Donor Approval:** After all pre-award assessments have been completed Pathfinder will seek donor approval of the grantee selection if required.

**Notification of Award:** After donor approval Pathfinder will notify awardees and issue the grant agreement.

**Grant Start-Up Workshop:** Pathfinder will host a workshop with awardees to review the terms and conditions of the grant as well as implementation requirements and expectations.

## V. PROGRAM DESCRIPTION

### Background

Poverty, limited health systems and infrastructure, and high risk from natural disasters place a disproportionate burden on women to manage their everyday health while preparing for ever changing challenges. Bangladesh is among the countries most affected by climate change (Global Climate Risk Index); and Kishoreganj, Netrokona, Sunamgonj, and Sylhet are among the districts affected. Contaminated flood water worsens preventable diseases, and weather events affect access to essential health services, including those for pregnant women. Gender inequalities and gender-based violence further reduce women's capacity to survive, thrive and transform communities. Pathfinder's program centers women as change agents, strengthening their knowledge and access to equitable quality health services alongside building community resilience to future shocks.

### Program Goal

**Our goal is for women and girls in low resource settings to have reliable access to quality health services and communities are resilient to future shocks.**

### Program Objectives and Results

**Objective 1:** *Communities - Empower women and girls in low resource communities with the tools, knowledge, networks and resources to survive and thrive through today and tomorrow's health needs and crises.*

Within communities, it is often women who provide familial security and support. By working through a life stage approach (girl to adolescent to woman) we can empower new champions of change, leaving communities better prepared to withstand whatever climate induced hazard, conflict or pandemic may send their way. Implementing a participatory, bottom-up, and inclusive approach, aligned to the mantra of "nothing about us without us", will enable women and girls to understand their rights, responsibilities for the community and themselves; and create an evidence base. Activities should be tailored to district/community needs as per risk reduction action plan (RRAP) of Community Risk Assessment (CRA) and Urban Risk Assessment (URA) and focused on core primary health care to prevent, screen, link and treat. The program support can address climate induced communicable and non-communicable diseases, nutrition, safe water and sanitation, maternal and child health (MCH), and family planning (FP). All plans should include building blocks toward resilience to climate shocks and emergencies through women-led community preparedness, response, and recovery.

### **Illustrative Activities**

Following are illustrative activities to support women and girls with health and livelihood needs to reduce the impact on them of frequent *flooding*. Applicants should include some or all of the below activities in their proposals.

- Identify, capacitates, and engage resilience volunteers as changemaker ;
- Gender transformative trainings for resilience volunteers, partners and peers to amplify voices and develop linkages with local stakeholders;
- Innovative digital health and technology connections to health services;
- Integration of mapped health and gender needs into community planning mechanisms such as Government CRA/URA (Risk Reduction Action Plan).
- Engaging women groups with partners and families in gender transformative community dialogues to support new social norms through capacity enhancement in climate change induces vulnerabilities and risk, SRHR, SGBV;
- .
- Empower adolescents (boy and girl) with climate change induces vulnerabilities and risk, SRHR, SGBV related issues through school programming.
- Working with community-based organizations (CBOs), women’s group and micro-credit groups to identify and then train on crisis resilient livelihoods and preparation of household level contingency plans following the RRAP;
- Reducing deaths of girls during floods due to social norms that teach only boys to swim. Teaching girls to swim can save lives and increase agency.
- Engaging multi-level community communications to mobilize change and create impact (e.g., to prevent early marriage and GBV) across radio, mobile, and open-air theatres.
- Perp four (04) climate sensitive model villages in four different upazilas where communities and health systems are resilient to future shocks.

### **Illustrative Outputs**

Following is a list of illustrative outputs. Applicants should select outputs for its proposed activities and indicate targets for the chosen outputs.

- Assessments undertaken
- Resilience volunteers identified
- Gender transformative trainings/dialogues within Climate Change Adaptation (CCA) and disaster risk reduction (DRR) training (including # participants)
- School disaster management and risk reduction action plan
- Integrated health messages sent
- Health and gender elements integrated into planning mechanisms
- Beneficiaries engaged in new livelihoods
- Health communication events conducted
- Community needs during emergency identified and recommended in the CRA/URA

### **Illustrative Outcomes**

- Integrated health, gender and risk informed resilience tools available
- Health facilities Preparedness for emergency shocks
- Improved agency for women and girls
- Increase from baseline on health knowledge – e.g., FP, MNCH, WASH

- Strengthened community networks and resources

**Objective 2: *Health Systems - Build resilient, adaptable quality health systems able to meet the primary health needs of low-resource communities and withstand emergency shocks.***

As women and girls have greater agency to improve their own health, high-quality, client-centered services must be available and accessible. Program activities should also be integrated into and strengthen existing health systems by working with local government, community health workers (CHWs), health providers, and facility management committees. A well-functioning and resilient health system is better prepared to manage every day health needs as well as crisis situations.

**Illustrative Activities**

Based on a Universal Access to Health approach for health system strengthening, applicants should consider working with the Ministry of Health and Family Welfare, local health departments, district and upazilla disaster management committee, health service providers, disaster management teams, and community leaders to:

- Activate/Form Disaster Management Committees (DMCs) and Emergency response teams, and undertake capacity building initiatives through sessions, meetings, and training as per required
- Undertake a review of CRA/URA at district and sub-district level to address community health services, products and delivery for preparedness and emergency response;
- Strengthen health systems capacity through trainings and sensitization to promote health, prevent disease, improve inclusive service delivery and referrals;
- Introduce linkages with key government departments that protect the vulnerable and engage communities to reduce Gender Based Violence (GBV);
- Review existing training modules and incorporate climate change adaptation and disaster risk reduction and Emergency response issues.
- Improve the enabling environment for everyday health needs and emergency response, through trainings on integrated SRH and MCH services in emergencies.
- Build capacity of Providers and CHWs on the Minimum Initial Service Package (MISP) to prevent and manage consequences of sexual violence, reduce disease transmission, prevent maternal and newborn deaths, and plan for comprehensive RH services to address preparedness for climate induced hazards and emergencies;
- Assist government to prepare their contingency plans to improve linkages and set up innovative service and communication approaches to strengthen health systems to provide essential services including:
  - Pregnancy as an entry point for health checks in women who may otherwise not seek care;
  - Availability of products when travel is impossible – e.g., self-care approaches such as contraceptive injections and other long-acting methods;
  - Access to services when roads are unpassable through use of floating clinics and boat ambulances;
  - Improved everyday access between hard-to-reach communities and health facilities by providing CHWs with necessary equipment, supplies and transportation such as bicycles;

- Provision of clean delivery kits and support to community skilled birth attendants to ensure safe home births and newborn care when access to health facilities is not possible;
- Prepositioning health supplies and communications equipment within communities in preparation for crises (e.g., assist local government to budget for these supplies);
- Develop effective risk reduction and emergency response advocacy and communication plans detailing importance of when and where to seek care and ways to stay safe and healthy.
- Conduct advocacy workshops/meetings with local CSR providing agencies to support the prepared RRAP/CP/household level plan.
- Conduct advocacy workshops/meetings to hand over the CRA/URA's RRAP and CP to the line departments to incorporate the findings into their annual development plan.
- Coordination with the government and other NGO's

### **Illustrative Outputs**

Following is a list of illustrative outputs. Applicants should select outputs for its proposed activities and indicate targets for the chosen outputs.

- Facility readiness assessments undertaken, and a risk reduction/adaptation action plan and department's contingency plan prepared
- Providers trained by cadre, health issue, topic (e.g., GBV, MISP, climate induce hazards and its impact on health sector)
- Risk informed and inclusive facilities with integrated services
- Integrated policy guidelines, products, and tools
- Referrals made by CHWs to facilities
- Health messages sent to community daily and during emergencies
- Users reached with products, support, services daily and during emergencies as per contingency and RRAP.
- Pregnant women registered to facilitate access to health services including ANC, facility delivery, and postpartum FP
- CHWs equipped with emergency support
- Based on their household level contingency plan, Communities/beneficiaries pre-stocked with emergency supplies

### **Illustrative Outcomes**

- Existing health system adapted, strengthened and transformed to meet daily health needs
- Resilient health system prepared for emergency shocks
- Facilities Increased uptake of services - i.e., ANC, institutional delivery, PNC and FP

## **1. DIVERSITY, EQUITY, AND INCLUSION**

Pathfinder seeks to support programs that are diverse, inclusive, and equitable; including a broad diversity of staff who bring unique perspectives, ideas, and approaches to achieve greater impact. This gender, equity and inclusion approach should be mainstreamed throughout the program, ensuring integration of

social inclusion and equitable approaches not just in the service of improved health outcomes, but an important contributor to gender and social equality. This transformative approach should be integrated throughout all activities, including clinical and community capacity enhancement, community dialogues and trainings, empowerment and capacity building of local organizations and working with diverse and non-traditional partners.

### Learning Agenda

The implementing partners' activities will be part of Pathfinder's learning agenda and as such Pathfinder will disseminate the learnings from these programs in Bangladesh and beyond.

### Roles and Responsibilities

The desired implementation partner is encouraged to bring innovative ideas to address specific objectives and achieve the goal. The selected NGOs will be responsible for developing activity and implementation planning to address objectives of this SOW with a detailed monitoring and evaluation framework and sustainability plan; develop executable implementation plan according to planned activities; building partnership with respective region's key stakeholders including government, development partners; hiring, capacity building of deployed project staff; develop activity matrix with clear mentioning of time of accomplishment of each activity; prepare event-based report; data management pathway and protocol; prepare monthly, quarterly and yearly report; baseline and end-line evaluation; as well as HR, administrative and financial reporting according to compliance of Pathfinder International.