



KINGDOM OF CAMBODIA  
NATION RELIGION KING

REQUES FOR EXPRESSIONS OF INTEREST (REOI)

Provision on

*individual international consultant to provide technical support and guidance on implementation and analysis of 2025 integrated biological and behavioral survey (IBBS) and population size estimation among female entertainment workers (FEWS) in Cambodia.*

*(short term 48 working days)*

*reference: REOI#001/25*

**Grant Name: KHM-C-MEF/Grant Number:3599**

**Application Deadline: 27<sup>th</sup> March,2025 at 5:00PM (local time)**

The National Centre for HIV/AIDS, Dermatology and STD (NCHADS) is the legally accountable Sub-Implementer of the Global Fund Program to implement the " Program Title: Rapidly march towards elimination of new HIV infections and ending AIDS as a public health threat by 2025, Increase Access to and Improve Quality of TB Diagnosis and Treatment at OD and Community levels, with linkages to TB-HIV in Cambodia. starts from January 01, 2024 to December 31, 2026 and which is being implemented under the overall responsibility of Ministry of Economy and Finance as the Principal Recipient (MEF/PR) and implemented by Ministry of Health as the Lead Implementer Team (MoH/LIT) and it intends to apply part of the proceeds of these funds to payments under the proposed contract for Individual International consultant to support Surveillance Unit of NCHADS-SI.

### **1. BACKGROUND**

Cambodia has reached several key milestones in HIV response, showcasing remarkable progress since its first detected case in 1991. Once experiencing of Asia's fastest-growing epidemics, the country saw new infections peak at 15,000 in 1996. Since then, Cambodia's robust and strategic AIDS response has led to epidemic control, marked by a 92% reduction in new HIV infections since 1996 and a 45% reduction since 2010.

The country has been recognized globally for its early achievement of the 90-90-90 treatment targets since 2017 and for reaching epidemic control, with an incidence-to-prevalence ratio of 1.58 [1.44-1.71] in 2023, a significant decline from 2.63 [2.34-2.89] in 2010. By the end of 2023, 89% of people living with HIV (PLHIV) were aware of their status, with more than 98% of those accessing treatment, and over 98% achieving viral suppression. These results underscore Cambodia's commitment to an effective HIV response, which continues to receive international recognition.

However, the epidemiological landscape remains dynamic, particularly among key populations. Since 1995, Cambodia has maintained an HIV surveillance system to monitor prevalence among female sex workers (FSWs) and other key populations. Following the enactment of the "Law on the Suppression of Human Trafficking and Sexual Exploitation" in 2008, brothels were closed, leading to the classification of FSWs as "Female Entertainment Workers" (FEWs) in surveillance systems.

The Integrated Biological and Behavioral Survey (IBBS) conducted in 2016 among FEWs revealed an HIV prevalence of 2.3% nationwide, with a higher prevalence in Phnom Penh, Banteay Meanchey, and Battambang. The 2022 IBBS showed an increase in HIV prevalence, rising to 4.9%, with significant hotspots in Battambang (5.5%), Phnom Penh (5.9%), and Sihanoukville (6.8%). Additionally, syphilis and other STIs have shown a substantial rise since the last survey.

Key findings from the 2022 IBBS revealed significant vulnerabilities among FEWs, including low condom use with regular partners (54.5%). high rates of pregnancy (80.7%) and induced abortion among those pregnant (63%) and widespread experiences of gender-based violence.

The Population Size Estimation (PSE) conducted in 2022 estimated 52,388 FEWs aged 15-49 across Cambodia. This data highlights the urgent need for updated surveillance to inform HIV prevention, care, and reproductive health services tailored to the unique risks and vulnerabilities of FEWs.

The Joint Programme Review of the Health Sector Response to HIV/AIDS in Cambodia emphasized the need to reassess and refine IBBS methodologies to reflect the evolving epidemic and the complex dynamics of sex work. Specifically, these methodologies need to adapt to the diverse and shifting work settings of FEWs to accurately capture the epidemic's true nature. The upcoming round of 2025 IBBS among FEW will be implemented under the leadership of the National Center for HIV/AIDS, Dermatology, and STD (NCHADS), with financial support from the Global Fund. It aims to provide critical insights into the burden of HIV, emerging risk patterns, and access to prevention, care, and treatment among FEWs.

To ensure the technical rigor, quality assurance, and capacity building of the survey team, and that the IBBS addresses the changing dynamics of sex work, an international consultant is required to guide the development and implementation of this 2025 IBBS among FEW.

### **2. OBJECTIVES**

The main purpose of this consultancy is to provide technical support and guidance on protocol development, review questionnaire, planning, implementation, quality assurance, analysis and to lead the report writing of national IBBS among Female Entertainment Workers in Cambodia. The emphasis of the assignment will be on technical assistance for timely implementation of IBBS in quality assured manner to understand emerging and evolving risks, vulnerabilities, inequalities among Female Entertainment Workers in Cambodia.

The findings from IBBS will be instrumental to inform and guide the programmers for the improved access to and provision of HIV services, mental health, and other health services for prevention and treatment of co-morbidities.



**KEY RESPONSIBILITIES OF THE INTERNATIONAL CONSULTANT (PLS REFER TO ATTACHED OF TOR)**

**DELIVERABLES/MILESTONES:**

- Inception plan with timeline, key milestones and expected outputs
- Survey protocol and questionnaires developed in collaboration with the TWG and national consultant.
- Detailed training materials, tools, and guides produced for the national survey team.
- Survey implementation monitored and guided as necessary
- A complete dataset systematically analyzed, including PSE calculations, to inform management team, program design and stakeholders.
- Slide set that summarized the methodology, findings, challenges, recommendations and acknowledgements of FEW IBBS including PSE component.
- Findings and recommendations presented at the consensus meeting with stakeholders.
- Final 2025 IBBS among FEW reports.

**5. DURATION**

The consultancy is expected to be completed within three months from the start date (total 48 working days).

**6. QUALIFICATIONS**

Type of consultant	Qualifications Required and Role in this assignment
INTERNATIONAL INDIVIDUAL	<ul style="list-style-type: none"> <li>- Advanced university degree in Public Health or Epidemiology or Statistics from a recognized university</li> <li>- Advanced knowledge and experience in conducting IBBS among the KP population (FEWs) and KP population size estimation in Cambodia, particularly in Asia Pacific settings.</li> <li>- Robust knowledge of key populations size estimates methodologies and statistical analysis tools</li> <li>- Experience in developing protocols, questionnaire and implementation guidance using multiple data sources and approaches.</li> <li>- Strong facilitation, communications, training, writing, and presentation skills.</li> </ul>

**How to Apply**

The Terms of Reference for this assignment are available by e-mail

[veasna\\_khem@nchads.org](mailto:veasna_khem@nchads.org) | [kaheanhprok@nchads.org](mailto:kaheanhprok@nchads.org) | [csophea@nchads.org](mailto:csophea@nchads.org) |

CC: management Team: [oukvichea@nchads.org](mailto:oukvichea@nchads.org) ; [soyannarith@nchads.org](mailto:soyannarith@nchads.org); [bora@nchads.gov.kh](mailto:bora@nchads.gov.kh)

Candidates are requested to include as part of their Expression of Interest:

1. Cover letter responding to this Term of Reference (TOR),
2. Current resume include photo.
3. Credentials documents such as relevant certificate, degree,
4. Provide a proof of publication and relevant to the previous works experiences.

Applicants will be assigned a score for meeting all pre-requisites described in the TOR. Short-listed candidates will be requested to supply contact details of referees at interview stage.

**The Expression of Interest must be submitted to the address below (group e-mail or hard copy) by the 27<sup>th</sup> March, 2025 at 17.00PM (local time):** @group email: [veasna\\_khem@nchads.org](mailto:veasna_khem@nchads.org) / [kaheanhprok@nchads.org](mailto:kaheanhprok@nchads.org) / [csophea@nchads.org](mailto:csophea@nchads.org)

@hard copy :

Attend to: Assist. Prof. OUK Vichea, project Director of NCHADS  
 Procurement Unit, 2nd Floor  
 #245H, National Road 6A, Phum Kean Klaing, Khan Chhroy Changva, Phnom Penh, Cambodia  
 Telephone: +855 23 432 008/078742001/092616181/012960238

## National Center for HIV/AIDS, Dermatology, and STDs (NCHADS)

### Terms of Reference (TOR)

International Consultant to provide technical support and guidance on implementation and analysis of 2025 Integrated Biological and Behavioral Survey (IBBS) and Population size estimation among Female Entertainment Workers (FEWs) in Cambodia.

#### Background

Cambodia has reached several key milestones in HIV response, showcasing remarkable progress since its first detected case in 1991. Once experiencing of Asia's fastest-growing epidemics, the country saw new infections peak at 15,000 in 1996. Since then, Cambodia's robust and strategic AIDS response has led to epidemic control, marked by a 92% reduction in new HIV infections since 1996 and a 45% reduction since 2010.

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However, the epidemiological landscape remains dynamic, particularly among key populations. Since 1995, Cambodia has maintained an HIV surveillance system to monitor prevalence among female sex workers (FSWs) and other key populations. Following the enactment of the "Law on the Suppression of Human Trafficking and Sexual Exploitation" in 2008, brothels were closed, leading to the classification of FSWs as "Female Entertainment Workers" (FEWs) in surveillance systems.

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To ensure the technical rigor, quality assurance, and capacity building of the survey team, and that the IBBS addresses the changing dynamics of sex work, an international consultant is required to guide the development and implementation of this 2025 IBBS among FEW.

## **OVERALL OBJECTIVES**

The main purpose of this consultancy is to provide technical support and guidance on protocol development, review questionnaire, planning, implementation, quality assurance, analysis and to lead the report writing of national IBBS among Female Entertainment Workers in Cambodia. The emphasis of the assignment will be on technical assistance for timely implementation of IBBS in quality assured manner to understand emerging and evolving risks, vulnerabilities, inequalities among Female Entertainment Workers in Cambodia.

The findings from IBBS will be instrumental to inform and guide the programmers for the improved access to and provision of HIV services, mental health, and other health services for prevention and treatment of co-morbidities.


### **The objective of the assignment**

Collaborate with the national consultant and IBBS Technical Working Group (TWG), led by the Chief of the NCHADS Surveillance Unit, to review the current dynamics of sex work in Cambodia and recommend appropriate scientific methodologies.

This consultancy service aims to provide technical support to NCHADS to conduct 2025 IBBS among Female Entertainment Workers in Cambodia by providing technical support on protocol and questionnaire development, data collection and analysis, PSE calculation, slide presentation and final report writing.

### **Key Responsibilities of the International Consultant**


Working closely with the national consultant/survey team and the TWG, led by the Chief of the NCHADS Surveillance Unit, the International consultant will:

1. Develop the inception plan detailed with timeline and expected outputs
2. Develop study protocol and questionnaire: 



- Develop the survey protocol for the IBBS among FEWs by collaboration with the TWG and national consultant and/or survey team.
  - Assist in designing questionnaires that address behavioral dynamics, emerging risks, vulnerabilities, stigma, violence, and access to biomedical interventions.
  - Provide training to survey team on sampling methodology, data collection tools, PSE approaches, field implementation and analysis
  - Support the development of data collection tools, including recruitment criteria and tokens for Population Size Estimation (PSE).
  - Assist in provision of technical guidance on biological sample collection for HIV, HIV recency testing, and STIs, ensuring alignment with global ethical standards and referral mechanisms.
  - Work with the Chief of the NCHADS Surveillance Unit to submit necessary documents to the Cambodia National Ethics Committee for Health Research (NECHR).
3. Lead and contribute to study Implementation, analysis and report writing
- Collaborate with the TWG and national consultant to support the training for data collectors and supervisors.
  - Ensure ongoing quality assurance during survey implementation by working closely with the national consultant and/or survey team.
  - Data cleaning, management and systematic data analysis and perform PSE calculations with required granularity.
  - Develop the report on IBBS that include (but not limited to) details on methodology, findings, discussion, recommendations and population size estimates.
4. Develop the summary presentation of survey findings
- Develop slide presentation for the dissemination of the results of 2025 IBBS and Population Size Estimation among FEWs.
  - Present the preliminary findings of IBBS and PSE to SI TWG to seek feedback and inputs and use them to incorporate into the slide presentation and the report.
5. Finalize the IBBS report with feedback and inputs from the key stakeholders

### Expected Deliverables

- Inception plan with timeline, key milestones and expected outputs
- Survey protocol and questionnaires developed in collaboration with the TWG and national consultant.
- Detailed training materials, tools, and guides produced for the national survey team.
- Survey implementation monitored and guided as necessary
- A complete dataset systematically analyzed, including PSE calculations, to inform management team, program design and stakeholders.
- Slide set that summarized the methodology, findings, challenges, recommendations and acknowledgements of FEW IBBS including PSE component.
- Findings and recommendations presented at the consensus meeting with stakeholders.
- Final 2025 IBBS among FEW report. 



## MANAGEMENT PROCESS

The consultant will work and report to NCHADS through Chief of the NCHADS Surveillance Unit and technical working group of IBBS.

### Consultant payment schedule:

Output / Deliverable	% of overall payment due
Protocol and tools finalized and approved by NECHR.	10%
Detailed training materials, tools, and guides developed and interviewers and other relevant people trained on survey tools	20%
IBBS findings systematically analyzed, PSE calculated and technical report drafted	30%
Findings and recommendations presented at the consensus meeting with stakeholders.	20%
Final technical report of 2025 IBBS and PSE among FEWs and the summary slide set submitted to NCHADS.	20%

## TIMELINE

No.	Activities	Timeline
1	Contract Sign	Mar 2025
2	Inception report with timeline, key milestones and expected outputs	End of Mar 2025
3	Finalize protocol, develop and review questionnaire	Apr 2025
4	Finalize questionnaire and data collection (interviewer, Lab and counsellor) training	May 2025
5	Technical assistance, data cleaning and quality assurance support to data collection procedure	June– Oct 2025
6	Data cleaning and analysis	Nov 2025
7	Presentation of findings and recommendations at the stakeholder (consensus meeting).	At the end of Nov 2025
8	Final dissemination slide presentation and report	Dec 2025



## REQUIRED QUALIFICATIONS

<i>Type of consultant</i>	<i>Qualifications Required and Role in this Assignment</i>
<b>International</b>	<p><u>Qualifications and experience required</u></p> <ul style="list-style-type: none"><li>● Advanced university degree in Public Health or Epidemiology or Statistics from a recognized university</li><li>● Advanced knowledge and experience in conducting IBBS among the KP population (FEWs) and KP population size estimation in Cambodia, particularly in Asia Pacific settings.</li><li>● Robust knowledge of key populations size estimates methodologies and statistical analysis tools</li><li>● Experience in developing protocols, questionnaire and implementation guidance using multiple data sources and approaches.</li><li>● Strong facilitation, communications, training, writing, and presentation skills</li></ul>

