



Malawi



South Africa



Zambia



Zimbabwe

TERMS OF REFERENCE:

DEVELOPING COVID-19 RISK COMMUNICATION AND COMMUNITY ENGAGEMENT (RCCE) PACKAGE FOR PROMOTING SAFE SMALL-SCALE CROSS BORDER TRADE

COUNTRIES TO BE COVERED BY THE COVID-19 RCCE:

MALAWI, SOUTH AFRICA, ZAMBIA, ZIMBABWE

i) BACKGROUND AND RATIONAL

In the Southern African Development Community (SADC), Informal Cross Border Trade (ICBT) is significant, accounting for between 30-40% of total intra-SADC trade, with an estimated value of US\$17.6 billion. Women, who make up approximately 70% of informal traders, face gender specific risks and are more susceptible to harassment and exploitation by corrupt officials. Women make up approximately 70% of informal cross border traders, face gender specific risks, and are more susceptible to harassment and exploitation by corrupt officials. The majority of female ICBTs are relatively poor, with low levels of education, and trade in high volume of low-value goods, including food products, cosmetics, cloth and handicrafts. Women ICBTs support some of the most fragile and impoverished communities, and so any threat to ICBT poses a threat to the most vulnerable and least resilient. Moreover, besides a marked increase in gender-based violence and a decrease in access to sexual and reproductive health, COVID-19 is expected to affect women significantly more than men especially through widening existing financial inequality between men and women.

The outbreak of COVID-19 in Southern Africa has led to border closures and travel restrictions throughout the region. Where cross-border trade is permitted, it has been for larger commercial flows and not for the movement of people, accompanied by quarantine measures for varying periods, often at the cost of the traveller. Additional security measures have been put into place to patrol borders. For informal cross-border traders, these changes have had a catastrophic impact on their livelihoods and are unable to conduct their routine trade. COVID-19 restrictions have hit informal trade harder than other sectors, with women hit particularly hard by economic losses. There is likely to be further pressure on the informal sector post-COVID-19.



Foreign, Commonwealth
& Development Office



IOM is implementing a project entitled *“Supporting Informal Cross-border Traders in Southern Africa to do business safely during the COVID-19 pandemic”*. The project will be managed by the IOM office in Zambia, and implemented in conjunction with IOM missions in Malawi, South Africa and Zimbabwe. The project is funded by the Foreign, Commonwealth and Development Office (FCDO).

The objective of this project is to contribute towards the enhanced protection of the health and economic rights of Informal Cross-Border Traders (ICBTs) through the facilitation of continued trade during the COVID-19 pandemic. The expected outcomes are; 1) consensus exists on policy direction to favourably incorporate ICBT and informal traders into national COVID-19 trade plans and to the extent possible, preparing for the COVID-19 socio-economic recovery plans; 2) Border Control Posts (BCPs) and border officials have improved capacity to facilitate a healthier and safer environment for informal cross-border traders to operate and; 3) Small Scale Cross-Border traders (SSCBT)/ICBTs demonstrate increased ability on how to trade safely and operate at BCP during restrictions brought about as a consequence of COVID-19.

The third component of the project, under which this consultancy falls, focuses on measures that empower and assist informal cross-border traders, in particularly women operating at Ports of Entry (POE) and in border community areas, especially in border markets.

This project is being implemented in four countries in Southern Africa namely – Malawi, South Africa, Zambia and Zimbabwe. This is an emergency response project, being implemented over a period of 7 months, between 30 September 2020 and 30 April 2021.

ii) SCOPE OF WORK

In line with achieving the Project Outcome that informal cross-border traders demonstrate increased capacity to trade safely and operate at BCPs during COVID-19 response and particularly the corresponding output relevant to this activity, in which ii) Informal cross-border traders are aware of COVID-19 information and trade/travel restrictions, their rights and responsibilities and risks of operating outside BCPs, the following consultancy will develop a COVID-19 risk communication and community engagement package including tailored messages at key border areas specifically for ICBTs.

The selected candidate is expected to undertake field visits to selected BCPs to be agreed, cross border traders' markets and engage with informal cross border traders for the purposes of data collection. The BCPs and border areas covered under the project are Chirundu One Stop Border Post, Mwami Mchinji and Beitbridge – Musina border control points.

The development of the COVID-19 RCCE package will be based upon an agreed upon methodology, which will be jointly agreed with the IOM project management site at the start of the project. This will include a rapid literature review, site visits to the BCPs in conjunction with government officials from the concerned countries, as well as consultations with informal small scale cross border traders and border officials, national level policy makers from various Government agencies in country as well as with the Cross-Border Trade Associations/other and relevant trade entities.

iii) MAINSTREAMING GENDER

Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In the context of this ToR, mainstreaming gender into the COVID-19 RCCE means ensuring the interests, needs and priorities of both women and men are taken into consideration during the design and delivery of the deliverables.

iv) RESPONSIBILITIES AND TIMEFRAMES

The incumbent will be responsible for the following deliverables, as per the following timeframes:

- a) Conduct rapid qualitative and quantitative assessments to learn about the knowledge, attitudes and perceptions of informal small-scale cross border traders on COVID-19, most at risk populations, communication patterns and channels and language, among others,
- b) Define and prioritize key COVID-19 RCCE objectives,
- c) Based on the above, develop a COVID-19 RCCE strategy for informal small-scale cross border traders which is in line with the national COVID-19 response strategies,
- d) Develop messages that are tailored to the relevant national and local contexts clearly reflecting the key questions, perceptions, beliefs and practices,
- e) Define and describe actions/activities that could contribute to the realization of the objectives of the RCCE,
- f) Design and develop relevant print ready information, education and communication materials tailored for small scale cross border traders. To the extent, possible, the IEC materials should contain an instruction to follow, a behaviour to adopt and information that can be shared with fellow small-scale cross border traders, family and friends and
- g) Support the implementation of the COVID-19 RCCE plan at targeted border posts and border communities.

v) COMPETENCIES

The incumbent is expected to demonstrate the following values and competencies:

Values -

- Inclusion and respect for diversity: respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- Integrity and transparency: maintain high ethical standards and acts in a manner consistent with organizational principles/rules and standards of conduct.
- Professionalism: demonstrates ability to work in a composed, competent and committed manner and exercises careful judgment in meeting day-to-day challenges.

Core Competencies – behavioural indicators

- Teamwork: develops and promotes effective collaboration within and across units to achieve shared goals and optimize results.
- Using appropriate software for both quantitative and qualitative analysis of migration data sets.

- Delivering results: produces and delivers quality results in a service-oriented and timely manner; is action oriented and committed to achieving agreed outcomes.
- Managing and sharing knowledge: continuously seeks to learn, share knowledge and innovate.
- Accountability: takes ownership for achieving the Organization's priorities and assumes responsibility for own action and delegated work.
- Communication: encourages and contributes to clear and open communication; explains complex matters in an informative, inspiring and motivational way.

I. EDUCATION AND EXPERIENCE

The successful consultant should have the following qualifications and experience:

- Advanced university degree in International Relations, Public Health, Migration Management or a related field
- Extensive knowledge of immigration and border security and management, ICBT in the regional and in Zambia, trade facilitation and customs, or other relevant areas
- Minimum of 10 years of relevant professional experience working for Government or an Intergovernmental Organization in a related area of immigration and border management
- Proven previous working experience consisting of substantial involvement in assessments, evaluations, and/or reviews in related areas
- Working experience with senior officials within government, inter-governmental, and non-governmental organizations
- Full computer literacy, including familiarity with research and basic statistical tools.
- Excellent written and spoken English. Knowledge of local languages an advantage
- Demonstrated ability to work in a multicultural environment and establish harmonious and effective relationships.

vi) How to Apply

Applications must be sent by email to iomlusakarecruitment@iom.int no later than **18th December 2020**. Applications should contain:

- **Technical proposal** including a letter of motivation, methodology, work plan, detailed curriculum vitae,
- **Financial proposal** including professional fees, costs relating to professional editing and design of print ready final report.
- **Proof of previous related work** - at least two examples of written work of a similar scope and at least two traceable references.