

User



## TERMS OF REFERENCE

### (NATIONAL CONSULTANTS ONLY)

1. **Duty Station of the Consultancy:** Mbabane, Eswatini
2. **Duration of Consultancy:** 6 months
3. **Nature of the consultancy:** Provide technical support for the mainstreaming of migration and population mobility in various health policies and plans in Eswatini.
4. **Project Context and Scope**

IOM and Save the Children International are implementing the Sexual Reproductive Health and Rights -HIV Knows No Borders phase II (2021-2026) project. The project intervention seeks to address the link between SRHR-HIV and migration, targeting young and vulnerable people, including migrants and sex workers (YVPMS) living in migration-affected communities. Living in migration-affected communities they are often marginalized and socially excluded for health programmes as our baseline analysis have proved.

The SRHR-HIV KNB II programme is focused on 6 countries in the SADC region: Eswatini, Lesotho, Malawi, Mozambique, South Africa, and Zambia, and is characterized with the below objectives:

1. Demand creation-Healthy Choices: Young vulnerable people (YVP) living in migration affected communities have greater freedom of choice about their HIV and SRH rights
2. Supply of SRHR-HIV commodities-Access to Services: Young vulnerable people (YVP) living in migration affected communities have increased access to and utilization of quality SRH-HIV and other support services

3. Creating enabling environment: Young vulnerable people (YVP) living in migration affected communities have their SRH-HIV rights and needs progressively addressed in changed socio-cultural norms, policy reforms and implementation at all levels

In the Kingdom of Eswatini, IOM in partnership with Save the Children and through the implementing partner AMICAALL the project is implemented in four (4) targeted migration corridors: Lomahasha–Namaacha (Kingdom of Eswatini-Mozambique), Mhlumeni - Goba (Kingdom of Eswatini-Mozambique), Mananga - Mananga (Kingdom of Eswatini-South Africa) and Lavumisa- Golela (Kingdom of Eswatini-South Africa). The project seeks to contribute to improved Sexual and Reproductive health and HIV (SRH-HIV) outcomes and quality of life amongst young vulnerable people (YVP) aged 10 -29 years, including migrants and SWs living in migration affected communities. It is with no doubt that in the region including the Kingdom of Eswatini it's not possible for YVPMS to make healthy SRH choices. The findings from the baseline survey show the need for the establishment of innovative, strategic, and sustained SRHR-HIV interventions for young people, migrants and sex workers in all project sites, with focus on programme result areas where performance indicator baseline values are generally low. These areas include cross border health referral strengthening – particularly for Eswatini-South Africa, Eswatini -Mozambique and Mozambique-Eswatini, interventions to increase comprehensive knowledge on sexuality, HIV, STI, pregnancy and contraception. The weak and/or negative policy environment on YVPMS and prevailing social and cultural values and norms in the communities where they live, do not allow them the space and agency they need to achieve better SRH outcomes. Another barrier faced by YVPMS comes from the limited options to earn a livelihood. They are existing conventions, declarations, and commitments global and regional, their provision of service from a rights-based perspective remains minimal.

The KNB II project Objective 3: Creation of enabling environment is seeking to enhance participatory dialogues where the YVPMS and key stakeholders will be supported to engage in discussions around migration and SRHR policy discourses and advocacy at all regional and national level. In the past the project has learnt that community dialogues are an effective approach of promoting policy and practice changes that lead to access to better SRHR-HIV and health care among young people, migrants and sex workers in migration affected communities. Examples have included promotion of family planning, child marriages, abortion, and teenage pregnancies as barrier to SRHR HIV access. Therefore, the Change Agents (CAs) will take a lead in the identification of community sites ideal to conduct community dialogues, be involved in the identification of key themes and priority topics in matters that relate to their sexual and reproductive health and well-being and the key stakeholders that play a role in the access and utilization of the services. To make headway in policy reforms and implementation as well as a shift in social norms around SRHR-HIV, IOM and partners will continue to engage with governments, indigenous CSOs (e.g. regional sex worker associations) and community gate keepers (community, traditional and religious leaders). To support the operationalization and domestication of regional and national policies and legislations on migration, HIV and SRHR for key populations, IOM will collaborate with UNDP, WHO, UNAIDS, UNICEF and other regional partners funded by the EKN in convening high level meetings for policy makers and implementers.

The programme's approaches are based on evidence and real-time needs of the target population: young vulnerable people including migrants, (female) sex workers and in specific contexts other young vulnerable people such LGBTI, young people with disabilities and/or young people living with HIV. Young vulnerable people will be between 10 and 29 years old and are living in migration-affected communities.

The consultant would be required to provide technical support the implementation of Objective3: Enabling the SRHR-HIV environment in this programme, with a particular focus on SRHR-HIV policy intervention to SRHR-HIV affecting the targeted young and vulnerable people, migrants, and sex workers. The **programme** consultant will ensure that the rights and needs of the target groups are progressively addressed in a transformed socio-cultural and policy environment.

5. **Organizational Department / Unit to which the Consultant is contributing:** Migration and Health

6. **Tasks to be performed under this contract**

The consultant will provide policy direction/advice on the SRHR-HIV programme to;

- a) ensure policy coordination and consistency between the organization's SRHR-HIV activities and the government policy provisions and/or activities at national, regional and community level; and
- b) advance migration and health mainstreaming efforts across the government/national policy environment in order to reflect the SRHR-HIV rights and needs of Young and Vulnerable People (YVP), Migrants and Sex workers living in migration affected communities.

To monitor the policy environment within the Kingdom of Eswatini, in order to;

- a) Map existing SRHR-HIV policies and guidelines at both regional and national level with specific intervention to migration and health issues.
  - b) Review and update existing SRHR-HIV policies and guidelines with migration and health intervention at national level.
  - c) identify opportunities and gaps for the mainstreaming of migration in government policy, with a particular focus on SRHR-HIV related issues.
  - d) keep track of any relevant policy changes that may affect the SRHR-HIV programme and provide the necessary policy advice on how the organization can best respond and/or adjust to such changes in order to ensure continued compliance with national policy while still advocating for the integration of migration and SRHR-HIV in relevant government policy.
1. To support the call for relevant government policy reforms in order to facilitate the creation of an

enabling environment for effectively addressing the SRHR-HIV needs of affected migrant communities.

2. To facilitate and strengthen partnerships with relevant stakeholders, including government and civil society organizations (CSOs) in order to collaboratively work towards realizing the policy related objectives of the SRHR-HIV programme.
3. To provide similar policy and technical support to cover the varying scope of the organization's projects and programmes, which includes making contributions towards the migration policy development processes of the organization in Eswatini.

## **6. Performance indicators for the evaluation of results**

1. Progress on a milestone scale demonstrating any advances made in the inclusion of SRHR-HIV rights and needs of the target population in national policy instruments and with stakeholder (particularly CSOs) policies, plans and programmes.
2. Sound and clearly communicated advice on policy and related issue areas resulting in programme's compliance with national law.
3. Actionability of policy advice and strategies devised by the consultant.
4. Quality of collaborative efforts with stakeholders on SRHR-HIV rights and needs, indicating progress on a milestone scale recording any changes in prevailing socio-cultural norms.
5. In coordination with the Chief of Mission, engage with the Migration Health and Policy experts at the IOM Regional Office for Southern Africa for inputs and guidance.

## **7. Education, Experience and/or skills required**

The desired consultant should possess the following qualifications and experience

- An advanced graduate degree (Master's level) in International Relations, Public Policy, Development or Social studies or related field. A PhD in any of these areas would be an added advantage
- Experience in the policy development process, analysis, strategy formulation and effective communication and research
- Experience working with government agencies/stakeholders on policy related issues and having demonstrated knowledge and understanding of the local policy environment, processes and procedures
- Experience working on migration and migration related projects within the socio-cultural context of Eswatini

- Capacity to engage and effectively coordinate various stakeholders including government, civil society and others, towards a common policy goal; and
- Proven understanding of complex migration concepts, prevailing myths and misconceptions.

8. **Language(s):** Fluency in English and Siswati is required.

9. **Travel required**

Occasional travel to fulfil the duties of the position may be required.

10. **Competencies**

#### Values

- **Inclusion and respect for diversity:** respects and promotes individual and cultural differences; encourages diversity and inclusion wherever possible.
- **Integrity and transparency:** maintains 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.
- **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.

11. **How to Apply**

Interested applicants must submit their application to [lsimelane@iom.int](mailto:lsimelane@iom.int) copying [iommbabane@iom.int](mailto:iommbabane@iom.int) by

the 18 November 2022.

Applications should contain:

- Letter of Motivation; and
- Curriculum Vitae

Only shortlisted companies will be contacted.