



## Terms of Reference for Research

### Introduction

Public Services International (PSI) is a global trade union federation representing 30 million working women and men, who deliver vital public services in 160 countries. Our Southern African office is based in Johannesburg, Gauteng.

PSI has been working with Community Health Workers in Malawi since 2021. Community Health Workers (CHW's) are mostly women workers who are employed under precarious working conditions. State-led CHW programs like Malawi's are designed to ensure that CHWs remain isolated from the health system's permanent staff, even in situations where they are considered as workers. The situation is worse in the private and development/NGOs sectors where they are considered as a rule, as volunteers paid on stipend basis.

In Malawi, CHW's provide care for patients with HIV/Aids and TB, maternal care and conducting health education among other activities. Despite the enormous contribution to healthcare delivery system in Malawi and many other developing countries. There is still much work to be done to improve their employment status, wages and working conditions.

### Research Brief

PSI is looking for a consultant to provide a policy position paper which can inform our strategy and approach for our work on CHWs. The position paper should

1. Identify, explain and comment on the current policy that impact CHW's in Malawi. This may be from the Department of Health to the work of the National Planning Commission.
2. Comment on some of the budgetary issues or concerns with the process of formalisation of CHW's in Malawi.
3. Identify key institutions that PSI may work with in relation to policy, strategy and social dialogue in Malawi.
4. Provide recommendations for union strategies in relation to a framework for CHW's and their formalisation.

### Research Questions

1. In summary, what are the important provisions provided for them in the current policy on CHW's at National Level, and what are the challenges?
2. Is there a process to extend it beyond 2022?
3. What is the status at provincial level? Do their frameworks speak to CHWs?
4. Which other policies or position papers speak to CHW's. This may the National Development Plan, provincial policies? Does this policy cover the provision identified in C155?

5. Who are the key players working with CHW's within Civil Society and what have they been doing? This may be presented in table format.
6. What are avenues for future for public sector to push for the formalisation of CHW's

### **Methods of research**

The research will largely be carried out through desktop research and networks of the consultants

### **Consultancy Outputs:**

Submit your application or expression of interest to conduct this research through [nonmsecretariat@yahoo.com](mailto:nonmsecretariat@yahoo.com) and copy the Executive Director on [mvumapeter@gmail.com](mailto:mvumapeter@gmail.com)

**Deadline:** 20 December, 2022

**Start:** 22 December 2022

Document to be finalised by 28 February 2022