Call for Proposals

Consultancy Services

Development of Disability Photobank
Background

The United Nations Joint Programme on Social Protection in Zambia (UNJP-SPII) gives technical and financial assistance to the implementation of the National Social Protection Policy (NSPP) for the period 2019-2022. The three UN agencies, Forestry and Agricultural Organization (FAO), International Labour Organization (ILO) and United Nations Child Fund (UNICEF) assist the Government of Zambia in providing and developing coherent ‘policies and practices that protect and promote the livelihoods and welfare of people suffering from critical levels of poverty and deprivation and/or are vulnerable to risks and shocks’ (2014 National Social Protection Policy). In this respect, the results framework of the new programme centres on three critical elements: (1) an integrated SCT system, a (2) Single Windows Service Delivery system, and (3) concerted efforts to unlock nutrition outcomes through nutrition- and gender-sensitive social protection. This is complemented by work on (4) disability mainstreaming, and (5) institutional capacity building, cluster coordination and social accountability strengthening.

As part of disability mainstreaming, the UNJPSP II has a strategic focus on strengthening capacity for communication and advocacy of ZAPD and DPOs for disability inclusion. Disability has its own stigma pervasive in every society. In some countries, the discrimination faced by persons with disabilities can be particularly oppressive. Much of the stigma is fuelled by a lack of understanding by society of what some of the causes of disabilities are and how to address the consequenses. Rather than looking at environmental barriers and enablers, the focus is commonly set on the limitations, which are then amplified to define an entire person and treat them like victims or unable to perform social functions such as work, care, relationships and participation. Such misconceptions about disability with devastating consequences including a perpetuation of stereotypes about persons with disabilities and their continued non-acceptance in the communities they live. In this regard, to further strengthen the capacity of ZAPD to fulfil its mandate, in particular that of awareness raising, a communications strategy for ZAPD was developed with support from the UNJPSP-I and endorsed by ZAPD and DPOs in March 2019. Moving forward, the UNJPSP-II will capitalize on the work done under its predecessor to implement the strategy, develop tailored tools, messaging and content to effectively communicate on disability to reduce and eradicate stigma and discrimination with the aim of promoting the inclusion of persons with disabilities into everyday social and economic life.

So many Persons with disabilities are active and trying their level best to make ends meet despite harsh conditions surrounding them. In addition, there are equally quite a number of stakeholders who have done well in helping PWDs to live an improved kind of life. On the other hand, some people have insufficient knowledge on disability services and other disability related issues. Since the existence of the world, persons with disabilities have been part of it therefore persons with disabilities should have been living improved lives by now and much appreciated as some of them have tried to break through all barriers that exist in the world. However, there is a big gap in that most PWDs are still viewed as people who just require charity despite being able to function on an equal basis with others especially when the playing ground is levelled. Having a disability photo bank will therefore help address this gap in that successful Persons with disabilities will be published and exposed to the world at large so that people begin to appreciate such people and help them where possible.

Use of photos is an illustrated advocacy form that can be use with and for literate and illiterate community members. It is thus an effective communication strategy where ideas and attitudes need to be communicated.
between people with different literacy levels. Pictorial formats generally make reports more reliable especially in community based and focused projects. Photos compiled in the bank are used to enhance communication and outreach efforts for the disability sector and its partner stakeholder organisations, including on their website and in social media platforms.

**Consultant's Profile**

The contract will be awarded to a consultant/service provider with the following skills and qualifications:

- Minimum 5 years of professional experience working as a photographer with demonstrated experience in reportage/photography projects in the humanitarian and/or development sector is required;
- Demonstrates creative and artistic abilities to recommend innovative ideas for shooting and using the photographs;
- Proven track record in photography post-production in line with industry standards using adobe software;
- Demonstrates a good understanding of ethical issues involved in taking and using photographs of people and families;
- Sample of written human stories and photos depicting the impact of development programmes in the communities;
- Previous work experience with the ILO/UN is an advantage;

**Deadline and Proposal Submission**

Interested consultants are encouraged to submit a technical and financial proposal to lusaka@ilo.org copying mshanga@ilo.org. Consultants are required to send technical and financial proposals in separate emails. The submission of the detailed technical and financial proposal should take into account the following points:

- A letter of interest stating that you are eligible for the assignment;
- A technical proposal clearly indicating description of the proposed approach to be used and a schedule of planned activities;
- Detailed budget, indicative of all-inclusive costs for travel, daily rate, and including administrative fees;
- CV of the individual /s to undertake the assignment; and
- A summary or samples of similar assignments undertaken previously.

The deadline for submission of proposals is 8th August, 2024.

Interested consultants are encouraged to send their application to the email addresses above with the subject of the email titled “Development of Disability Photobank”.

**The Director**  
International Labour Organization  
Country Office for Zambia, Malawi and Mozambique  
Lubwa Road, Rhodes Park  
P.O Box 32181  
Lusaka  
Tel: 211 252779
Terms of Reference

Consultancy Services

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**Objective of the Photo Bank**

The specific objectives of the photographer are to take high quality, emotional and highly visual photos of Persons with Disabilities related activities and beneficiaries in the field, and these photos are to be used in achieving the objectives of strengthened communications of the Disability pillar under the GRZ UNJP-SP programme and other Social Protection projects. In addition, the consultant will through short interviews collect narratives from project partner and beneficiaries in the field for further dissemination through the Joint GRZ UN Programme communication channels. This is to increase visibility, awareness and create advocacy of SP related matters. The specific objective include:

- To develop a collection of photos of persons with disabilities and disability depicting the key result areas under the UNJPSP II related themes.
- To develop guidelines for capturing and contributing photos to photo bank.
- To develop a directory for all approved works included in photo bank.

**Scope of the consultancy**

The photographer will:

- Engage with selected stakeholders on the project to capture visual stories (photos, videos, written narratives) of their experience and perspective in the access of the United Nations and Government of Zambia social protection projects.
- Provide professional and technical advice to the UNJP-SP communication officer on the selection of exact spots/persons to capture at the project sites
- Work with the ILO staff to develop appropriate and creative storylines for the images captured.
- Develop depository of high quality edited photos

**Location of the consultancy**

This assignment will be undertaken in Western, Central, Northern, Lusaka and Northwestern Province

**Expected Deliverables:**

1. The photographer will deliver 1000 edited documentary photographs in high resolution.
   - Among them, the photographer will provide a selection of 200 each of the following thematic areas:
     - Social protection, including social cash transfer, single windows and NHIMA programmes.
- Health/Rehabilitation (Physiotherapy, Occupational Therapy, Psychosocial counselling, Eye and Mental Health Services and Disability leadership
- Employment and Education
- Document all the 17 ZAPD farm centres.
- Scenery and natural landscape of these provinces.

- All final photos should be transmitted electronically (via cloud transfer or file transfer protocol) to ILO OFFICE:
  - All photos delivered in high-resolution format
  - All photos mentioned above should also be repackaged in medium resolution for dissemination via email, social media and posting on the web;
  - Captions must be provided by embedding them directly into each image together with photographer’s credit, copyright, dates, names of locations, keywords, and other relevant information.
  - ILO consent forms

2. The photographer will deliver 20 edited written narratives based on short interviews with beneficiaries/partners on the above thematic areas.

Roles and Responsibilities

The consultant will work in close coordination with the ILO Communication Officer assigned to the Social Protection Team at ILO Lusaka. The Consultant will also communicate with other colleagues and partners relevant to the assignment, as assigned by the consultancy supervisors.

The consultant will work under the direct supervision of National Disability Officer, Muya Mwiya, (mwiya@ilo.org) and ILO Communication Officer, Taonga Mshanga (mshanga@ilo.org).

Payment

The UN rules and regulations shall apply regarding compensation for this assignment based on the service providers' qualifications and experience.

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