**TERMS OF REFERENCE FOR INDIVIDUAL CONTRACTORS**

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| **PART I** | | |
| Title of Assignment | Assessment of Disability-Inclusive Social Protection in the Eastern and Southern Africa region (ESAR) | |
| Section | Social Policy and Research | |
| Location | Remote based | |
| Duration | 82 days | |
| Start date | From: 1 July 2021 | To: 30 December 2021 |

**Background and Justification**

**For persons with disabilities, inclusive social protection systems are fundamental for addressing the disability-specific vulnerabilities that undermine a person’s economic security, wellbeing and participation throughout the lifecycle.** Over the past two decades governments across the Eastern and Southern Africa Region (ESAR)[[1]](#footnote-1)  have made considerable progress towards institutionalizing and strengthening social protection systems. Several countries have adopted social protection policies and/or strategies to guide the development of the systems. Countries have also introduced and scaled-up a variety of social protection programmes, largely cash transfers. At the same time governments have committed to improving the situation of persons with disabilities. A majority of countries have ratified the CRPD, which requires governments to institute social protection systems that progressively provide both mainstream and disability-specific schemes in order to meet their obligations[[2]](#footnote-2) under the Conventions. Governments have also adopted policies to ensure inclusion across sectors. Despite these efforts, a lack of coordination, data and evidence have hampered the design of inclusive programmes preventing a large proportion person with disabilities from accessing the benefits and services to which they are entitled.  According to ILO, sub-Saharan Africa is one of the regions of the world with the lowest coverage of persons with significant disabilities by social protection disability benefits, at less than 7%.

**Households with persons with disabilities are more likely to live in poverty due to lost wages due to challenges in finding work or caretaking responsibilities. Households with a person with disability may also enjoy a lower standard of living, compared to households with similar incomes, owing to higher spending on certain items and services (including assistive devices, transport, medical and rehabilitation services).** For children living in households with a disabled parent or grandparent the lower standard living may result in less investment in their health, nutrition, or education. For children with disabilities, physical, informational and attitudinal barriers as well as lack of support hinder their participation in social, economic and public life. They have less access to education, poorer health and lower future participation in the labour market than those without disabilities and, thus, are at considerable risk of poverty later in life. The link between disability and poverty can disproportionally impact girls and women, particularly those from ethnic minorities, who often suffer a double discrimination in terms of gender and disability bias. Ensuring that social protection is accessible for children with disabilities as early as possible is essential given the importance of early intervention for supporting children and families to improve functioning and enabling children to develop to their full potential and facilitate their inclusion in education and community.

**Social protection systems and programmes are disability-inclusive when they take into account and address in the design and implementation the different vulnerabilities and obstacles that persons with disabilities encounter in their lives and when they are seeking to access services.** Approaches to disability-inclusive social protection vary by country. Some governments in ESAR have adopted disability specific schemes to deliver targeted support to persons with disabilities (e.g. Kenya, South Africa), while others have indirectly targeted persons with disabilities in their national flagship social assistance programme, under eligibility criteria of ultra-poor and labour constrained households (e.g. Malawi, Mozambique, Zambia). It is understood that the effectiveness of programmes to administer adequate social protection to persons with disabilities remains low due to a number of factors. Coverage of disability benefits is contingent on the definition of disability, determination method and level severity which limits the reach of benefits. For instance, to be eligible for South Africa’s Care Dependency Grant a child under 18 years of age must have a severe disability and need full-time, special care, excluding children with moderate functional limitations. In countries where persons with disability are mainstreamed into flagship social assistance programmes, targeting is done by community committees without proper training on disability assessments. Again, targeting is concerned with household level vulnerability and ability to work, as such it is unclear in the guidelines if having a child with a disability would qualify a household for the programme. This is often left to the discretion of the targeting team. Benefits under mainstream programmes typically are not adjusted to account for disability related cost; only one country in the region, Zambia, provides a top-up to beneficiary households with a person with a disability. Linking social assistance with complementary services and information can improve standard of living, increase wellbeing and inclusion of children with disabilities and disrupting the cycle of poverty. However, fragmented and poorly coordinated social protection systems means that partnerships and referrals with services providers (if and where they exist) are lacking. In addition, differing definitions and eligibility criteria adopted by different programmes can hinder referring children with disabilities to complementary services.

**Inadequate data on children with disabilities in ESAR constrains policy and programme development**. UNICEF has taken steps to address these data gaps by including a module on disability in its sixth round of MICS. At least three countries (Lesotho, Madagascar, Zimbabwe) have included the module and have recent data available on prevalence, type and location. Administrative data on programmes that support children with disabilities can be an important source of data, but not all social protection MIS or social registries capture complete data on children with disabilities. The lack of or inconsistencies in national prevalence data, along with the lack of needs assessments, impedes the development of appropriate and sufficient support services. Lastly, capacity of government officials and civil society as well as some UNICEF staff is also limiting meaningful inclusion of persons with disabilities into national social protection programmes.

**Scope of Work**

**Goal and Objective**

UNICEF ESARO is supporting several Country Offices on reforming national social protection systems and programmes to ensure that they include and adequately address the needs of persons with disabilities and their families. However, the lack of consolidated evidence regarding the social protection support persons with disabilities are entitled to, and receive, in ESAR constrains reforms and hinders the ability to track progress. This assignment aims to close the information gap and support UNICEF and partners to engage in meaningful dialogue on reform efforts.

The objective of the assignment is to map existing disability-relevant social protection policies and progammes in ESAR to better understand the extent to which persons with disabilities (with a specific focus on children with disabilities) are supported by existing social protection programmes and to provide recommendations for improvements.

**Tasks and Deliverables**

The consultant will be responsible for:

1. **Mapping disability relevant social protection policies and programmes in the 21 countries of ESAR.** The consultant will gather and review relevant documentation and then map the different elements in an excel mapping template. The consultant will consider the policy framework (including ratification of CRDP and optional protocol), definition of disability, assessment mechanism, and if/how social protection for people with disabilities is mentioned in different policy framework (social protection policy, child rights policy, disability policy, national development policy), and social assistance programme design and implementation (including programme eligibility, targeting mechanisms, coverage, adequacy of benefit, linkages to other services, management information systems, communications and grievance mechanisms).
2. **Regional report on disability-inclusive social protection (maximum 30 pages)**. The report should analyse the information from the mapping to provide an overview of the regional situation and provide recommendations for how disability-inclusive social protection can be strengthened.
3. **Country snapshots of disability relevant social assistance programmes** (1 page per programme with graphics) including the following elements:

* Programme name
* Responsible ministries and partners
* Relevant policies and laws
* Programme objectives
* Programme linkages (if any)
* Conditionalities (if any)
* Targeting method
* Target groups/eligibility criteria
* Benefit amounts and payment frequency
* Payment delivery mechanism and procedures
* Coverage
* Data/information gaps

1. **Prepare and present a PowerPoint presentation** with an overview of findings and recommendations and participate in webinar(s) to present and discuss the findings of the report.

**Outputs/deliverables:** The individual contractor is expected to produce the outputs and be paid according to the table below:

| **Deliverables** | **Duration**  **(# of days)** | **Deadline** | **Payment schedule** |
| --- | --- | --- | --- |
| 1. Inception report, including proposed refinements of assessment, timeline, agreed list of inputs and outputs (based on remote consultations and desk review) | 5 | **16 July 2021** | 25% |
| 1. Completed mapping of disability inclusive social protection | 25 | **20 August 2021** | 25% |
| 1. Regional report (max 30 pages, not including country snaphot annexes). The regional report should include a stand alone executive summary and recommendations for broad based actions/strategies across the region. | 50 | **30 November 2021** | 40% |
| 1. Presentation of PowerPoint presentation | 2 | **10 December 2021** | 10% |
| **Total** | **82** |  |  |

## Payment Schedule

Payment is made on satisfactory completion of deliverables duly authorized by the Supervisor of contract. Note that it is expected that each deliverable be submitted to and reviewed by the Supervisor of the contract prior to proceeding to the next stage of the contract. All comments and inputs are expected to be addressed by the consultant, either through revision or justification.

**Desired competencies, technical background and experience**

**Qua**

**Qualification:**

* Advanced university degree (Masters) from an accredited academic institution, in a discipline related to social protection, disability inclusion/policy, social work, development studies, public policy, public health or other relevant field.

**Experience and competencies:**

* A minimum of 10 years of relevant experience in either social protection systems and/or disability inclusion.
* Substantive experience in low- and middle-income countries required, preferably in sub-Saharan Africa (SSA).
* Demonstrated experience conducting reviews, mapping, and/or assessments of disability policies, disability assessment, and/or disability inclusive social protection.
* Excellent analytical skills and strong track record of producing high-quality publications.
* Excellent writing and oral skills in English (fluency required); knowledge of other regional languages – French or Portuguese is an asset.
* Demonstrated ability to: (i) handle multiple tasks under pressure with short deadlines; (ii) work independently, seeking guidance on complex issues; and (iii) excellent interpersonal skills.

**Core Values:**

* Care
* Respect
* Integrity
* Trust
* Accountability

**Core Competencies**

* Builds and maintains partnerships
* Demonstrates self-awareness and ethical awareness
* Drive to achieve results for impact
* Innovates and embraces change
* Manages ambiguity and complexity
* Thinks and acts strategically
* Works collaboratively with others

**Administrative issues**

The consultant will work remotely with all communication and coordination done via email, Skype or Zoom. An agreement must be reached between ESARO and the consultant to ensure adequate time is made available for direct calls and meetings in respect of the time difference between ESAR and the consultant’s location. The consultant will provide his/her own computer and administrative support throughout the assignment.

**Conditions**

As per UNICEF DFAM policy, payment is made against approved deliverables. No advance payment is allowed unless in exceptional circumstances against bank guarantee, subject to a maximum of 30 per cent of the total contract value in cases where advance purchases, for example for supplies or travel, may be necessary.

The candidate selected will be governed by and subject to UNICEF’s General Terms and Conditions for individual contracts.

**Risks**

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| Potential Risk | Likelihood | Mitigation Measure |
| Required documents for countries not readily available, delaying analysis | Medium | UNICEF ESARO will support the consultant to obtain required information and facilitate necessary consultations with COs. Deliverables have been set at phased completion to consider potential time constraints of COs. |
| Consultant does not deliver a suitable, functional product. | Low | Deliverables must be reviewed and approved by UNICEF ESARO. Detailed quality assurance will be facilitated by the RO and products will be reviewed by CO and HQ for relevance and accuracy prior to payment. |

**How to Apply**

Consultants are invited to submit an expression of interest through the UNICEF recruitment website. Applications must be submitted online by 21 June, 2021.

Expression of Interest must include:

1. Fully completed online profile or P11
2. Cover letter describing your qualifications and past experiences relevant to the assignment (maximum 2 pages) and a clear indication of the daily fee in USD to complete the assignment. Please note that applications submitted without a daily rate will not be considered.
3. Curriculum vitae (CV) inclusive of names and contacts of three references. Please note that applications without references will not be considered.

UNICEF is committed to diversity and inclusion within its workforce, and encourages all candidates, irrespective of gender, nationality, religious and ethnic backgrounds, including persons living with disabilities, to apply to become a part of the organization.

UNICEF has a zero-tolerance policy on conduct that is incompatible with the aims and objectives of the United Nations and UNICEF, including sexual exploitation and abuse, sexual harassment, abuse of authority and discrimination. UNICEF also adheres to strict child safeguarding principles. All selected candidates will be expected to adhere to these standards and principles and will therefore undergo rigorous reference and background checks. Background checks will include the verification of academic credential(s) and employment history. Selected candidates may be required to provide additional information to conduct a background check.



1. Covers 21 countries: Angola, Botswana, Burundi, Comoros, Eritrea, Eswatini, Ethiopia, Kenya, Lesotho, Madagascar, Malawi, Mozambique, Rwanda, Somalia, South Africa, South Sudan, Tanzania, Uganda, Zambia and Zimbabwe. [↑](#footnote-ref-1)
2. According to the CRPD, States have obligations to ensure that persons with disabilities have equal access to all social protection schemes and programs, including pensions, public housing (art 28), health insurance (art 25); to ensure access to assistance to cover disability-related expenses as well as to affordable and quality disability-related services and devices (art 28) that are required to live independently in the community (art 19); to support children with disabilities and their parents and prevent institutionalization and ensure that children are living in family-like settings (art 7, 16, 18 and 23); to address the particular disadvantages faced by women and girls with disabilities (art 6 and 28); to meaningfully consult and involve persons with disabilities, including children, through their representatives’ organizations in the design, implementation and monitoring of policies and programs (art 4.3) [↑](#footnote-ref-2)