

Terms of Reference

National Consultant: Development and piloting of training package for capacity building on CRPD, gender responsive, and disability-inclusive programming

TERMS OF REFERENCE	
Hiring Office:	UNFPA Tanzania Country Office
Introduction and rationale	<p>Introduction</p> <p>The 2012 United Republic of Tanzania Population and Housing Census (PHC) shows that 9.3 percent of the total population have a disability. Disaggregated by sex, 9.4 percent of women and 9.1 percent of men have a disability. This translates to 3,157,516 persons with a disability (1,669,921 women and 1,487,595 men). According to the PHC, the overall percentage of households with at least one member with disability is 13.2 percent.</p> <p>Tanzania's National Five-Year Development Plan 2021/22-2025/26 and the Zanzibar Development Strategy (2021-2026) considerably addresses issues of persons with disabilities and consulted OPDs during its development. The Voluntary National Review (VNR) 2019 reports that all stakeholders including OPDs, CSOs, private sector actors, and the government have been involved in various participatory and all-inclusive stakeholder workshops and meetings to assess the progress of the implementation and inclusive achievement of the SDGs. The extent to which bilateral agencies and donors promote and engage in disability rights is improving, along with funding.</p> <p>Yet, despite concerted efforts by the Government of Tanzania to address the rights of persons with disabilities, the legal, social and policy frameworks in Tanzania to protect the rights of persons with disabilities has considerable gaps to adopt an intersectional lens to address the diverse needs of marginalised groups within the disability spectrum, such as women, older adults and children, people with intellectual impairments, rural citizens, etc., and thus fails to guarantee rights to education, employment, healthcare, and social support to all persons with disabilities. The failure to adopt a gendered lens makes the laws</p>

and policies non-compliant with United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

Rationale

The United Nations Partnership on the Rights of Persons with Disabilities Multi-Partner Trust Fund (UNPRPD MPTF) is a unique collaboration that brings together UN entities, governments, organisations of persons with disabilities (OPDs), and broader civil society to advance the rights of the Convention on the Rights of Persons with Disabilities (CRPD) and disability-inclusive Sustainable Development Goals (SDGs). In the United Republic of Tanzania, this partnership is operationalized through the UN Joint Programme to Advance the Rights of Persons with Disabilities, implemented by UNFPA and UN Women, in collaboration with Government, Organizations of Persons with Disabilities and UN partner agencies.

The United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD) situational analysis¹ on people with disabilities in Tanzania identified gaps in resources, knowledge, and technical expertise among Organizations of People with Disabilities (OPDs), Civil Society Organizations (CSOs) and other disability rights advocates. It further revealed gaps in awareness of the Convention on the Rights of Persons with Disabilities (CRPD), gender equality for persons with disability as well as awareness of policies, frameworks and guidelines on Gender-Based Violence (GBV) and harmful practices (2001 -2015), particularly for women and girls with disability. The situational analysis also identified the intersectionality gaps in legislations, policies and plans that do not align with the CRPD, and which do not adopt a gender transformative or intersectional approach.

The UNPRPD situational analysis further informs that while OPDs might be involved in the decision-making process or training programs concerning policies and Sustainable Development Goals (SDGs), they are not actively involved in the implementation and monitoring processes by the government. The majority of OPDs lack the resources and skills to function effectively. This affects their ability to effectively

¹ [UNPRPD Situational Analysis 2021](#)

	<p>lobby for government services, hold the government accountable, and engage effectively with the government and the United Nations (UN).</p> <p>Recommendations from the situational analysis connoted OPDs to develop inclusive and gender-responsive organisational capacities (board governance and leadership, financial management, SDGs, gender equality, CRPD alignment, policy analysis, fundraising and resource development; program delivery and impact; human resources and networking and strategic partnerships) in order for them to serve as trusted and proactive representatives of their members and to participate meaningfully in the national disability council, national policy and strategy development, and the SDG processes.</p> <p>It is against this background that UNFPA, working in collaboration with UN Women, seeks to engage a consultant to develop and pilot a training package for capacity building on CRPD, gender-responsive, and disability-inclusive policy making and programming, which will address some key intersectional gaps which were identified.</p>
<p>Purpose of consultancy:</p>	<p>To develop and pilot a training package that will build the capacity of national stakeholders, especially key duty bearers and rights holders to ensure more effective contributions towards gender-responsive and disability-inclusive policies, systems, and programmes for the implementation of the CRPD and SDGs.</p> <p>The assignment involves identifying capacity gaps, developing training materials and conducting training using the developed training materials to officials from Government MDA, OPDs and higher learning institutions on mainstreaming gender with disabilities using the CRPD, SDG and National Development Plan in Tanzania Mainland and Zanzibar. The training will also focus on the findings/ recommendations from the conducted UNPRPD situation analysis of Persons with Disability and the national gender policy and NPA/VAWC review in relation to the inclusion of women with disabilities rights to help influence the government to include protection of women and girls rights according to the international norms and national PWDs laws and policies.</p>

Scope of work:

(Description of services, activities, or outputs)

Specific Objectives

- Increase the knowledge base to support and guide country and global efforts on gender-responsive and disability-inclusive development in line with the Convention on the Rights of Persons with Disabilities.
- Strengthen the knowledge base to respond to the growing needs to support the implementation of the Convention through a human rights-based and gender-transformative approach to development.
- Incorporate disability rights in gender-responsive law/policy making, and programming to promote the rights of persons with disabilities.
- Outline positive pathways to equality and inclusion for women and girls with disabilities and offer some insight and recommendations to the Tanzania Mainland and Zanzibar on further actions to tackle the power inequalities that result in the exclusion of women and girls with disabilities.


Key tasks and deliverables

- Inception report with a proposal on methodology for the capacity assessment, structure/outline of resource package and work plan with timelines for submission of key deliverables.
- Report from capacity assessment based on desk review and key informant interviews.
- A training plan and training package, developed based on existing global, regional and national resources identified through the desk review, including those shared by UNFPA.
- Pilot training for duty bearers and other key stakeholders identified in the inception report using the developed resource package.
- Finalized resource package based on the feedback from the pilot training.
- Report with key findings and recommendations for further strengthening of capacity building on CRPD, gender equality and gender-responsive disability programming based on gains and gaps identified from the training conducted and any new theories.

All working documents, including the inception report, the report from the capacity assessment and the final report are to be developed in English.

	<p>The draft capacity-building resource materials will first be developed in English before the final version is translated into Kiswahili. The arrangement of the translation will be subject to discussion with the consultant prior to the signature of the contract and the commencement of the assignment. The cost of the translation will be covered directly by UNFPA.</p>
Duration and working schedule:	<p>This consultancy starts on 01 September upon the signature of the contract and has a duration of twenty-five (25) working days to be implemented by 30 November 2022.</p> <p>A detailed work schedule shall be submitted by the consultant for approval by UNFPA upon commencement of the assignment.</p>
Place where services are to be delivered:	<p>This is a home-based assignment, except for the pilot training, which will be conducted in a physical location and venue to be selected by UNFPA.</p>
Delivery dates and how work will be delivered (e.g. electronic, hard copy etc.):	<p>All documents that the consultant is working on during the assignment shall be uploaded to a UNFPA Tanzania-created google folder.</p>
Monitoring and progress control, including reporting requirements, periodicity format and deadline:	<p>The consultant is expected to provide updates with a brief report on key progress made and results achieved during virtual meetings with the assigned supervisor and other resource people from UNFPA and UN Women, who will provide technical support to the consultant. The meetings will be conducted on a bi-weekly basis or as specific needs arise.</p> <p>A comprehensive end-of-assignment report shall be submitted one week prior to the expiration of contract. This report will form the basis for the approval of the final payment.</p>
Supervisory arrangements:	<p>The consultant will work under the overall guidance of the UNFPA Representative, direct supervision of the UNFPA Technical Advisor – Gender Equality, and guidance from UNFPA and UN Women disability and gender focal points.</p>
Expected travel:	<p>The consultant is expected to travel for the planned pilot training, which will be conducted in-person in a location and venue to be selected by UNFPA.</p>

<p>Required expertise, qualifications and competencies, including language requirements:</p>	<ul style="list-style-type: none"> • The successful candidate must have a master's degree (or higher level of qualification) in Public Health, Social Science, Gender, or Development Studies. • Additional certification or training in CRPD, CEDAW or other disability related issues is an advantage. • Minimum of seven years of work experience and specialization in disability inclusion and gender-responsive policy-making, programming and research; including knowledge and experience in implementing the Convention on the Rights of Persons with Disabilities. • Strong understanding of and experience in analysing the intersections between disability, age and gender, particularly the specific needs of women and children with disabilities. • Proven track record in capacity building and training material development and facilitation using participatory, accessible, and disability-inclusive communication methodologies, appropriate both for persons with and without disabilities. • Strong consultation skills including experience from working with Government, OPDs and other key stakeholders of relevance to the assignment. • Excellent oral and report verbal and writing skills. • Fluency in English and Kiswahili. • Dedication to the United Nations principles and demonstrated ability to work harmoniously with persons of different national backgrounds, abilities and gender identities.
<p>Inputs / services to be provided by UNFPA or implementing partner (e.g. support services, office space, equipment), if applicable:</p>	<p>UNFPA will provide:</p> <ul style="list-style-type: none"> • The contract and management of the contract for the assignment. • A list and selected resources as identified in the United Republic of Tanzania Situation Analysis of the Rights of Persons with Disabilities as well as training materials used in past trainings during the inception phase of UN Joint Programme for Advancing the Rights of Persons with Disabilities undertaken under the United Nations Partnership on the Rights of Persons with Disabilities. • Funding and external support for translation of all guidance documents and resource materials into Kiswahili, if needed and as per agreement between UNFPA and the selected consultant.

	<ul style="list-style-type: none"> • Flight tickets and per diems for the consultant and participants for the pilot training, as relevant. • On-ground logistics support for the arrangement of the pilot training.
<p>Other relevant information or special conditions, if any:</p>	<p>Payment schedule</p> <ul style="list-style-type: none"> • 40% upon submission of and acceptance of the Inception Report. • 30% upon completion of development of training plan, materials, resources and submission of the draft report. • 30% upon submission and acceptance of the Final Report. <p>How to apply Qualified consultants should send the motivation letter through the email address tanzania.office@unfpa.org.</p> <p>Interested individuals must attach the documents mentioned below.</p> <ul style="list-style-type: none"> • CV or completed and signed P11-Personal History Form with names and current contacts of 3 referees (Available at: http://sas.undp.org/documents/p11_personal_history_form.do) • Two sample assessment reports, sample training materials or other pieces of work relevant for the assignment. <p>Deadline for the application: 30th August 2022.</p>
<p>Signature of Requesting Officer in Hiring Office: Date: 15-Aug-2022</p>	<p>DocuSigned by:  2A636639DD08475...</p>