
Terms of Reference (TOR) – National Individual Consultant to develop a guide for duty-bearers on the concept of an intersectional approach in disability inclusion

1. Project description

The Zimbabwe UNPRPD Programme seeks to support Government and Organizations of Persons with disabilities in advancing the CRPD through strengthening disability inclusive Accountability and Governance, advancement of Equality and Non-discrimination and CRPD-compliant Budgeting and Financial management approaches. Building on the Round 3 Programme’s existing networks, trust capital, and knowledge products, the Programme will systematically respond to the most recent major National development the National Disability Policy launched by the Government in June 2021.

An effective and responsive implementation of the policy requires strong functional, coordination, accountability and monitoring mechanisms that meaningfully engage persons with disabilities and integrate CRPD budgeting approaches. The Programme will address gaps in capacity and knowledge of duty bearers in implementing and coordinating the disability policy, CRPD compliant budgeting; participation of persons with disabilities and OPDs in decision-making process; intersectional stigma and discrimination affecting the most marginalised, including girls and women with disabilities; and strengthening coordination between the SDGs, UNSDCF, and policy frameworks.

Four priority focus areas of the Programme that will strengthen disability –inclusion:

1. Support the Government to set up a comprehensive and operational coordination mechanism, that promotes accountability and OPD engagement in the implementation of the National Disability Policy;
2. Address intersectional stigma and discrimination against women and girls with disabilities and the most vulnerable groups and promote their participation in governance structure;
3. Influence the national SDG coordination mechanism to ensure disability-inclusion and
4. Supporting the UNCT to ensure strengthened disability inclusion and monitoring in the UNSDCF implementation (2022-2026).

2. Background - Intersectionality

In view of the priority focus area on addressing intersectional stigma and discrimination highlighted above and also a global recognition that there are structural barriers and inequalities that if not addressed will hamper the realisation of the international agreed development goals i.e. the Sustainable

Development Goals (SDGs), there is a need to improve capacities at national and sub national levels to adequately engage on disability inclusion issues. The SDGs also pledge to leave no one behind and meet nationally agreed targets. The COVID-19 crisis has also magnified this need as those experiencing intersectional discrimination face disproportionate impacts in terms of access to health care, risk of violence, unemployment, and wellbeing.

Adopting an intersectionality approach in disability inclusion will go a long way towards addressing these inequalities. With a growing realisation that failure to address complex social systems and identities can obscure or deny the human rights protections due to all, it is crucial to design programmes and policies that effectively address not only discrimination based on disability but the situation of those affected by all forms of compounded and intersecting forms of discrimination. Beyond designing programmes and policies, duty bearers and community leaders have an obligation to adequately implement and monitor these programmes and policies so that persons with disabilities can actively participate in and benefit from national development initiatives

An intersectional lens is required to reach the furthest behind first and achieve the following:¹

- Substantive equality that leaves no one behind
- More inclusive and responsive policy making and service delivery
- Better use of resources: improved stakeholder collaboration builds a better understanding of the context, solution and results in more tailored services

3. Purpose of the Consultancy

The Consultant will develop a guide for duty-bearers on the concept of an intersectional approach in disability inclusion as well as training materials on the same.

4. Specific Expectations, Deliverables and payment terms

Key expectations:

- Scoping and analysis of existing guidelines:** Undertake a rapid analysis of current global guidelines and resources to inform the development of the localised guide.
- Consultations with key stakeholders and develop draft guide:** Engage with relevant stakeholders MOPSLSW, OPDs, UN agencies and other key government departments.

¹ <https://www.unwomen.org/en/digital-library/publications/2022/01/intersectionality-resource-guide-and-toolkit>

INTERSECTIONALITY RESOURCE GUIDE AND TOOLKIT: Why intersectionality matters

- c. **Validation workshop:** Convene a stakeholder’s validation workshop of the draft guide before finalization.
- d. **Produce a final practical guide for duty-bearers:** The guide will focus on the concept of an intersectional approach, with practical guidance on how to undertake an analysis that recognizes and accounts for the experiences and conditions of persons who are among the most marginalized for use by the Department of Disability Affairs, the Ministry of Finance and the National Thematic Working Group) as well as community leaders.
- e. **Develop training material:** Using the guide, develop training material (manuals, handouts) for duty bearers
- f. **Submit final reports;** submit end of assignment report, final copies of the guide and final copies of the training manual

Deliverables:

- Inception report, outlining the approach, methodology and work plan with timelines.
- Final report detailing literature review, situation analysis, initial consultations undertaken
- Guide on Intersectionality and non-discrimination for duty bearers
- Final validation meeting report
- Training material on intersectionality and non-discrimination
- End of assignment report.

Payment terms:

Output/ Deliverable	Duration	Payment amount
<ul style="list-style-type: none"> • Inception report, outlining the approach, methodology and work plan with timelines. 	1 day	20%
<ul style="list-style-type: none"> • Final report detailing literature review, situation analysis, initial consultations undertaken 	1 day	
<ul style="list-style-type: none"> • Guide on Intersectionality and non-discrimination for duty bearers 	5 days	50%
<ul style="list-style-type: none"> • Final validation meeting report 	1 day	30%
<ul style="list-style-type: none"> • Training material on intersectionality and non-discrimination 	1 day	
<ul style="list-style-type: none"> • End of assignment report. 	1 day	

5. Required Skills and Experience

The consultant must possess the following attributes:

- Master's degree in Development Studies, Social Sciences or related field
- At least five years' experience in designing, managing programmes and advocating for Disability Rights and Inclusion
- Deep knowledge of Government structures and project management frameworks at national provincial and district levels
- Demonstrated experience in developing training materials preferably on disability related issues
- Ability to operate in a multicultural environment
- Experience of working government officials
- Excellent written and verbal communication skills including quality report writing skills
- Good understanding of Zimbabwe Government Disability infrastructure
- Good understanding of the cultural context of GBV in Zimbabwe
- Proven in-depth understanding of community interventions in Zimbabwe and interpersonal communication issues.
- Knowledge of and commitment to the UNFPA Vision, Mission and Strategic goals

6. Management and Support Arrangements

Under the overall supervision of the UNFPA Technical Specialist GBV in collaboration with the Programme Associate Gender.

7. Time Frame

This consultancy shall be for a total of 10 working days with the contract commencing **1 February 2023** and expiring upon satisfactory completion of the service described above, but not later than **30 April 2023**

8. Expected travel

The consultant will be expected to travel locally for consultations. Travel costs will be covered by UNFPA.

9. Conditions & Remuneration

UNFPA will contract the successful candidate under an individual contract and will be responsible for the payment of fees payable according to qualification and standard terms of payment and subject to satisfactory completion of assigned outputs.

All completed applications should be emailed to zimbabwe.office@unfpa.org before midnight on Friday, 13 January 2023. The application/submission should contain both a financial and technical proposal. In the technical proposal, the prospective bidder should enclose any sample of previous similar work.

Notice: There is no application, processing or other fee at any stage of the application process. UNFPA does not solicit or screen for information in respect of HIV or AIDS and does not discriminate on the basis of disability, HIV/AIDS and gender.