**TERMS OF REFERENCE FOR INTERNATIONAL CONSULTANT FOR THE UNITED NATIONS PARTNERSHIP ON THE RIGHTS OF PERSONS WITH DISABILITIES MULTI-PARTNER TRUST FUND (UNPRPD MPTF)**

**Type of Contract:** Individual Contract

**Languages Required:** English

**Commencement Date:** 12th April 2021

**Contract End Date:** 25th June 2021

**Duration:** 50 days

**Location/duty station:** Mbabane, Eswatini

**First Level Supervisor:** Lead Agency

1. **Introduction and Background**

Eswatini has a population of 1,093,238, of which 146,554 persons or 13 percent has disabilities. There are proportionately more females (16 percent) than males (11 percent) who have disabilities. Based on the Washington Group Questions on disability, the 2017 Eswatini Population and Housing Census, found that the most prevalent type of disability involves persons who have difficulty in seeing (32.6 percent), followed by those with difficulty in walking whilst the least category is that of persons with difficulty in communication at just 4.7 percent. Additionally, the prevalence of disability is much higher in rural areas; 82 percent of people with disabilities live in rural areas whilst the remaining 18 percent live in urban areas. Rural women in particular, have the highest prevalence of disability at 17.4 percent.

Empirical evidence shows that Persons with Disabilities (PWD) in Eswatini like in many other countries face a wide range of socio-economic challenges, for instance, the majority (52 percent) of PWDs in Eswatini have no education. Of those who ever attended school, only 22 percent completed primary school education. With the continued closure of schools due to COVID19, PWDs who were attending are most likely to drop out of school permanently. In addition, PWDs are more susceptible to poverty as the majority of them are not employed. In Eswatini, a staggering 85 percent of PWDs is unemployed.

Furthermore, a health facility Assessment on PWDs’ access to Sexual and Reproductive Health services showed inadequate availability of amenities such as examination beds, table counters and toilets, as well as signage for PWDs.

The legislative framework governing persons with disabilities in Eswatini is fairly conducive. Eswatini signed and ratified the Convention on the Rights of Persons with Disabilities (CRPD) in September 2012. The CRPD marks a shift “from viewing persons with disabilities as “objects” of charity, medical treatment and social protection towards viewing persons with disabilities as “subjects” with rights, who are capable of claiming those rights and making decisions for their lives based on their free and informed consent as well as being active members of society” Other national instruments include the national policy on Persons with Disabilities launched in 2013 whilst the Persons with Disability Act was enacted in 2018. Subsequently, an Eswatini National Disability Plan of Action for the period 2018-2022 was developed. However, Eswatini is yet to compile its first State Report on the CRPD.

In keeping with the principle of ‘leave no one behind’ and to which the United Nations Sustainable Development Cooperation Framework (UNSDCF) of Eswatini is premised, UNPRPD seeks to ensure that issues pertaining to the rights of PWDs are brought to the fore.

The UN Eswatini in response to the United Nations Partnership on Rights of Persons with Disabilities Multi Partner Trust (UNPRPD MPTFP’s) fourth funding call of 2020 seeks to engage an international consultant to support the UNCT conduct a situational analysis and developing the project proposal including program budget.

**2. Purpose**

The overall objective of the assignment is to lead the implementation of the inception phase of the UNPRPD MPTF project i.e. situational analysis and proposal development.

1. **Description of the assignment**

The assignment will cover two components of the phase:

**Output 2 Situational Analysis:** Lead the drafting of the situation analysis report and consultations with all stakeholders.

**Output 3 Proposal Development**. A multi sector approach will be used for proposal developments as per UNPRPD guide. The consultant will lead the drafting of the proposal as well as conducting validation meetings.

1. **Scope of work**

Under the overall supervision of the UNFPA HOO through the Programme Specialist/Analyst in the UNFPA Office and in close collaboration with the RCO, UNCT and UN Project Core Technical Team (WHO, UNICEF, UNESCO), the International Consultant will conduct the implementation for inception phase entail supporting the following tasks:

1. Plan and develop the situational analysis and implementation through holding consultative meetings; developing data collection protocols, undertake data collection, data analysis and report writing
2. Hold a national validation and dissemination meetings of situational analysis report.
3. Facilitate the development of the country proposal through a multi-stakeholder process for the Full Proposal, including the program budget.

**4. Deliverables**

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|  | **Project Objective** | **Number of days expected to complete** | **Proposed dates** |
| 1 | **Situational analysis:**  Inception Report  Printed data collection tools, venues and participants  Initial Analysis and filled data tools and presentations  Final report with executive summary, conclusion and key recommendations | 20 | April - May 2021 |
| 2 | **Proposal development:**  Materials for consultative meetings  Validation workshop Report  Draft UNPRPD proposal  Final Full Proposal, M&E Plans and Budget Document | 30 | May - June 2021 |
|  | **Total number of days expected** | **50 days** |  |

**5. Expertise and competencies**

**Corporate Competencies:**

* Demonstrates integrity by modeling the UN’s values and ethical standards
* Promotes the vision, mission, and strategic goals of the UN
* Displays cultural, gender, religion, race, nationality and age sensitivity and adaptability

**Functional Competencies:**

### Communication Skills

* Excellent writing and analytical skills in English
* Ability to communicate and present ideas clearly

### Knowledge Management and Learning

* Excellent research and data management skills
* Experience and knowledge in human rights issues including PWDs

### Development and Operational Effectiveness

* Experience in strategic planning, results-based management, and reporting

### Management and Leadership

* Consistently approaches work with energy and a positive, constructive attitude
* Ability to converge or persuade differing groups towards a common goal.

**6. Qualifications:**

Education:

* A Postgraduate degree in international development, development studies, economics, political science, public policy, social sciences or relevant field of studies.

Experience:

* At least 7 years of work experience, with increasing independence, in an international organization.
* Experience in conducting analysis in related areas and having produced high quality review reports, and excellent knowledge of data collection, analysis and statistics tools.
* Experience in the areas of proposal development for countries
* Specialised knowledge of development issues particularly human rights and PWDs
* Ability to review and synthesize large amounts of information rapidly, and to distinguish major trends from minor details;
* Ability to conceptualize and analyse problems to identify key issues, underlying problems, and how they relate;
* Demonstrated understanding of international conventions particularly those related to persons with disabilities

Language Requirements:

* English

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| **7. How to Apply** | |
| Interested candidates who meet the above qualifications may send their applications to email address: Sally Mlotsa – PA to the Head of Office/ HR Associate -[**mlotsa@unfpa.org**](mailto:mlotsa@unfpa.org) by **9th April 2021**;   1. **Or hand delivered addressed to the Head of Office at the UNFPA Offices; 4th Floor, UN House Corner of Somhlolo Rd, Madlenya St.; Mbabane**, quoting the post title on the subject line. Applications should have a cover letter, curriculum vitae, certified copies of certificates, names and contacts of three referees, a filled copy of the attached P11 form.   **Applications received after the closing date will not be considered.** | |
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