

TERMS OF REFERENCE

Consultancy service to conduct Gap Analysis Study on the inclusion of Children with Disabilities in the legal framework to support an enabling policy for Nurturing Care in Uganda

1. BACKGROUND

About Humanity & Inclusion (HI)

Handicap International (Humanity & Inclusion) is an international non-profit organisation, implementing humanitarian and development actions in over sixty countries. In Uganda, we work to identify and support those with specific needs and ensure the meaningful inclusion of refugees and asylum seekers. We assist vulnerable populations from both host and refugee communities by providing physical rehabilitation, mental health, and psychosocial support, inclusive education, health, and livelihoods. We work in partnership with Disabled Peoples Organisations (DPOs), communities, local leaders, non-governmental organisations, the United Nations, and the Ugandan government.

Context

In response to the absence of tailored care during childhood, which hinders their ability to reach their full potential, Humanity & Inclusion (HI) is implementing a 5-year project (2022-2026) called the **Child-Centered Holistic Approach to a Nurturing Care Enabling Environment (CHANCE)** in the Imvepi and Rhino Camp settlements within Terego district. This project aims to enhance the development and overall quality of life for children aged 0-12 years by promptly identifying and intervening with children with disabilities and those at risk of developmental delays.

Result area 5 of the CHANCE project focuses on facilitating the implementation of supportive policies for nurturing care in Uganda that are aligned with national laws, policies, and action plans. However, the current enabling legal framework lacks the necessary implementation capacities due to budget constraints or the absence of adapted instruments. Consequently, there is limited data on Nurturing Care (NC) within the settlements. To address this gap, the project has developed indicators based on existing projects, prevailing trends, and quality standards.

Recognizing the need for an inclusive policy framework for children with disabilities, a gap analysis study will be conducted. This study will facilitate robust learning processes while involving local authorities in aligning national plans with their local action plans.

Humanity & Inclusion is thus seeking the services of a qualified consultant to conduct a comprehensive review of the legal framework concerning the inclusion of children with disabilities in Uganda. The aim is to assess the adequacy and

effectiveness of existing laws, policies, and regulations in promoting the rights and inclusion of children with disabilities in various sectors such as education, health, social protection, and other relevant areas.

Overall objective

The goal of this consultancy is to conduct a gap analysis study to assess the adequacy and effectiveness of existing laws, policies, and regulations in promoting the rights and inclusion of children with disabilities in various sectors such as education, health, social protection, and other relevant areas.

Specific objectives

The main objectives of this consultancy are:

- To conduct a thorough review of the current legal framework related to the inclusion of children with disabilities in Uganda.
- To assess the implementation status of existing laws, policies, and regulations in promoting access to education, healthcare, social services, and other essential rights for children with disabilities.
- To identify gaps, challenges, and areas for improvement in the legal framework regarding the inclusion of children with disabilities.
- To provide recommendations for strengthening the legal framework and enhancing the inclusion of children with disabilities in Uganda.

2. SCOPE OF WORK

The consultant will be expected to:

- Review relevant national and international legal instruments, policies, and frameworks related to the rights and inclusion of children with disabilities in Uganda.
- Conduct consultations with key stakeholders, including government agencies, civil society organizations, disability rights organizations, and other relevant stakeholders.
- Analyze the implementation status of existing laws, policies, and regulations concerning children with disabilities, including their impact on the ground.
- Identify gaps, challenges, and barriers to the inclusion of children with disabilities in various sectors, such as education, health, social protection, and others.
- Develop recommendations for strengthening the legal framework and improving the inclusion of children with disabilities in Uganda.

3. KEY DELIVERABLES

- **Inception Report:** A detailed inception report outlining the consultant's proposed methodology, approach, work plan, and timeline for the study.
- **Draft document Report:** A comprehensive report summarizing the findings of the review of legal frameworks related to the inclusion of children with disabilities in Uganda. The report should provide a synthesis of key findings and highlight recommendations for strengthening the legal framework and promoting the inclusion of children with disabilities.
- **Final Report:** A finalized version of the draft document review report incorporating feedback from stakeholders and the implementing agency. The report should include identified gaps, challenges, and areas for improvement.
- **Recommendations Report:** A separate document specifically outlining actionable recommendations based on the findings targeted towards policymakers, government agencies, civil society organizations, and other stakeholders involved in promoting the rights and inclusion of children with disabilities in Uganda. The recommendations should be practical, feasible, and tailored to address the identified gaps and challenges in the legal framework.
- **Presentation to Stakeholders:** A presentation summarizing the key findings, recommendations, and implications of the review for stakeholders, including government agencies, civil society organizations, and other relevant actors.
- **Consultant's Feedback and Lessons Learned:** A brief document reflecting the consultant's feedback on the review process, including any challenges encountered, lessons learned, and recommendations for future similar endeavors.

4. CONSULTANT'S PROFILE

The consultant should possess the following qualifications:

- A minimum of a Masters degree in Law, Human Rights Law, Disability Rights Law, or a related field.
- A legal background with professional experience and expertise in human rights law, disability rights, or policy analysis related to children's rights
- Experience in conducting legal research, policy analysis, and reviews of legal frameworks.
- Familiarity with the legal and policy landscape concerning children with disabilities in Uganda.
- Excellent analytical, writing, and communication skills.
- Previous experience working on similar assignments in Uganda or the East African region would be an advantage.
- Good understanding of national and local policies on disability inclusion

- Proven track record in use of mixed method studies, employing both qualitative and quantitative approaches to answer the research questions

5. DURATION AND PLACE OF PERFORMANCE OF THE SERVICE

Start date: 1/April/2024

End date: 30/04/2024

Number of working days: 30

Place of performance:

- National: Uganda
- Region; West Nile
- District; Terego

6. WORKPLAN

- Based on the proposed schedule included in these Terms of Reference, the consultant should establish a workplan for the completion of the service
- The workplan should give a clear description of how the consultant intends to approach the activities necessary to the service's completion
- The plan should indicate the rate of progress and/or level of completion of the service, including criteria and indicators for checking that it is proceeding as planned.

7. METHODOLOGY

This study is expected to be done through a mixed method employing both qualitative and quantitative research methods to answer the research questions. Both secondary and primary data are expected to be collected and analyzed to inform the study findings and recommendations as outlined below;

Secondary data:

- Conduct a thorough review of existing literature, national and international legal instruments, policies, regulations, and guidelines related to the inclusion of children with disabilities in Uganda.
- Analyze reports, studies, and documents from relevant government agencies, civil society organizations, and international bodies addressing the rights and inclusion of children with disabilities.

Primary data:

- Engage in consultations with key stakeholders, including government officials, policymakers, representatives from civil society organizations, disability rights organizations, legal experts, educators, healthcare professionals, and representatives from international agencies working on children's rights and disabilities.

- Conduct interviews, focus group discussions, or surveys to gather input, perspectives, and feedback from stakeholders on the strengths, weaknesses, and gaps in the legal framework concerning children with disabilities.

8. SELECTION CRITERIA

- Relevant Experience (Weight: 30%)
- Qualifications (Weight: 20%)
- Methodological Approach (Weight: 25%)
- Understanding of Context (Weight: 15%)
- Quality of Proposal (Weight: 10%)

9. CONTACT PERSON

During the performance of the service, the consultant will be required to work in liaison with Handicap International's teams, and notably with **Mr. Ayiiko Richard** (PM CHANCE Project), who will be his/her contact person

10. JOB CONDITIONS

The consultant is responsible for the cost of (to include on the financial proposal professional fees):

- o Mission return flight cost (Applicable for non-Ugandan Residents only)
- o Daily Living cost in Uganda
- o Accommodation cost
- o Health coverage cost
- o medical repatriation insurance cost (Applicable for non-Ugandan residents only)
- o Civil insurance cost
- o Visa application cost (Applicable for non-Ugandan residents only)
- o VAT 18 % (Applicable for Ugandan and non-Ugandan residents)
- o WHT (6 % for Ugandan / Resident or 15% for non-Ugandan residents)

HI will provide:

- o Movement transport within Uganda. (the Consultant is required to sign HI Discharge responsibility form)

11. APPLICATIONS (ADMINISTRATIVE AND TECHNICAL ANNEXES)

Candidates should submit the following information within their application before **28th February 2024**.

List of items to be included in the submission:

- I. Methodological approach/work plan adopted for the service
- II. Technical proposal to meet the requirements
- III. Itinerary with Activities Timeframe
- IV. Financial Proposal (signed and stamped) – see article 8.
- V. Consultant’s CV
- VI. Evidence of the previous similar or related work done (and reference letter, if any)
- VII. Documents proving the consultant's registration and any other documents certifying to the regularity of his/her activity
- VIII. Proof of personal health/hospital insurance
- IX. Proof of medical repatriation insurance (Applicable for non-Ugandan resident only)
- X. Identification documents (Passport/ID)

The Proposal should be submitted to the following email:

procurement.tenders@uganda.hi.org

Including the email subject

“Gap Analysis Study on the inclusion of Children with Disabilities”.
