



## TERMS OF REFERENCE

### Regional Research on the Impact of COVID-19 Pandemic on Persons with Disabilities in Southern Africa

<b>Assignment:</b> Consultancy
<b>Duration:</b> 60 working days during months of June and July 2021
<b>Location:</b> SADC Region

#### 1.0. Contextual background

The Southern Africa Federation of the Disabled (SAFOD) is currently running a COVID-19 Inclusive Response Program which was launched in 2020 with the goal of addressing and mitigating some of the negative impacts of the COVID-19 pandemic on persons with disabilities in Southern Africa. Under this program, SAFOD, intends to embark on a regional research on the impact of COVID-19 pandemic on persons with disabilities in Southern Africa.

#### 2.0. Scope of the assignment

These terms of reference will guide the work of the consultant in the assignment that should encapsulate the impacts of COVID-19 pandemic on persons with disabilities in the SADC countries and document community-level case studies in Lesotho, Namibia, and Botswana. The research should therefore provide guidance to SAFOD in terms of possible interventions to advocate for the rights of persons with disabilities in the wake of COVID-19 pandemic. The research should also provide a broad understanding, offer diverse views and experiences of persons with disabilities during COVID-19 pandemic and the specific roles of organizations representing persons with disabilities in addressing the impact of COVID-19 pandemic.

The specific issues to be addressed by the research should include:

1. How are persons with disabilities at risk of COVID-19 pandemic?
2. How are persons with disabilities being impacted by COVID-19 pandemic?
3. How has the COVID-19 pandemic affected the operations of organisations representing persons with disabilities?
4. What responses to COVID-19 pandemic have affected persons with disabilities? Which categories of persons with disabilities? Why?
5. What are the recommended measures for prevention of risk in persons with disabilities?

6. What longer term measures are being applied in some countries (income replacement, retraining etc.) to address the impacts of the pandemic on persons with disabilities?
7. What harms are being caused by the responses to COVID-19 with regards to the rights of persons with disabilities?
8. To what extent are persons with disabilities included in COVID-19 responses at national and regional level?
9. How are organisations representing persons with disabilities responding?
10. What solidarity actions are organisations representing persons with disabilities /civil society taking to provide support?

### **3.0. Methodology**

The research can use qualitative data collection methods such as semi-structured interviews and focus group discussions (FGDs) with key informants and analysis of secondary sources of information such as reports/studies, as necessary.

### **4.0. Timeframe**

The assignment must be undertaken within 60 days.

### **5.0. Statement regarding ownership and confidentiality**

When undertaking the study all information and documentation are confidential and the property of SAFOD. All documents should be returned to SAFOD once the study is completed.

### **6.0. Roles and Responsibilities**

#### ***6.1. SAFOD will be responsible for:***

- Selecting and contracting the Consultant
- Actively engaging with the Consultant during the assessment
- Identifying stakeholders and relevant documents as needed
- Managing communications and logistics associated with the assessment
- Covering the costs (if required) of the strategic planning workshop
- Covering the costs of training workshop of research assistants.
- Providing technical advice and inputs throughout the process

#### ***6.2. The Consultant will be responsible for:***

- Preparation of a work plan
- Preparation of appropriate research tools
- Actively engaging with relevant SAFOD staff and other stakeholders through the use of participatory processes and other approaches.
- Regular progress reporting and consultation with SAFOD
- Production of deliverables in accordance with the requirements and timeframes of the Terms of Reference.

### **7.0. Deliverables**

The consultant will provide the following deliverables:

### **7.1. Technical Documents**

- Sampling procedures, Questionnaire, interview grids, focus group guides, plan for analysis, detailed timeline of fieldwork
- 1 Draft research report
- 1 Final research (revised) report composed of introductory factsheet of SADC region and of at least 3 community-focused cases studies from 3 countries

### **7.2. Workshops/ Meetings**

- 1 Meeting (virtual) to present the research protocol to the steering committee (2h)
- 1 data collection workshop (virtual) of research assistants (8h)
- 1 Meeting (virtual) to present the findings (3h)
- 1 Meeting (virtual) to present draft report & elaborate on recommendations (3h)

## **8.0. Skills and Competencies**

### **8.1. Academic Qualifications**

A minimum of a master's degree in a relevant field in public policy, disability, social work, sociology, development studies or any other related field. A PhD will be an added advantage.

### **8.2 Skills and Competencies:**

- Evidence of having undertaken other research assignments related to COVID-19 at international level.
- Experience in research and policy development
- At least 5 years of work experience in human rights or related field at international level
- Experience working as a consultant for international organisations will be an added advantage
- Good knowledge on the work of organisations representing persons with disabilities and challenges confronted by persons with disabilities in Southern Africa
- Familiarity with qualitative and quantitative methods of data collection
- High level written and oral communications skills in English.
- Must be result-oriented, a team player, exhibiting high levels of tact and integrity.
- Demonstrate excellent interpersonal and professional skills in interacting with government and development partners.
- Skills in facilitation of stakeholder engagements/workshops.

## **9.0. Application process**

Send a cover letter responding to the Terms of Reference, a CV, technical and financial proposals to: [procurement@safod.net](mailto:procurement@safod.net)

**Applications should be submitted by COB, Sunday 23 May 2021.**