

TERMS OF REFERENCE INDIVIDUAL CONSULTANT

Development of Training of Trainers Manual to Enhance Access of Women with Disabilities to Reproductive Justice

TERMS OF REFERENCE (to be completed by Hiring Office)	
Hiring Office	Gender Unit UNFPA Country Office Philippines
Backgrounder	<p>Based on the 2010 census, the Philippines Statistics Authority estimate that 1.57 % of the population over the age of five has a disability, close to half of whom are women. The actual number of people with disability in the Philippines might be much higher, in light of the methods used to collect disability data and underreporting arising from pervasive cultural misconceptions and prejudices surrounding disability.</p> <p>Though national data on women's experience of violence¹ are not disaggregated by disability, evidence from other countries in the region suggests the rate will be higher for women with disability. Sexual and reproductive health (SRH) and other issues important to women with disability are largely under-researched in the Philippines, but available study results highlight that women with disability, especially those with low and middle socio-economic status, are more likely to experience human rights violations than any other demographic groups in the Philippines.</p> <p>A United Nations Population Fund (UNFPA)-supported situation analysis in 2012 underscored an urgent need for further research to inform the development of policy and service provision on disability-inclusive health and GBV by relevant government agencies in the Philippines. UNFPA then supported W-DARE (Women with Disability taking Action on REproductive and sexual health)—in partnership with University of Melbourne—a participatory action research designed to address this research gap. W-DARE was aimed to contribute to the evidence generation to inform policy makers in the Philippines and in other lower- and middle-income countries. Analysis of service providers' accounts suggested that a range of factors undermine the provision of high quality SRH services to women with disability. Service providers often have limited awareness of the sexual and reproductive health needs of women</p>

¹ 17% of women in the Philippines, aged 15 – 49, experience physical violence since age 15 (NDHS 2017).

	<p>with disability and inadequate understanding of their rights. Service providers have had very little training in relation to disability, and limited access to the resources that would enable them to provide a disability-inclusive service. Some service providers hold prejudiced attitudes towards women with disability who seek sexual and reproductive health services, resulting in disability-based discrimination. Service providers are also often unaware of specific factors undermining the health of women with disability, such as violence and abuse.</p> <p>UNFPA supported a rapid assessment of disability in the Philippines in selected urban areas. The assessment revealed that the prevalence of disability was 6.8 percent in Quezon City and 13.6 percent in Ligao City. Psychological distress was the most commonly reported condition in both locations, although it was often reported with a comorbid condition related to sensory, physical, cognitive, and communication difficulties. People with disabilities had significantly lower well-being scores and reduced access to health services, work, rehabilitation, education, government social welfare, and disaster management than people without disability. Having a disability and negative family attitudes were reported as barriers for people with disabilities participating in work, community meetings, religious activities, and social activities.</p> <p>UNFPA likewise supported the implementation of a pilot intervention focused on peer-facilitated Participatory Action Groups (PAGs) with women with disabilities (women who were deaf or hard of hearing; women with vision impairment; and women with mobility impairments). This intervention aimed to 1) increase participants' sexual and reproductive health knowledge; 2) increase participants' awareness of their rights in relation to sexual and reproductive health and disability; 3) increase participants' confidence to access and negotiate health services; 4) support individual and/or collective action planning to further promote demand for sexual and reproductive health within the women's communities; and 5) facilitate peer support among groups of women with disabilities.</p>
Purpose of consultancy	<p>In relation to the peer-facilitated Participatory Action Groups, this consultancy is for the enhancement and finalization of the Training Manual to Enhance Access of Women with Disability to Reproductive Justice.</p>

Scope of work	<ul style="list-style-type: none"> • Prepare and submit an inception report detailing the approach, methodology to be utilized for the completion of the consultancy. • Review existing materials and similar manuals related to sexual and reproductive health and rights and women with disability. • Conduct consultations and/or key informant interviews with relevant stakeholders such as women with disability who have participated in previous trainings and sessions, Disability Peoples' Organizations, government agencies, and the Commission on Human Rights. • Facilitate the writeshop with the Technical Working Group composed of the Department of Health (DOH), Department of Social Welfare and Development (DSWD), National Council on Disability Affairs (NCDA), Commission on Human Rights (CHR), Commission on Population and Development (POPCOM), UNFPA, Organizations of People with Disabilities, women with disabilities. • Support the conduct of the Training of Trainers that will be conducted in Metro Manila in June 2019. • Support the conduct of the two capacity building workshops that will be conducted in Mindanao (Cagayan de Oro City and Davao City) in August 2019. • Enhance the Training Manual based on consultations, writeshops, and conduct of Training of Trainers and capacity building workshops.
Deliverables and outputs	<p>Inception Report</p> <p>Draft version of Training Manual and Modules</p> <p>Final version of Training Manual and Modules</p>
Proposed Design and Structure of the Training Manual	<p>The manual should follow the standard characteristics, including the following:</p> <ul style="list-style-type: none"> • To be easy to read, understand and has easy to follow instructions per type of disability • To be consistent in the use of terminology and style of writing

	<p>The final training manual shall include the following structured elements but not limited to:</p> <ul style="list-style-type: none"> • Cover page with clearly written title of the manual • Table of contents • List of abbreviations/acronyms • An Introduction page that will answer following questions: <ul style="list-style-type: none"> ○ What are the objectives of this manual and why it is important? ○ For whom and at what level the Manual is meant? ○ How to use the Manual/Comprehensive guidance for trainers? ○ How to conduct training needs assessment and the guidance to plan and conduct a training session based on the results of the assessment? ○ How to conduct Pre-post training tests and end of training evaluation? ○ Explanations of the training modules/Notes for trainers with concrete examples/role play/group work and practical sessions ○ Conclusion ○ Acknowledgement and Copyright notice (if appropriate) ○ References and resources using American Psychological Association (APA) citation <p>The manual must be written in English language.</p>
Duration, working schedule, fee basis (<i>daily / weekly / monthly / lump sum / per deliverables</i>)	<p>15 May to 31 October 2019</p> <p>First payment tranche - 40% After approval of the inception report</p> <p>Second payment tranche - 30% After approval of the submitted draft version of the manual and modules</p> <p>Third and last payment tranche - 30% After approval of final version of the manual and modules</p>
Place where services are to be delivered	UNFPA Country Office Philippines
Monitoring and progress control, including reporting requirements,	The Individual Consultant is expected to provide deliverables based on the agreed workplan and format with the guidance of the National Programme Officer for Gender/Gender-based Violence and monitored by the Gender Programme Analyst.

periodicity format and deadline	
Supervisory arrangements	The Consultant will work under the overall supervision of the Country Representative and the direct supervision of the National Program Officer for Gender/Gender-based Violence. He/she will work in coordination with the Gender Programme Analyst and UNFPA's implementing partner, CHR, to ensure alignment with the project objectives and timeline.
Expected travel	The consultant is expected to conduct field work around Metro Manila and support the conduct of trainings in Mindanao (specifically in Cagayan de Oro City and Davao City).
Required expertise, qualifications and competencies, including language requirements	<p>Education</p> <ul style="list-style-type: none"> Advanced university degree in development studies, gender studies, or women's studies <p>Work Experience</p> <ul style="list-style-type: none"> 3 to 5 years of progressively relevant work experience in the field of gender and development, training, development of training curricula, modules and manuals and capacity development. Experience in the design, development and implementation of capacity development interventions. Exposure to and understanding of the issues of women with disability especially in relation to sexual and reproductive health and rights. Knowledge on the Convention on the Rights of Persons with Disabilities and human rights model and social model of disability. Experience on working on issues concerning the rights of people with disabilities. Functional competencies: analytical and conceptual thinking, communication, decisiveness, influence, networking, setting standards and monitoring work, and technical knowledge Must be detail-oriented and able to work with a high volume of documents in a fast-paced environment. Highly organized and process-oriented. Excellent reporting and communication skills, specifically in written and oral English.