



Republic of Kenya

**REQUEST FOR EXPRESSION OF INTEREST (REOI): CONSULTING  
SERVICES – INDIVIDUAL CONSULTANT SELECTION**

<b>COUNTRY</b>	: Kenya
<b>MINISTRY</b>	: Labour and Social Protection
<b>DEPARTMENT</b>	: State Department for Social Protection & Senior Citizen Affairs
<b>ASSIGNMENT TITLE</b>	: Inclusive and Gender Responsive Care and Support Systems Consultant for Disabilities across the Life Cycle
<b>REFERENCE NUMBER</b>	: ML & SP/DSD/02/2023-2024
<b>PURPOSE</b>	: To support the State Department in participatory development of Disability Inclusive and Gender – Responsive care and support systems for persons with disabilities across the life cycle.
<b>FINANCIER</b>	: UNICEF – Kenya
<b>PAYMENT TYPE</b>	: Direct Payment

The Ministry of Labour and Social Protection through the State Department for Social Protection has received financing from UNICEF – Kenya to support the consultancy services in the implementation of the Community Support and Care Systems for inclusion of persons with disabilities across the life cycle. This will enable persons with disabilities and their primary caregivers to participate on an equally basis with others in all socio – economic activities.

The detailed Terms of Reference can be found on the State Department’s website: [www.socialprotection.go.ke](http://www.socialprotection.go.ke)

The State Department for Social Protection and Senior Citizen and Senior Citizen Affairs now invites eligible individual consultants to indicate their interests in providing the services. Interested consultants should provide information demonstrating that they do possess the required capabilities in terms of qualifications and relevant experience to perform the services. The short-listing criteria are as included in the ToRs.

The consultant will be selected in accordance with individual consultant selection as set out in Regulation 128 (1) of the Public Procurement & Asset Disposal Act, 2020.

Eligible consultants are required to submit their applications with Curriculum Vitae, and other relevant testimonials, including professional and academic certificates. Expression of Interests must be delivered in sealed envelopes clearly marked with contract reference number and title of the consultancy to the tender box located on 14<sup>th</sup> Floor, NSSF Building, Block A, Eastern Wing on or before 17<sup>th</sup> May, 2024 at 10.30 a.m.

## TERMS OF REFERENCE FOR INDIVIDUAL CONSULTANTS AND CONTRACTORS

<b>Title:</b>	<b>Funding Code:</b>	<b>Type of engagement</b>	<b>Duty Station:</b>
Inclusive and Gender Responsive Care and support systems consultant		<input checked="" type="checkbox"/> Consultant <input type="checkbox"/> Individual Contractor	Nairobi Kenya

**Purpose of Activity/Assignment:** To support the State Department for Social Protection in the participatory development of Disability Inclusive and Gender-Responsive care and support systems for Persons with Disabilities (PWDs) across the life cycle.

### **Background**

While Kenya has made progress in promoting disability inclusion through policy and legal frameworks, significant challenges persist in education, healthcare, employment, and in social attitudes coupled with gender inequities. Effective implementation, awareness campaigns, and comprehensive support systems are essential to address these challenges and create a more inclusive society where individuals with disabilities can fully participate and contribute to the nation's development. Further investment and collaboration between government, organizations of and for persons with disabilities (OPWDs), civil society organizations, and international organizations are crucial to achieving meaningful and lasting change in disability inclusion in Kenya.

Individuals with disabilities face a myriad of challenges ranging from limited access to healthcare, education, and employment opportunities and to social stigma and exclusion. In this context, the need for community care and support emerges as an imperative force, bridging the gap between adversity and empowerment. The provision of community-based care and support not only addresses the immediate needs of individuals with disabilities but also fosters a more inclusive society where everyone, regardless of their abilities, can thrive and contribute to the nation's progress.

Under the Convention on the Rights of Persons with Disabilities (CRPD) PWDs have the right to live independently in the community and states must ensure access of the support they require to do so. However, around the world, at least 150 million persons with higher support needs do not receive any publicly funded disability support required for basic participation in their communities.

In most Low-and Middle-Income Countries (LMICs), PWDs rely on unpaid care work from families and communities, particularly women and girls and receive very little or no publicly funded formal support except for placement in segregated settings in some regions. This status quo is increasingly challenged by the impact of aging populations, increased demand of women in the labour market, urbanization, growing awareness of PWDs about their right to autonomy, and demand for gender equality. While the expansion of social protection across LMICs as well as the CRPD and the care economy momentum create an opportunity for a new model to emerge, there is a lack of clarity among stakeholders about the actual needs and demands of the diversity of PWDs for community-based support and care, as well as benchmark and models for context relevant policy framework, system development, service delivery and financing.

In Kenya, the Government is committed to increasing financing to the National Safety Net to 1.7 percent of its GDP to scale up coverage of vulnerable groups, develop integrated package services and promote inclusion of PWDs among others. Different initiatives and programs exist, including the Persons with Severe Disabilities-Cash Transfer (PWSD-CT), in-kind support (e.g., assistive devices for disability card holders), services (e.g., peer support groups – Users and Survivors of Psychiatry in Kenya; circle of support – Kenya Association of the Intellectually Handicap or personal assistance for civil servants with disabilities), but there are still significant gaps in coverage, inclusiveness, and adequacy despite existing efforts.

The Persons with Disabilities (Repeal) Bill approved by the Cabinet in August 2018 includes provisions on social assistance for persons with severe or multiple disabilities who require constant medical care or other long term support services.

The Directorate of Social Development is interested to work on exploring policy options to develop community care and support systems based, in part, on the results of the support need survey carried out in 2022. The process of development of the report was highly participatory with strong engagement of Organizations for Persons with

Disabilities (OPD) which lay the ground for further work on developing a road map on how Kenya could develop care and support systems for PWDs across the life cycle. UNICEF has also been supporting extensive assessment of alternative care system for children with disabilities, and piloted inclusive universal benefit as well as cash plus intervention for children with disabilities in Mombasa County. There is also an ongoing reform of the disability assessment and determination mechanism which is crucial for care and support systems. In addition, the International Disability and Development Consortium (IDDC) members such as Sight Savers, Christian Blind Mission (CBM) and Humanitarian Inclusion (HI) have significant programs across the country and carried out several relevant studies in recent years such as budget analysis and cost of disability studies.

Building on the joint work initiated prior to Global Disability Summit (GDS) of 2022 and the conceptual and normative framework proposed by OHCHR in its recent report to the Human Rights Council (A/HRC/52/52), this project seeks to contribute to change by clarifying the demand from an OPDs' perspective, developing an assessment tool to improve concrete understanding of the normative framework and its implication at country level and to support elaboration of costed policy scenarios exploring viable pathways for progressive development of community support and care systems in Kenya.

This project directly contributes to UNICEF's collective efforts to strengthen work on the care and support agenda and inclusive social protection under Goal Area 5 as well as the cross-sectoral strategic priority 3 of the UNICEF Disability Inclusion Policy and Strategy (DIPAS). It is also a component of the broader cooperation with OHCHR, IDA, IDDC and CBM on community care and support system for PWDs in community 2030 partnership.

#### **Key tasks and deliverables**

The key tasks for this consultancy include.

##### **i) Technical support to Workshop Series**

- Working closely with IDA and OPDs, hold a total of six workshops at the onset, middle, and end of the process, with OPDs and families to review existing systems, clarify the type of care and support systems those organizations want and how they would address this tension between the need for better and more support while addressing gender inequalities in provision and use of care and support.
- Working closely with the State Department for Social Protection (Directorate of Social Development and National Council of Persons with Disabilities), hold workshops at the onset, middle, and end of the process, with government and then multi-stakeholders, to clarify the demand and supply issues in relation to care and support system(s) in Kenya.

**Deliverable:** A summary brief detailing the collective key asks of the diversity of disability groups for children, working-age adults, and older PWDs.

##### **ii) Carry out National Desk Review and Data Collection:**

- [Data collection complementing and feeding into multi-stakeholders' consultation](#). This will include in depth review of existing reports and data collection on missing elements related to social protection systems, care systems, Universal Health Coverage, rehabilitation and assistive technology, national public expenditures on disability inclusion, disability assessment and determination mechanisms, national social registries and information system, housing and transport as well as national and local coordination mechanism and civil society provision of support services, among others. Key documents to be referenced include: The 2021 [social protection inclusive assessment by ILO-UNICEF](#), [the disability budget analysis, the support needs survey \(2022\)](#), [the LCD disability related cost report](#), and [2023 UNPRPD Situation Analysis](#), among others.

**Deliverable:** A brief report on the key support needs and care services

**iii) Costed policy scenarios.**

- Submit a final report with recommendations and scenarios for development of developing Disability Inclusive, Gender Responsive Community Support and Care Systems
- Include 2-3 human interest stories for children with disabilities and their caregivers
- Include also a final child with disabilities infographic drawn from the Support Needs Assessment report and 2021 Time use report from KNBS.

**Deliverable:** Costed policy scenarios

**Work Relations:**

The consultant shall work directly with the Social Policy Section under the supervision of the UNICEF Social Policy Specialist/Disability Inclusion Focal Point. The consultant will carry out the work as specified under the scope of work and any additional work deemed necessary to meet the intended objectives. The consultant shall be required to provide a detailed plan of work, in consultation with the State Department for Social Protection and UNICEF for progress monitoring.

<b>Budget Year:</b>  2023	<b>Requesting Section/Issuing Office:</b>  Social Policy	<b>Reasons why consultancy cannot be done by staff:</b>  The consultancy requires a significant amount of dedicated time to conduct six (6) consultation workshops and a desk review of available resources on disability inclusion in order to provide key recommendations for future programming. This activity is time-sensitive because the recommendations will guide the development of the UNPRD R4 program document by April 2024 and UNPRD Unpaid Care model
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**Included in Annual/Rolling Workplan:**  Yes  No, please justify:  
*This funding was secured as part of the UNPRPD programming from global Social Policy and Social Protection as a direct contribution to Goal Area 5 and was not reflected in the country office RWP.*

<b>Consultant sourcing:</b>  <input checked="" type="checkbox"/> National <input type="checkbox"/> International <input type="checkbox"/> Both  <b>Consultant selection method:</b>  <input type="checkbox"/> Competitive Selection (Roster) <input checked="" type="checkbox"/> Competitive Selection (Advertisement/Desk Review/Interview)	<b>Request for:</b>  <input checked="" type="checkbox"/> New SSA  <input type="checkbox"/> Extension/ Amendment
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**If Extension, Justification for extension:**

<b>Supervisor:</b>  Social Policy Specialist / Disability Inclusion Focal Point	<b>Start Date:</b>  January 3 <sup>rd</sup> 2024	<b>End Date:</b>  15 <sup>th</sup> October 2024	<b>Number of Days (working)</b>  60 days spread out over 10 months
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<b>Work Assignment Overview</b>				
Deliverables/Outputs:	Tasks/milestone	Timeline		Estimate Budget
Inception Report	<p>Outlining the understanding of ToRs, Interview Guides, Stakeholder mapping, Annotated Outline of the consultation briefs on community and care support systems</p> <p>Support to review and finalize the humanitarian innovation work plan including partnership and county selection</p>	5 days	January 30	10%
Draft Desk Review	<p>Desk review to establish the baseline for community and care support in Kenya for persons with disabilities to enable development of costed policy scenarios to strengthen community care and support systems across the life cycle.</p> <p>Support a desk review of Disability inclusive humanitarian model to establish the baseline including bottleneck analysis and existing policies, frameworks, and guidelines on humanitarian response in Kenya for humanitarian response for children with disabilities.</p>	10 Days	March 15	15%
1 <sup>st</sup> Consultation Workshop	<p>Consultations with OPDs and families (caregivers) of persons with disabilities to review existing systems, clarify the type of care and support systems addressing gender inequalities in provision and use of care and support</p> <p>Consultations with government and multi-stakeholders, to clarify the demand and supply issues in relation to care and support system(s) for persons with disabilities in Kenya.</p> <p>Consultations with OPDs and government MDAs on existing initiatives on humanitarian response for children with disabilities</p>	10 days	May 20	15%
2 <sup>nd</sup> Consultation Workshop	<p>Review recommendations draft brief with OPDs and families of persons with disabilities to review existing systems, clarify the type of care and support systems addressing gender inequalities in provision and use of care and support to persons with disabilities</p> <p>Review recommendations draft brief with government and multi-stakeholders, to clarify the demand and supply issues in relation to <a href="#">care and</a></p>	12 days	July 15	15%

	<p>support system(s) for persons with disabilities in Kenya.</p> <p>Support in probing for available and potential innovative financing on humanitarian response for children with disabilities</p>			
3 <sup>rd</sup> Consultation Workshop	<p>Validate report with OPDs and families of persons with disabilities to review existing systems, clarify the type of care and support systems addressing gender inequalities in provision and use of care and support for persons with disabilities</p> <p>Validate report with government and multi-stakeholders, to clarify the demand and supply issues in relation to care and support system(s) for persons with disabilities in Kenya.</p> <p>Support the inception meetings for unpaid care models in the selected counties</p>	12 days	August 15	15%
Final Report	<p>Submit a final report with recommendations and scenarios for development of developing Disability Inclusive, Gender Responsive Community Support and Care Systems</p> <p>Include 2-3 human interest stories for children with disabilities and their caregivers</p> <p>Include also a final children with disabilities infographic drawn from the Support Needs Assessment report and 2021 Time use report from KNBS</p>	18 days	October 30	30%
Total		60 Days spread across 10 months		100%
<b>Estimated Consultancy fee</b>	<b>\$ 24, 000 [ not all inclusive] DSA and travel to be catered for by UNICEF</b>			
Travel International (if applicable)	N/A			
Travel Local (please include travel plan)	Various travels across the counties for consultations and national workshops. UNICEF to raise travels through vision			
DSA (if applicable)	Applicable. Estimates of DSA to be raised through vision			

<b>Total estimated consultancy costs<sup>i</sup></b>	\$ 30,000 including travel and DSA		
<b>Minimum Qualifications required:</b> <input type="checkbox"/> Bachelors <input checked="" type="checkbox"/> Masters <input type="checkbox"/> PhD <input type="checkbox"/> Other  Enter Disciplines		<b>Knowledge/Expertise/Skills required:</b> <ul style="list-style-type: none"> <li>• At least <b>eight (8) years</b> of progressive work and experience in the areas of social protection or social policy with a focus on disability and vulnerable groups and related policy areas, including in-depth understanding of the social protection terrain in Kenya.</li> <li>• Demonstrated international/local experience working on Disability Inclusion with good statistical skills</li> <li>• Specific experience in undertaking complex social and economic research and providing authoritative analysis and guidance for policy makers.</li> <li>• Experience working with governments, Development Partners, and the UN</li> <li>• Ability to facilitate consultative/validation workshop towards consensus building</li> <li>• Excellent writing and communication skills in English. Attach at least 2 sample reports individually published</li> <li>• Strong time management skills (in managing tasks and deliverables)</li> <li>• Being an economist/statistician, have previously worked with UNICEF and have experience working with children is an added advantage.</li> </ul>	
<b>Administrative details:</b> Visa assistance required: <input type="checkbox"/> Transportation arranged by the office: <input type="checkbox"/>		<input type="checkbox"/> Home Based <input checked="" type="checkbox"/> Office Based: If office based, seating arrangement identified: <input checked="" type="checkbox"/> IT and Communication equipment required: <input type="checkbox"/> Internet access required: <input checked="" type="checkbox"/>	
<b>Request Authorised by Section Head</b>		<b>Request Verified by HR:</b>	

<sup>i</sup> Costs indicated are estimated. Final rate shall follow the “best value for money” principle, i.e., achieving the desired outcome at the lowest possible fee. Consultants will be asked to stipulate all-inclusive fees, including lump sum travel and subsistence costs, as applicable.



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Payment of professional fees will be based on submission of agreed deliverables. UNICEF reserves the right to withhold payment in case the deliverables submitted are not up to the required standard or in case of delays in submitting the deliverables on the part of the consultant.