

Terms of Reference (ToR)

Persons With Disabilities (PWDs) Expert

I. Introduction

The Partnership for African Social and Governance Research (PASGR) is an independent, non-partisan pan-African, not-for-profit organization established in 2011 and located in Nairobi, Kenya. Currently engaged in more than 26 African countries, PASGR works to enhance research excellence in governance and public policy that contributes to the overall wellbeing of women and men.

PASGR is implementing a multinational policy and practice-oriented research programme named “**African Youth pathways to Resilience and Systems change (AYPRoS)**” in ten (10) African countries namely; Nigeria, Ghana, Senegal, Ethiopia, Rwanda, Uganda, Kenya, Benin, Togo and Cote d’Ivoire. This research builds on a recently concluded the [African Youth and Resilience \(AYAR\)](#)¹ research project, which was implemented across seven African countries. The main objective of the AYPRoS research programme is to explore factors that drive youth resilience and how their lived experiences, voice and agency, and perceptions on sustainability and system change can be effectual in creating responsive programs, policies and practices, and unravelling credible insights to promote effective and sustainable youth access to dignified and fulfilling work.

The study focuses on youth aged 35 years and below, with a particular emphasis on women, Refugees and Displaced Persons (RDPs), People With Disabilities (PWDs), and youth in informality. To ensure the research programme is **inclusive and reflective of the lived realities of PWDs**, PASGR is seeking for an experienced PWDs **Expert** to provide technical expertise and guidance in ensuring PWDs considerations are integrated into the research design, implementation, analysis and promote inclusive recommendations and policy uptake.

I. Objectives of the assignment

The People With Disability (PWD) initiative within the AYPRoS programme aims to ensure that PWDs perspectives are considered and integrated in the program design,

¹ The African Youth and Resilience (AYAR) project, implemented across seven countries between 2021 and 2024, explored Africa’s young women and men’s aspirations, their perspectives on D&F work, and the journey towards success and achieving future lives including how they utilize resilience and adaptability. Findings are documented in publications accessible from <https://www.utafitisera.pasgr.org/publications/>

implementation, analysis and in initiatives undertaken by PASGR in advocating for policy uptake. This will include the following:

- 1) Provide technical expertise on youth with disability inclusion in the study, ensuring that research methods, data collection, and analysis are inclusive.
- 2) Ensure that AYPRoS research contributes to policies that promote PWDs inclusion in the labour market in Africa.
- 3) Identify and mitigate potential biases in data collection, interpretation, and reporting.
- 4) Capacity build program team and partners in mainstreaming disability inclusion in the programme activities.
- 5) Integrate disability inclusion in the programme communications and visibility.

II. Scope of work

The consultant will be responsible for;

- 1) Conducting a comprehensive assessment of existing literature, policies, and programs related to PWDs in employment and entrepreneurship in Africa and identify the gaps.
- 2) Providing technical advice on disability-inclusive programme, research methodologies, ensuring accessibility and appropriate data collection approaches for youth with disabilities.
- 3) Identifying and facilitating connections with relevant disability rights organizations, PWD-led networks, and policy actors across the 10 target countries.
- 4) Offer technical guidance on the integration of disability-responsive indicators and ensure that data collection tools are inclusive and sensitive to PWD experiences.
- 5) Provide technical support to the research team and enumerators on disability inclusion, accessibility, and ethical considerations to ensure meaningful participation of youth with disabilities.
- 6) Contribute to data analysis with a focus on disability perspectives.
- 7) Review all knowledge sharing products from the research to ensure they are inclusive.
- 8) Develop a set of policy recommendations for strengthening disability-inclusive employment policies in Africa, programs and interventions based on the research findings.
- 9) Participate in validation workshops, stakeholder convenings, and dissemination events for the programme to share findings and learnings.

III. Deliverables

- a. PWDs analysis report with recommendations.
- b. Disability Inclusion Framework for the research programme.

- c. Technical contributions to research tools and reports.
- d. Policy recommendations report on enhancing employment opportunities for youth with disabilities.
- e. Knowledge sharing products like policy briefs and journal articles.
- f. Final consultancy report summarizing key contributions, challenges and recommendations.

IV. Timeline

The PWDs expert will work remotely with periodic travel for stakeholder consultations and dissemination events. The consultant will be engaged for the whole duration of the project, from April 2025 to December 2027. The detailed timeline for the various tasks will be mutually agreed upon, following the installation of the research team in different countries. Flexibility in setting the timeline will ensure that the assessment process is well-paced and efficient, accommodating any unforeseen challenges or adjustments required during the project implementation phase. Moreover, regular communication and progress update reports between the consultant and the project team will be essential to ensure smooth coordination and adherence to the agreed timeline.

V. Qualification and experience required

The consultant is expected to hold the following qualifications and skills:

- 1) A master's degree in disability studies, social policy, social sciences, development studies or a related field.
- 2) At least 7 years of experience in disability inclusion, social research, or program design.
- 3) Proven expertise in PWD rights, employment policies, and inclusive development in Africa.
- 4) Demonstratable record of having undertaken similar assignments.
- 5) Strong understanding of qualitative and quantitative research methodologies.
- 6) Proven expertise in inclusive research methodologies and data analysis.
- 7) Excellent stakeholder engagement skills, particularly with disability rights organizations and policymakers.
- 8) Proven ability to produce policy-based analytical reports of high-quality in English.

Application process

Interested candidates for the role of PWDs expert are required to submit an application or expression of interest for this position. Applications should include:

- a) A CV/resume, including contact information (5 pages maximum).

- b) A cover letter explaining their interest in the position, and relevant experience.
- c) Include the financial proposal/budget.

Interested and eligible candidates are requested to submit their application with the subject clearly indicating “PWDs Expert” no later than 5.00pm EAT 21st March 2025 to recruitment@pasgr.org .

For any inquiries and questions related to the call, kindly write to research@pasgr.org

Note: Any form of canvassing will lead to automatic disqualification.