



TERMS OF REFERENCE

DEVELOPING A TRAINING MANUAL FOR DISABILITY INCLUSION IN WASH AND HIV PROGRAMS.

LWALA COMMUNITY ALLIANCE

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Organizational Background

Lwala Community Alliance (Lwala) believes that communities have untapped potential to solve the world's most pressing challenges. We connect community innovation with university-backed research to tackle the multi-dimensional causes of poor health.

Lwala operates in rural Migori County, Kenya - a location with acute development challenges that disproportionately affect girls and women. We are tackling the key drivers of deaths – gender inequity, unplanned pregnancies, unskilled deliveries, and delayed treatment of childhood illnesses.

We leverage our communities to lead in the design, implementation, and evaluation of all of our interventions. Then, we partner with communities, government, and universities to build evidence of impact and infuse these insights into the formal health system. Our community-led health model rests on 4 key pillars: community committees, health centers, Community Health Workers (CHWs), and data.

Project Background

Globally, it is estimated that 1 billion people (15% of the world's population) have a disability. Disability is increasing in prevalence due to ageing populations, trauma, accidents, and the increase in chronic health conditions, including HIV. ¹With the current global warming, climate change is expected to worsen the global sanitation and hygiene crisis and thus rendering people with disability more vulnerable to climate shocks and stresses.

Preliminary analysis of the Kenya 2019 census data indicates that 2.2% (0.9 million people) aged 5 and above of Kenyans live with some form of disability. It is however believed that the number could be higher but silent as a result of stigma. The census further segregates that out of the 2.2%, 1.9 are men and 2.5% are women and that there was a higher prevalence of disability in rural areas (2.6%) than there was in the urban 67% of people with disabilities were found to be living in poor households compared to 52% without disabilities. ²

Sustainable Development Goals focuses on leaving no one behind; this gives more reasons for programs across the globe to ensure that vulnerable populations are specifically targeted during planning and execution of programs. Similarly, the United Nations Convention on the Rights of Persons with Disabilities (CRPD) calls on state parties (Kenya being one of them) to ensure the rights of people with disabilities to participate and be included in all spheres of life, including specific articles relating to the right to access health services, including sexual and reproductive health, and rehabilitation services.

Evidently therefore, People with disability need to be included in all of the sectors responding to HIV and WASH. Most persons with disability especially in rural settings like Lwala have limited access to health and education services due to general non/underrepresentation in decision-making and execution of programs. Lwala's Community Health - Led model advocates for mainstreaming of disability-friendly packages in already existing programs.

¹ UNAIDS (2017) Disability and HIV

² UNICEF, https://sites.unicef.org/disabilities/files/WASH_Disability_Inclusion_Practices_programming_note_-_Draft_for_review.pdf; downloaded on 5/6/2021



Project Description

Lwala Community Alliance leverages a BOTTOM-UP APPROACH in an all-out effort to drastically reduce maternal and child mortality in western Kenya. We are tackling the key drivers of deaths – unplanned pregnancies, mother-to-child transmission of HIV, poor prenatal care, unskilled deliveries, poor clinical practices, lack of emergency transport, and delayed treatment of childhood illnesses. WASH Vulnerable populations and HIV are important components that we focus on for the improvement of the quality of life, prevention of communicable diseases and reduction of under-five mortality. While at this, Lwala works with vulnerable populations including Persons with Disability and hence the need to offer specific skills to CHWs who are at the center of delivering services in our Community-Led Model to enable them to adequately deliver health HIV and WASH services and messages without leaving anyone behind.

Objectives of the Manual Development.

The main purpose of this training manual is to provide knowledge to frontline workers and CHWs on how to strengthen disability inclusion in Lwala’s WASH and HIV programs. Other objectives include;

- To ultimately improve interactions between HCWs and CHWs with Vulnerable populations living with Disability.
- To increase participation of PWDs in their own development
- To increase general awareness on specific needs for Vulnerable populations living with disability.

It is against the above justification and background that Lwala intends to engage a consultant to develop a training manual and a 5-day training curriculum that will enable Community Health Workers to understand how to best serve the vulnerable populations with living with disability.

Scope of Work

Under the supervision of the Senior Programs Manager and the WASH & Vulnerable Populations Coordinator, the consultant/team will:

- Carry out a Gap Analysis to identify gaps in the pieces of training being imparted in relation to mainstreaming disability in the same.
- Map out the gaps/issues and identify the priorities in line with the objectives of this project. This should include consultations and meetings and key informant interviews with program staff and relevant stakeholders.
- In addition to the above discussions, the consultant will undertake desk research and analyze necessary documents/training modules, training materials to fully understand the ground situation and targets for the manual. He/she will also review already existing training material available for training CHWs on HIV, WASH and Vulnerable populations from within and outside Lwala.
- At a later date share the draft manual with Lwala’s stakeholders for their contribution and validation of the manual before completion and submission.
- Produce a well-written and comprehensive training manual based on the above.



Implementation

The project will involve both offsite and onsite/fieldwork activities that will require the physical presence of the consultant. The consultant will cater for their own transport and accommodation for the duration of time that they will be required to be onsite. The consultant will be expected to provide weekly check-ins and consultations with the Senior Program Manager and WASH & Vulnerable Populations Coordinator via email, telephone or video calls.

Requirements/ Consultant Qualifications

- Experience in inclusive programming that focus on equal opportunities, inclusion of persons with disabilities, gender equality, gender mainstreaming, and empowerment
- Proven knowledge and experience in curriculum development
- Experience in planning, design, preparation and delivery of inclusion curricula and strategies.
- Experience working with MOH and health programs designing training curriculums and guides.
- Excellent proven written and spoken English.
- Strong oral and written communication skills
- Cross-culturally adept and a high level of gender sensitivity.

Final Deliverables:

Comprehensive training manual, with a 3-5 days training curriculum for mainstreaming disability in WASH and HIV programs.

Timeframe / Duration of the Assignment

It is anticipated that the results of this exercise will provide feedback a final copy of the expected manual.

Application Submission Details

Interested candidates should submit their applications including:

- Project proposal with work plan outline and approximate timeframe and schedule of activities (maximum 5 pages)
- Applicant CVs, including the details of two referees who have managed previous, similar work Please take note of the requirements / qualifications above)
- Financial proposal specifying the lump sum amount, breakdown schedule of specific vote heads. (Example costs for a professional fee, travel, and number of working days)

All applications to be sent to recruitment@lwalacommunityalliance.org to the Attention of **The Program Director** on or before **15th September 2021**. Female candidates are encouraged to apply.