

Terms of Reference

Youth Led Advocacy on Disability Rights

Monitoring and Evaluation Framework
consultancy

June 2025



1. Background

Light for the World in partnership with ADF and the Mastercard Foundation under the We Can Work programme are implementing an advocacy strategy aimed at removing barriers that hinder the full and effective participation of persons with disabilities towards accessing dignified and fulfilling work. The programme is being implemented across seven countries: Uganda, Kenya, Ethiopia, Rwanda, Ghana, Nigeria and Senegal. These barriers include physical, communication, digital, attitudinal, policy, and institutional challenges that prevent young women and men with disabilities from enjoying equal rights and opportunities for their economic empowerment.

The We Can Work programme Advocacy Strategic Plan (2025-2030) outlines a comprehensive roadmap to advance the economic empowerment of youth with disabilities across seven African countries where the programme is implemented. Developed through a consultative process and aligned with the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the Protocol to the African Charter on Human and Peoples Rights on the Rights of Persons with Disabilities in Africa, the advocacy strategic plan focuses on fostering youth-led advocacy, dismantling systemic barriers, and creating inclusive economic opportunities. The strategy emphasizes collaboration between Organizations of Persons with Disabilities (OPDs), youth advocates, governments, and private sector stakeholders to achieve measurable policy changes and economic inclusion for youth with disabilities.

In each of the seven countries, the programme partners with the national umbrella OPDs: JONAPWD (Nigeria), GFD (Ghana), FSAPH (Senegal), UDPK (Kenya), NUDIPU (Uganda), FEAPD (Ethiopia) and NUDOR (Rwanda).

Strategic objectives of the advocacy plan:

1. Empower Youth with Disabilities to Lead Economic Participation Advocacy Efforts: Equip young advocates with leadership and advocacy skills, ensuring their voices shape economic inclusion initiatives across disability, youth, and women's platforms.
2. Strengthen OPD Capacity for Policy Advocacy and Implementation: Enhance OPD ability to analyze, propose, and monitor disability-inclusive policies at sub-national, national, and continental levels.
3. Promote Cross-Country Learning and Collaboration: Foster exchanges of best practices, joint advocacy campaigns, and collaborative mentorship programs across participating countries.
4. Address Stigma and Discrimination through Youth-Led Awareness Campaigns: Develop targeted initiatives to challenge stereotypes and promote positive societal narratives about disability inclusion.
5. Enhance Partnerships for Economic Empowerment Initiatives: Build multi-sector partnerships to scale inclusive employment, entrepreneurship, and social protection measures
6. The initiative focuses on influencing policies, legal reforms, and public awareness to promote accessibility, inclusion, and non-discrimination in sectors such as education, employment,



healthcare, public services, and civic engagement.

Expected Outcomes:

- Adoption and implementation of disability-inclusive policies at all governance levels.
- Improved economic participation and entrepreneurship rates among youth with disabilities.
- Strengthened capacity of OPDs to engage in policy advocacy and systemic reform.
- Greater visibility and acceptance of persons with disabilities in economic and social spheres.
- Enhanced collaboration between stakeholders, fostering a unified approach to economic inclusion.

2. Objective of the Assignment

The current draft M&E framework for the programme's approach to youth-led advocacy (Pillar 3) focusses on two areas:

- Ensuring that voices and needs of young women and men in their diversity are well represented in disability, youth and women's rights structures (Outcome 4)
- Developing a harmonized advocacy agenda on local, national and regional (African) level effectively addresses the needs of young women and men with disabilities and ensures their representation in economic development policy and programme design (Outcome 5)

The consultant will be required to review the M&E framework, advocacy strategy and local action plans, and propose amendments to the M&E framework to focus on the desired outcomes and systems change planned under the advocacy strategy and local action plans. In so doing, the consultant will propose a unified approach to measuring impact and systems change for outcomes 4 and 5.

3. Scope of Work

The consultant will generate an M&E framework for our work in Pillar 3 around youth rights, inclusion and voice. The consultant will have to do a 360-degree review of the sub national, national and regional advocacy agendas (ADF), MCF Impact framework for systems change, LFTW's current systems change measurement approach and based on all these suggest a unified approach to measuring outcomes and impact at various levels.

Specifically, the Consultant will:

- Review the We Can Work advocacy strategy, ADF strategy, Mastercard Foundation Systems change Framework, the OPD country plans, local action plans and the current draft M&E framework.
- Based on the plans and frameworks above develop a robust M&E framework for both Outcome 4 and 5, at Impact, outcome and output level
- Develop a complete M&E plan for Pillar 3 for the proposed framework and M&E approaches for tracking progress
- Develop draft tools for the M&E approaches used for Pillar 3 proposed in iii) above



4. Methodology

The consultant will use inclusive and participatory methods including comparative analysis of advocacy M&E approaches, interviews with stakeholders, documentary reviews, focus groups with key stakeholders, including:

- Young women and men with disabilities
- LFTW staff
- ADF staff, Executive and board members
- Organizations of persons with disabilities (OPDs).
- Government agencies (e.g., Ministries of Social Welfare, Education, Transport, Labor).
- Private sector representatives promoting inclusive employment.
- Media and civil society organizations advocating for disability rights.
- Youth and women rights organizations

5. Deliverables

1. Inception Report – including detailed Work plan and methodology
2. M&E Framework – Indicators, tools, and reporting mechanisms
3. An implementation plan for the M&E system (M&E plan)
4. Final Report – Comprehensive analysis with recommendations.
5. Presentation of Findings – Stakeholder workshop to share insights and discuss next steps

6. Duration & Timeline

The assignment is expected to take **4 months**, starting from **15 July 2025** to **15 Nov 2025**, key milestones as follows:

- **Month 1** - Inception phase, framework development.
- **Month 2-3** - Document review, Data collection and synthesis
- **Month 3** - Submission of draft M&E framework and plan for review
- **Month 4** – Submission of Final Report, M&E plan and Framework

7. Qualifications & Experience

The consultant/team should have:

- Lead consultant with a minimum of masters' degree qualification from a recognized university in monitoring and evaluation, education, social studies, development studies, economics, or any other relevant degree.
- At least 10 years' experience in project monitoring and evaluation studies, including inclusive economic strengthening, youth empowerment, and/or disability inclusive programs in Africa.
- Strong expertise in **advocacy M&E, disability rights, and inclusion**.
- Experience with **qualitative and participatory research methods**.
- Knowledge of relevant **disability laws, policies, and international frameworks** (e.g., UN Convention on the Rights of Persons with Disabilities - UNCRPD).
- Commitment to **inclusive and accessible evaluation approaches**.
- Strong research analytical, reporting, and facilitation skills demonstrated through several research pieces and evaluations.
- Demonstrated experience of working in MasterCard Foundation funded projects and Young Africa Works will be an added advantage.

8. Evaluation Criteria

The consultant will be expected to submit the technical and financial proposal that will be reviewed and scored based on the evaluation criterion below.

Evaluation Criteria	Max. points obtainable
General Understanding of assignment Terms of Reference	15
Technical Feasibility of proposed methodology	20
Experience of the consultant(s) (in conducting similar assignments)	30
Consultant(s) Competencies	15
Financial Proposal	20

The total minimum score to be considered technically competent is 70 points. If a bid does not meet this, it will be deemed technically non-compliant. This is an open and competitive selection process. The successful candidate will be selected following the review of each bidding consultant's proposal documents.

9. Reporting & Management

The consultant/team will report to the WCW Programme MERLA Manager and ADF Program Manager and work closely with key stakeholders, Disability Organizations, Government Agencies, etc.. Regular



check-ins will be scheduled to ensure progress and alignment with advocacy goals.

10. Budget & Payment Schedule

The consultant will be expected to develop a realistic budget to undertake the assignment. This will take on all deliverables of the assignment right from inception to submission of the final report. The contractual agreement will be a lump sum in nature, meaning that the consultant will be paid a consultancy fee inclusive of professional fees, data collection costs, and logistics related to the assignment. Details of the allowable costs will be spelt out in the contract.

11. Application Process

Please submit an Expression of Interest to wecanwork@light-for-the-world.org by 7 July containing the following:

- A detailed technical proposal, including a description of how your skills and experience match the TOR requirements, your understanding of the assignment and proposed methodology and work plan.
- A financial proposal containing a detailed budget, breaking down all costs with distinct categories, e.g., professional fees, travel, accommodation, etc.
- CVs and profiles of lead and associate consultants, including track-record of recent projects, references of at least three (3) recent clients.
- Sample of 3 recent similar studies conducted for multi-country programs

