



CONSULTANCY TO TRAIN WOMEN WITH DISABILITIES ON DIGITAL ADVOCACY AND SEXUAL REPRODUCTIVE HEALTH RIGHTS OF WOMEN WITH DISABILITIES

Terms of Reference for Digital Dada Trainer

Introduction

This Ability Trust is a women-led nonprofit organization whose mission is to advance the sexual reproductive health rights of women and girls with disabilities in Kenya and across the region. We envision a society in which women and girls with disabilities have access to quality dignified healthcare with their rights respected and upheld. Our model focuses on leveraging various forms of technology to increase access to sexual reproductive healthcare services and information, build the capacities of healthcare providers on disability rights and inclusive healthcare and collect disaggregated data to inform and strengthen collective multi stakeholder advocacy on sexual reproductive health for women and girls with disabilities in Kenya.

Background

Approximately 15% of the global population, equating to around one billion individuals, consists of people with disabilities, encompassing both genders¹. Disability prevalence is more pronounced in low and middle-income nations compared to those with higher incomes. Developing countries host 80% of the total population of individuals with disabilities. Women and girls with disabilities make up over half of the global disabled population and nearly 20% of all women, with a higher prevalence in women at 19.2% compared to 12% in men².

Globally, and particularly in developing countries, the leading causes of death amongst women are HIV/AIDS and maternal conditions³. Women with disabilities of reproductive age (15-49) are at higher risk of adverse pregnancy outcomes than women without disabilities⁴. However, there is a lack of a comprehensive and accessible sexuality education that recognizes and addresses the rights of women and girls with disabilities in access to sexual and reproductive health rights.

Young women with disabilities face notable challenges, being reported as three times more likely to experience unmet healthcare needs, three times more likely to be illiterate, half as likely to secure employment, and half as likely to access the internet⁵.

¹<https://www.who.int/teams/noncommunicable-diseases/sensory-functions-disability-and-rehabilitation/world-report-on-disability>

² <https://www.tandfonline.com/doi/full/10.3109/09638288.2013.825333>

³ Global causes of maternal death: a WHO systemic analysis (Say, et al., 2014)

⁴ See M. Mitra and others, "Disparities in adverse preconception risk factors between women with and without disabilities," *Maternal and Child Health Journal*, vol. 20, No. 3 (March 2016).

⁵ <https://gcap.global/wp-content/uploads/2021/03/Africa-Regional-Study-on-LNWB-final.pdf>



Kenya's internet landscape has undergone changes since January 2022. The internet penetration rate has slightly decreased to 32.7%, with 17.86 million internet users, marking a decline from the 42.0% penetration rate reported in early 2022⁶. This shift signifies an expanding digital divide, particularly impacting young women with disabilities who encounter high costs and limited access to internet connectivity and devices. The importance of digital inclusion for young women with disabilities is emphasized, aligning with the Sustainable Development Goals (SDGs) and the imperative to address existing disparities in digital access.

Problem Statement

In the rapidly evolving digital age, the ability to access and utilize information technology is crucial for full participation in societal, educational, and economic activities. However, young women with disabilities face multifaceted barriers that hinder their digital engagement. These barriers include, but are not limited to, a lack of tailored training programs, financial constraints, limited availability of adaptive technology, and insufficient infrastructure that accommodates their unique needs.

Moreover, these young women often encounter challenges in literacy and community integration, which are exacerbated by the digital divide. The absence of inclusive digital design further marginalizes them, impeding their transition to the next stage of their lives and their potential for socioeconomic contribution.

Furthermore, these barriers significantly impede their access to sexual and reproductive health rights. Limited digital access prevents them from obtaining crucial information on sexual health, family planning, and reproductive rights, which are often disseminated online. This lack of access exacerbates their vulnerability to misinformation and restricts their ability to make informed decisions about their bodies and health. The absence of adaptive technologies and inclusive online platforms also means they have fewer opportunities to engage with support networks and healthcare providers who understand their unique needs. Consequently, the compounded effect of digital exclusion and restricted access to sexual and reproductive health services further marginalizes young women with disabilities, impacting their overall well-being and hindering their ability to participate fully in society.

Overall Objective:

To empower communities of 26 young women with disabilities from Nairobi, Kajiado, Narok, Kakamega, Kisumu, Mombasa, Kwale, Kilifi, Manderu, Isiolo, Marsabit and Wajir on their sexual and reproductive rights through the use of new technologies.

Specific Objectives:

⁶ <https://datareportal.com/reports/digital-2023-kenya>



- To provide young women with disabilities with tailored digital advocacy training programs that cover foundational skills, internet navigation, online safety, and proficiency in commonly used applications.
- To establish a supportive community network, encouraging collaboration, peer learning, and the exchange of digital knowledge among young women with disabilities.

Deliverables:

- Revise the educational materials to include relevant subjects based on emerging needs and best practices.
- Facilitate a six-month interactive training session for young women with disabilities using Zoom.
- Assess the assignments submitted by the young women with disabilities.
- Issue a course completion certificate only after confirming that all participants have fulfilled the requirements to a satisfactory level and submitted a comprehensive report.
- Administer the Monitoring and Evaluation (M&E) survey, compile the findings into a report, and submit.

Responsibilities:

- Work in partnership with This Ability Trust to train women with disabilities on digital advocacy and sexual reproductive health rights.
- Periodic meetings with This Ability's team to discuss challenges and adjustments.
- Provide accurate and timely feedback throughout the training process.

Required Experience:

- Hold at minimum a bachelor's degree in a relevant field, such as digital media, communications, public health, or social sciences.
- Relevant experience in training digital advocacy courses and sexual and reproductive health rights of women and young people with disabilities with a minimum of 3 years of experience in delivering training on SRHR and Digital Advocacy.
- In-depth knowledge of SRHR and Digital Advocacy strategies.
- Experience working with women with disabilities.
- Have strong verbal and written communication skills.
- Have the ability to create inclusive and accessible training materials.
- Proficiency in using digital tools and platforms for training delivery e.g Zoom

Application Instructions:

Please send your expression of interest to consultant@this-ability.org on or before **26th July 2024**. Late applications will not be accepted



N.B. Qualified women with disabilities are encouraged to apply.

Exclusion Clause

- 1. This Ability Trust has zero tolerance for corruption and fraud. You are required to go through the anti-bribery policy to get a better understanding of this and the other policies that the Trust's operations focus on.*
- 2. This Ability Trust has a zero-tolerance policy against sexual harassment. The Trust makes available annual sexual harassment prevention and response training for all supervisors, managers, and Contractors. You are required to go through the Safeguarding policy*
- 3. The Trust affirms its established policy of non-discrimination in employment and its commitment to affirmative action in being an equal opportunity employer, particularly in the employment of women with disabilities.*
- 4. This Ability Trust reserves the right to offer comparable assignments to those qualified candidates that may not have been selected for this consultancy assignment which they applied for. These offers will be based on the needs of the organisation, appropriateness and relevance to the candidate's educational backgrounds and work experience. Only those candidates in whose qualifications and experience the Trust has further interest will be contacted for subsequent interviews.*