**i2i Learning Consultant Terms of Reference**

**Learning Paper on Inclusive Innovation**

**About i2i**

Innovation to Inclusion (i2i) is a three-year Foreign, Commonwealth and Development Office (FCDO) funded programme designed to develop, test, validate and share learnings from innovative interventions that will directly improve access to waged employment in the private sector for women and men with disabilities.

People with disabilities often experience considerably higher rates of socioeconomic disadvantage than people without disabilities, including lower rates of employment compounded by the fact that disability inclusion is a neglected, under-prioritised, and complex issue. As a result of limited attention, the sector lacks evidence regarding effective interventions. i2i has been designed as a holistic, innovative and people-centred approach that will deliver direct and sustainable change for women and men with disabilities in Bangladesh and Kenya, while demonstrating the potential for change of successful interventions that strengthen disability inclusion, and validating these in a third country.

i2i will achieve its aims by working in three spheres:

1. National systems/policy: the enabling environment.
2. Private sector: making long-lasting change to the supply of waged employment for women and men with disabilities.
3. Individual, family and community: increasing the demand for waged employment for women and men with disabilities.

This is based on the understanding that the gap between the supply and demand for private sector waged employment for women and men with disabilities can be bridged only by working directly at both these levels while also making changes in the enabling environment to ensure that data, evidence and technical support on disability inclusion is routinely used for decision-making.

The programme works towards three main outputs:

1. Inclusive national systems and policies strengthen the disability ecosystem to support equal access to waged employment for women and men with disabilities in the target countries.
2. A supportive private sector creating inclusive employment opportunities for women and men with disabilities in the target countries.
3. People with disabilities, particularly women with disabilities, have increased opportunities to engage in decent waged employment, including in the digital economy.

The programme is being delivered by a consortium which brings together a diverse group of partners who work collaboratively to ensure a global impact with findings and learnings disseminated to a variety of local, national and international stakeholders including but not limited to beneficiaries, Organisations for Persons with Disabilities (OPDs), local and national government, the private sector, global actors, between consortia partners and with other UK Aid Connect grantees.

i2i will address key learning questions throughout the programme. These include:

1. How can accessible technology be used to effectively engage and retain women and men with disabilities in work?
2. What works to create an inclusive social protection system enabling women and men with disabilities to participate in salaried employment?
3. How can OPDs engage more effectively in national data collection mechanisms?
4. What works to support women and men with disabilities at highest risk of exclusion from employment?
5. How can governments best be supported to implement and/or improve disability, age, and gender-disaggregation of data collection and analysis related to employment and social protection policies and programmes?
6. What works to support the private sector to become more disability-inclusive?

**Context for the learning paper**

As part of the UK Aid Connect Terms of Reference, i2i is committed to producing and disseminating rigorous and influential practical evidence, knowledge and learning to progress the programme at scale. Within this there should be mechanisms for systematically listening and responding to beneficiaries, and ensuring this feedback informs programme design and adaptation.

As part of the programme’s commitment to learning, a series of learning papers and products will be published, drafted by different consortium partners, focusing on various elements of the programme. These papers will be based on data and learning collated through the life of the programme, supplemented with additional primary data collection.

The audiences of the papers will vary depending on the content of the product, but some of the key stakeholder groups will be:

* Consortium members
* FCDO
* Users of consortium services
* DPOs
* Related organisations in Bangladesh and Kenya
* Other organisations working in similar fields elsewhere
* Government

**Objectives of the learning paper**

The learning question this paper seeks to respond to is *How can accessible technology be used to effectively engage and retain women and men with disabilities in work?*

Based on review of existing evidence, learning and findings of the project the paper will focus on the theme of ***Public and Private Sector Partnerships for Inclusive Innovation***, with a subtheme of ***Inclusive innovation approaches: Engaging persons with disabilities to participate in innovation processes***.

Within this it will seek to answer the following research questions:

* How effective is working in partnership with private sector technology organisations as an approach to design, develop and deliver digital employment innovations and services for persons with disabilities in developing countries?
* At an organisational level, and beneficiary level, what have been the most significant benefits of implementing the DEP model in Bangladesh and Kenya? What are the disadvantages of working with this model?
* How can commercial digital technologies be used innovatively in low resource settings to promote the inclusion of persons with disabilities?
* Inclusive innovation approaches: Including persons with disabilities at every stage of the innovation process. Advantages and disadvantages of engaging and including service users at the different stages of developing digital products for persons with disabilities.

**Approach**

The consultant would have access to all of the programme’s current monitoring and evaluation data and analysis, including quarterly and annual reports, as well as feedback data from the participants of the programme.

It is expected that the main source of primary data will be interviews with a range of programme stakeholders, supplemented by reviews of secondary data provided by the programme. The interviews can all be conducted online and would be with a range of stakeholders including Technology Experts, disabled people organisations (DPO), programme partners, local government staff, users with disabilities and tech developers. There are likely to be between 8-12 interviews required. Focus group discussions and other forms of data collection could be utilised where appropriate if needed.

A small paper steering group will be set up of interested and relevant consortium stakeholders. This will be a small group of people that would be on hand to support the consultant with the paper and provide feedback on key deliverables.

It is intended the paper would have the following key deliverables:

1. Inception report – detailing findings of the document review, the methodology proposed with tools and finalised workplan and timeline.
2. Draft report (up to two drafts).
3. Final paper – 20-30 page report providing a clear response to the questions identified in this ToR.
4. PowerPoint summary of findings.

**Timeline**

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| **Activity** | **Date completed**  |
| Terms of reference published | 09/11/21 |
| Applications due | **23/11/21** |
| Consultant contracted | 30/11/21 |
| Inception report due | **28/12/21** |
| Final report and PowerPoint summary due | **08/02/22** |

This timeline can be discuss depending on the actual date of contract.

**Budget**

The budget ceiling for this work is £10,000 including VAT. As this project is home-based no expenses are anticipated.

This budget includes any grphic design costs involved in the production of the report and slides.

**Consultant profile**

The consultant should have the following profile:

* At least ten years’ experience in the design and delivery of research and learning, including demonstrable experience of doing so as an individual
* Experience of designing and implementing semi-structured interviews and focus group discussions
* Experience in the disability sector/inclusive employment is essential
* Fluent written and spoken English
* The role is home-based

**Application requirements**

Please submit a CV and cover letter including links to previous published work to angel.perez@leonardcheshire.org