



## NATIONAL UNION OF DISABILITY ORGANISATIONS IN RWANDA

Registered at RGB under No 72/2014 | TIN: 102404301

Physical address: KK 37 Avenue, Kagarama, Kicukiro District

Together We Stand

### TERMS OF REFERENCE TO CONDUCT BASELINE STUDY OF BEYOND BOUNDARIES PROJECT

#### 1. Summary

<b>Organization</b>	National Union of Disability Organizations in Rwanda (NUDOR)
<b>Title of the consultancy</b>	Terms of Reference to hire an External Consultancy to conduct baseline study of beyond boundaries project
<b>Category</b>	National level consultant
<b>Duration</b>	28 days
<b>Starting date</b>	16 <sup>th</sup> March 2026
<b>Closing date</b>	31 <sup>st</sup> April 2026

#### 2. NUDOR BACKGROUND

The National Union of the Disability Organizations of Rwanda (NUDOR) was established as a civil society organization in September 2010 by 8 National organizations of Persons with Disabilities. Currently, NUDOR is composed of fifteen (22) National Organizations of Persons with Disabilities.

Through its interventions, NUDOR aims at achieving its vision and mission, which are respectfully “a society where People with Disabilities enjoy equal human rights, opportunities and full participation as other citizens” and “serve as a voice of member organizations to advocate for disability rights, inclusion of all aspects of life and their full and effective engagement in sustainable development programs.”

**Our response / strategic objectives:** In line to the needs of persons with disabilities and their organizations, as well as the Sustainable Development Goals and the National Strategy for transformation, the following are strategic objectives that will drive our work in the following 5 years to come:

- ✚ **Strategic objective 1:** Advocate for comprehensive inclusive and special Education to ensure equitable access for all children and adults with disabilities in Rwanda.
- ✚ **Strategic objective 2:** Advocate for Accessible, quality and equitable Health Services for persons with disabilities to promote health equity and well-being for all.
- ✚ **Strategic objective 3:** Advocate for increased access to skills development programs, employment opportunities, and appropriate social protection programs for persons with disabilities in Rwanda.
- ✚ **Strategic objective 4:** Advocate for responsive, inclusive, and equitable Laws, policies and

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✉ info@nudor.org

🌐 www.nudor.org

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**Vision:** a society where persons with Disabilities enjoy equal human rights, opportunities, and full participation as other citizens.  
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practices that address the diverse needs, perspectives, and participation for persons with disabilities.

- ✚ **Strategic objective 5:** Enhance governance structures and foster organizational development initiatives to ensure strategic alignment, operational efficiency, and sustainable growth.

**Cross-thematic areas:** Following are cross-thematic areas that inspired the development of our theory of change and the overall strategy: *Gender equality; Community based rehabilitation; Advocacy & Diversity.*

### 3. BACKGROUND OF THE PROJECT

Network Grant under Amplify Change is a three-year grant designed to address the significant challenges faced by youth with compounded vulnerabilities including those disabilities in accessing and exercising their Sexual and Reproductive Health and Rights (SRHR). Beyond Boundaries project builds on the existing efforts of the Make Way program, whose mandate was to advocate for the Availability, Accessibility, Affordability, and Quality (AAAQ) of SRH services through an intersectional lens.

The intersectionality model used under the Make Way program has created greater opportunities for organizations to advance SRHR. Through this approach, we successfully mobilized more than 20 organizations to adopt intersectional practices, opening more space for inclusive and meaningful SRHR-related dialogue. However, several gaps remain. Persistent opposition continues to hinder progress, and strong socio-cultural barriers make it difficult to achieve substantial narrative shifts. Additionally, the policy and legal framework on SRHR has not evolved as expected, partly due to changes within government structures and the shrinking civic space that has limited stakeholder participation. These gaps have been identified as key areas to be addressed in the new project.

The goal is to empower young individuals by providing them with the knowledge, resources, and necessary support to make informed decisions about their sexuality including sexual pleasure, ultimately leading to improved health outcomes and overall well-being.

Key objectives of this project are: 1) Develop and advocate for an inclusive and holistic CSE curriculum that covers essential topics such as anatomy, reproductive health, consent, relationships, gender identity, and sexual orientation; this include, establish mechanisms to hold educational institutions and policymakers accountable for implementing CSE effectively 2) Influence policy review and enhancement to ensure the SRHR needs of youth with disabilities are adequately supported. 3) Empowering voices and redefining societal norms on sexual reproductive health rights for persons with disabilities. 4) Advocate for and support the development of decentralized, youth- friendly and inclusive sexual and reproductive health services at the community level. These services will be designed to meet the specific sexual health needs and concerns related to sexual pleasure of youth with disabilities.

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### 4. DESCRIPTION OF THE ACTIVITY

Youth with disabilities in Rwanda face persistent barriers to accessing and exercising their sexual and reproductive health and rights (SRHR), including limited access to accurate information, harmful socio-cultural norms, physical and communication barriers within health facilities, economic constraints, and discriminatory attitudes from families, communities, and service providers. These challenges increase their vulnerability to unintended pregnancies, sexually transmitted infections (STIs), gender-based violence (GBV), and violations of bodily autonomy and fundamental rights.

In response, the Beyond Boundaries project will conduct a baseline study/assessment to establish a clear understanding of the SRHR situation of youth with compounded vulnerabilities including those disabilities in the target districts. Using a mix of quantitative and qualitative methods, the survey will generate evidence to guide project design, inform monitoring and evaluation frameworks, and support rights-based advocacy. The baseline will identify service gaps, socio-cultural and policy barriers, and provide a benchmark for measuring progress and impact, ensuring that project interventions are inclusive, responsive, and effective.

This activity will be conducted in Five District (Muhanga, Gasabo, Kirehe, Gatsibo, Nyagatare District) where the project will be implemented.

### 5. OVERALL OBJECTIVE OF THE ASSIGNMENT.

To generate comprehensive, evidence-based information on the sexual and reproductive health and rights (SRHR) situation of youth with compounded vulnerabilities including those disabilities in the project target districts to inform inclusive, rights-centered project planning, implementation, monitoring, and advocacy.

#### 5.1. THE SPECIFIC OBJECTIVES

- To assess SRHR knowledge, attitudes, and practices among youth with compounded vulnerabilities and those with disabilities.
- To identify barriers to accessing inclusive and youth-friendly SRHR services.
- To analyze socio-cultural and institutional factors affecting SRHR outcomes for youth with disabilities

#### 5.2. EXPECTED RESULTS

- Baseline evidence generated comprehensive and disaggregated baseline data on the sexual and reproductive health and rights (SRHR) knowledge, attitudes, practices, and lived experiences

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of youth with compounded vulnerabilities and those with disabilities in the target districts is collected and documented.

- Key structural, socio-cultural, economic, and service-delivery barriers affecting access to inclusive and youth-friendly SRHR services for youth with compounded vulnerabilities and those with disabilities are clearly identified and analyzed.
- The availability, accessibility, affordability, and quality of SRHR services for youth with disabilities in the target districts are mapped, including referral pathways and service gaps

### 6. METHODOLOGY

A mixed-methods research approach will be employed to comprehensively capture both quantitative and qualitative data required for the study. This will include the use of structured interviews, focus group discussions, and key informant interviews, among other appropriate data collection methods, to ensure robust and effective data collection.

### 7. KEY PARTICIPANTS IN THE BASELINE SURVEY

Participants in this assessment include youth with compounded vulnerabilities; healthcare providers from selected districts; community health workers; local leaders, and implementing partners, namely FAWE Rwanda, Lean Work Development, Impanuro Girls Initiative, the Rwanda Union of the Blind, Organization for Integration and Promotion of People with Albinism (OIPPA), and the National Union of Disability Organizations of Rwanda (NUDOR) staff.

### 8. TENTATIVE WORKPLAN AND KEY DELIVERABLES

Period	No of days	Activity/ Deliverable	Output
16 – 18 <sup>th</sup> March 2026	3 days	• Preparation of inception report and submission	Inception report
20 <sup>th</sup> March 2026	1 day	Conduct inception meeting with Beyond Boundaries project implementing partners to present methodology and collect inputs	Inception meeting conducted; inputs documented
30 <sup>th</sup> March– 24 April 2026	20 days	• Data collection and analysis • Drafting report based on approved table of contents, Submission of draft report	Draft assessment report
28 <sup>th</sup> April 2026	1 day	e) Presentation of final findings to project partners for validation	Validation feedback collected
30-31 <sup>th</sup> April 2026	2 Days	• Incorporation of comments and feedback from validation workshop • Finalization of report	Final report

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### 9. Qualifications and Expertise:

- Having Masters or PHD in Public Health or Nursing.
- Demonstrated experience in designing and conducting baseline assessments, or research studies related to SRHR, adolescent and youth health, gender equality, or social inclusion.
- Proven ability to design and implement quantitative and/or qualitative baseline surveys, including sampling design, tool development, data collection, and analysis.

### 10. Requirements for this Work

#### 10.1. Mandatory Requirements

- A signed declaration of capability and availability to perform the assignment within the given timeframe addressed to the NUDOR Executive Secretary
- The proposal must include the consultant/firm's registration documents (for company)
- Original or a certified copy of the tax clearance certificate (if an applicant is a company)
- The cost in the financial proposal must be **all taxes inclusive**.

**Note:** Bids that do not meet the above requirements will not proceed to the next stage of evaluation.

#### 10.2. Technical requirements

Description	
<b>Detailed Methodology and Work Plan</b>	
1	Clear understanding of assignment objectives and deliverables;
2	Proposed methodology
3	Realistic work plan with timelines;
4	Tools/techniques to be utilized;
<b>Qualifications and Experience of the Key Personnel</b>	
1	Copies of advanced degree in above mentioned fields
2	Minimum 5 years' experience in designing and conducting surveys, assessments, or research studies related to SRHR, adolescent and youth health, gender equality, or social inclusion.
3	Proven ability to produce high-quality baseline reports with clear findings, conclusions, and actionable recommendations
4	Proven record in facilitating stakeholder consultations;
5	CVs of key personnel with assigned roles;
6	At least two examples of similar assignments.

#### 10.3. Financial requirements

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### Financial proposal

The budget should present a clear daily fee rate, number of days, and a total cost in RwF and all taxes inclusive.

Please, note that training or workshop expenses for invited participant from other stakeholders will be covered by NUDOR

### 11. Application process

The applicants will submit their bids (as mentioned in the requirements for this work), On the top of the big envelop mention the following: The Title: ***“To Conduct the Baseline Study of the Beyond Boundaries Project in the Five Districts.”*** in one well sealed envelope with a clear description of the tender containing inside 4 copies including:

- 2 copies of technical proposal
- 2 copies of financial proposal

These bidding documents will be submitted to the NUDOR office located at KK 37 Avenue, Kagarama, Kicukiro District not later than **not later than 27<sup>th</sup> February 2026 at 02:30 Pm**

Done at Kigali, on February 16, 2026

**NSENGIYUMVA Jean Damascene**  
Executive Secretary

For

*Nsengiyumva J. Damascene*



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