

## **TERMS OF REFERENCE**

### **CALL FOR EXPERTS TO CONDUCT A CHILD RIGHTS POLICY-GAP ASSESSMENT IN THE IGAD REGION**

Save the Children is the leading global independent organisation for children. Save the Children believes every child deserves a future. Around the world, we work every day to give children a healthy start in life, the opportunity to learn and protection from harm. When crisis strikes, and children are most vulnerable, we are always among the first to respond and the last to leave. We ensure children's unique needs are met and their voices are heard. We deliver lasting results for millions of children, including those hardest to reach.

We do whatever it takes for children – every day and in times of crisis – transforming their lives and the future we share.

**Our vision:** A world in which every child attains the right to survival, protection, development and participation.

**Our mission:** To inspire breakthroughs in the way the world treats children, and to achieve immediate and lasting change in their lives.

**Our values:** Accountability, ambition, collaboration, creativity and integrity.

We are committed to ensuring our resources are used as efficiently as possible, to focus them on achieving maximum impact for children.

Save the Children supports a wide range of stakeholders including the Intergovernmental Authority on Development (IGAD) in achieving child rights and promoting child-centered approaches into their policy, programmatic and advocacy interventions.

#### **Background**

The Intergovernmental Authority on Development (IGAD) is one of the eight regional economic communities (REC) recognized by the African Union, comprising eight member states namely Djibouti, Eritrea, Ethiopia, Kenya, Somalia, Sudan, South Sudan and Uganda.

With the aim to foster peace and economic and social development through advanced regional cooperation and integration, IGAD strives to support the efforts of its member states in various areas, including peace, security, environment, economic cooperation, health and social development. To that end, IGAD has developed many policies to set common regional standards in relevant areas. Recently, it adopted a Child Policy Framework to promote the rights and welfare of children in line with member states' international and continental commitments.

To support IGAD and its member states in gaining a clearer understanding of the pre-policy implementation context and providing evidence of existing gaps in child rights, Save the Children, through the East African Migration Routes Project (EAMR), will provide technical and financial backstopping to IGAD in hiring a consultant. This consultant will conduct a comprehensive policy

gap analysis, identifying areas for improvement to ensure alignment with the Child Policy's goals and strategies.

The assessment report will be leveraged to strengthen advocacy efforts for the fulfilment of IGAD member states' international and continental commitments.

## **OBJECTIVES**

The main purpose of this assignment is to identify gaps in existing legal and policy frameworks and governance structures against the standards set by the IGAD Child Policy to propose areas of improvement. The Policy-gap analysis will enable to:

- Identify the applicable national legal and policy frameworks and governance structures relevant to child rights across the thematic areas of the IGAD Child Policy
- Identify the inconsistencies and gaps in legal and policy frameworks compared to the goals, standards and strategies of the IGAD Child Policy.
- Map the reports member states have submitted to the UN Committee on the Rights of the Child (UNCRC) and the African Committee of Experts on the Rights and Welfare of the Child (ACERWC).
- Evaluate whether current policies effectively address the vulnerabilities of specific categories of children, including children living with disabilities, children on the move, children affected by armed conflict, children in conflict with the law, among others.
- Assess to what extent existing policies and governance structures are well equipped to address transnational threats and emerging risks to child rights in the IGAD region.
- Identify best practices of member states in policy and programmatic interventions that need to be scaled up to promote and fulfil children's rights.
- Propose actionable recommendations to address the identified gaps and ensure alignment with UNCRC, the ACRWC and the IGAD Child Policy.

## **EXPECTED TASKS**

The consultant is expected to take the following tasks:

### **1. Legal and Policy Review:**

- Conduct a comprehensive review of national legal and policy frameworks relevant to child rights in IGAD member states across the thematic areas specified in the IGAD Child Policy. The review will analyse national child policies for alignment with IGAD Child Policy and other intersecting policies linked to the Child Policy priorities.
- Analyse governance structures overseeing child rights implementation.

### **2. Gap Analysis:**

- Identify inconsistencies and gaps in national laws and policies compared to the IGAD Child Policy, UNCRC, and ACRWC.
- Identify inconsistencies between national child policies and other intersecting policies to identify explicit conflicts across national legislation & policies
- Assess weaknesses in the enforcement mechanisms of child rights policies

### **3. Evaluation of Policy Effectiveness:**

- Assess whether current policies effectively address the vulnerabilities of specific categories of children, such as children with disabilities, children on the move, and children affected by armed conflict.
- Examine the responsiveness of policies to emerging risks and transnational threats affecting children's rights in the region.

### **4. Mapping of Reports:**

- Collect and analyse reports submitted by IGAD member states to the UNCRC and ACERWC.
- Identify trends, compliance levels, and key challenges highlighted in these reports.

### **5. Identification of Best Practices:**

- Document successful policies and programmatic interventions effectively promoting and protecting child rights in IGAD member states.
- Highlight scalable initiatives for regional implementation.

### **6. Recommendations and Policy Proposals:**

- Include a list of specific law and policy provisions that are missing and/or conflicting with UNCRC, ACERWC & IGAD Child Policy, providing a comprehensive list of policy changes.
- Provide actionable recommendations & strategies to address identified gaps and ensure alignment with international, continental and regional standards.
- Suggest mechanisms for enhancing cross-border collaboration on child rights issues.

## **EXPECTED DELIVERABLES**

The expert(s) is/are expected to undertake the following tasks:

- 1. Inception Report:** Detailed methodology, scope of work and work plan.
- 2. Summary report of initial findings** with proposed outline for the final report highlighting
  - Legal, Policy and Governance Review
  - Gap Analysis
  - Evaluation on Policy Effectiveness to address vulnerabilities of specific categories as well as transnational and emerging child rights threats.
  - Documentation of best practices in policy and interventions in member states.
- 3. Final Report and Policy Recommendations**
  - Comprehensive report consolidating all findings.
  - Clear recommendations for policy alignment and improvement.
- 4. Presentation** to IGAD for validation and participation in an advocacy workshop with other relevant stakeholders.

## **REQUIRED QUALIFICATIONS AND EXPERIENCE**

- Advanced degree in Law, Human Rights, Social Sciences, Public Policy, or related fields.
- Extensive experience in legal and policy analysis, particularly in child rights frameworks.
- Strong knowledge of international and regional child rights instruments, including UNCRC, ACRWC, and IGAD Child Policy.
- Experience in working with IGAD member states or similar regional organizations.
- Proven expertise in conducting complex research, gap analyses, policy reviews, and governance assessments.
- Ability to synthesize complex legal and policy issues into actionable recommendations.
- Excellent research, writing, and presentation skills.
- Fluency in English is required; knowledge of French or other IGAD regional languages is an asset.

## **DURATION**

The duration of the assignment will be across the timeline of May - August 2025. A detailed timeline will be agreed upon during the inception phase.

Estimated Commencement Date: As soon as possible

Estimated End Date: 31 August 2025

The total budget for this assignment will be negotiated based on the scope of work and deliverables. Payment will be made in two instalments linked to the successful completion of key milestones.

## **ACCEPTANCE**

The deliverables will be accepted by the project team at SCI and IGAD within 15 days of the delivery date. The expert will be required to make the necessary revisions and amendments upon the project team's request.

## **GENERAL ASSUMPTIONS AND DEPENDENCIES**

With the support of SCI, IGAD will provide the necessary orientation and overall supervision to the consultant.

With the support of SCI, the consultant will be guided on all safeguarding and branding requirements necessary for the consultancy and final products.

## **PAYMENT TERMS**

The total budget for this assignment will be negotiated based on the scope of work and deliverables. Payment will be made in instalments linked to the successful completion of key milestones.

<b>Deliverable number</b>	<b>Deliverable title</b>	<b>Description</b>	<b>Format and style</b>	<b>Submit to</b>	<b>Delivery date &amp; payment calendar</b>
1	<b>Inception report</b>	<i>The report is to define the consultant methodology, scope and work plan.</i>	Word document and presentation	IGAD & SCI	10 days after the start date
2.	<b>Summary report of initial findings</b>	<i>The report will highlight initial findings on gaps in policy, analyse the effectiveness to address vulnerabilities of specific categories as well as transnational and emerging child rights threats and document best practices.</i>	Word document	IGAD & SCI	60 days from the start date  50% of the total cost payable
3.	<b>Draft Final Report and Policy Recommendations</b>	<i>A comprehensive draft report consolidating all findings and providing recommendations for policy alignment and improvement.</i>	Word document	IGAD & SCI	90 days from the start date
4.	<b>Presentation to IGAD stakeholders for validation</b>	<i>A presentation outlining the key findings of the report to the IGAD secretariat, member states representatives and international partners.</i>	PowerPoint Presentation	IGAD & SCI	100 days from the start date
5.	<b>Final Report</b>	<i>A comprehensive draft report consolidating the feedback from stakeholders' validation meeting.</i>	Word document	IGAD & SCI	120 days from the start date

					50% of the total cost payable
6.	<b>Participation</b> in an advocacy workshop	<i>A PowerPoint presentation outlining the key finding of the report and participation in discussions with relevant stakeholders</i>	PowerPoint Presentation	IGAD & SCI	In 2026

#### **METHOD OF APPLICATION:**

Interested candidates are expected to submit the following documents to;

[esarpu.bid@savethechildren.org](mailto:esarpu.bid@savethechildren.org) with the reference title **ITT-CONS-ESARMCPU-2025/002**

1. Technical proposal with a detailed explanation of how the candidate meets the required qualification and experience.

2. Financial Proposal with a breakdown of the consultancy costs (inclusive of all applicable taxes)

Both the technical and financial proposals to be submitted through the SCI ITT(Invitation to tender) template (attached with the TOR)

For questions and clarification please reach out to [esaro.procurement@savethechildren.org](mailto:esaro.procurement@savethechildren.org) with [Euniejoy.Nyawira@savethechildren.org](mailto:Euniejoy.Nyawira@savethechildren.org) in copy.