

**Terms of Reference for Baseline Survey Consultancy**  
 *Movement on Disability Equality in Thailand's Southern Border Provinces (MODE-SBP)*

**1. Introduction and Context**

Thailand's Southern Border Provinces (SBPs), Pattani, Yala, Narathiwat, and parts of Songkhla, are regions marked by a complex history of marginalization, conflict, and socio-economic exclusion. Home to the Patani Malay Muslim communities, these areas have faced enduring neglect from central governance, resulting in some of the country’s lowest development indicators. Within this challenging context, persons with disabilities experience compounded discrimination, shaped by ethnicity, religion, gender, disability, language and poverty.

Women, youth and people with intellectual or multiple disabilities in particular remain invisible in leadership spaces and are systematically excluded from decision-making processes. Despite Thailand's ratification of international human rights instruments, including the CRPD, implementation remains uneven, especially at subnational levels. Local CSOs and organizations of persons with disabilities (OPDs) work to fill these gaps but often lack the capacity and resources to sustain meaningful advocacy.

The MODE-SBP Programme, led by Minority Rights Group (MRG), funded by the European Union, with its local partners IPS, and ILCD, is a targeted response to these entrenched inequalities. It aims to strengthen the capacity of local disability activists, local organizations, enhance inclusive service delivery, and build evidence-based advocacy strategies to influence policy and social change. Central to this effort is elevating the leadership of women and youth with disabilities, fostering solidarity networks, and creating positive narratives to challenge stigma.

This baseline study will provide the critical foundation for the programme’s success. Beyond establishing performance benchmarks, it will serve as a catalyst for advocacy and campaigning, ensuring that community voices shape policy engagement, public communications, and media outreach from the very beginning of the programme lifecycle.

**2. Objectives of the Consultancy**

The primary purpose of this consultancy is to generate a robust, participatory, and advocacy-driven baseline survey that will:

* Establish credible and disaggregated baseline data for all programme indicators that aligns with the principles of the Convention on the Rights of Persons with Disabilities (CRPD).
* Align with the principles of the disability rights movement ‘nothing about us without us.’
* Conduct a rapid stakeholder and power analysis to map influencers, duty-bearers, and allies for advocacy.
* Undertake an intersectional analysis, focusing on the intersection of disability, gender, youth and linguistic, religious and ethnic identity.
* Provide a contextual risk assessment to inform programme delivery.
* Deliver insights that will directly inform advocacy strategies, public campaigns, and EU visibility products.
* Ensure accessibility of findings for use by community groups, partners, and public audiences.

The consultant will treat the baseline as more than a monitoring exercise, it must be a strategic tool for advocacy, community empowerment, and policy influence.

**3. Scope of Work**

* Conduct a desk review of relevant data and literature.
* Design survey tools that are accessible, culturally sensitive, disability inclusive and aligned with programme indicators.
* Collect data across target provinces, ensuring inclusivity and safety.
* Collect data across all disability types, following Thailand’s 7 disability sub-categories.
* Conduct stakeholder mapping and power analysis.
* Perform gender and risk analyses as part of the overall study.
* Analyse data and draft findings with disaggregation by gender, age, disability, ethnicity, religion, language and location.
* Identify narratives and data points suitable for advocacy and campaign use.
* Present findings to MRG, partners, and the EU Delegation.

**4. Key Indicators for the Baseline Survey**

The baseline will cover a range of indicators critical for both monitoring and advocacy:

* **Participation and Leadership of people with disabilities:**
  + Levels of participation of **people with disabilities**, particularly women and youth, in decision-making spaces.
  + Community perceptions of leadership potential of people with disabilities (Outcome Indicator 1.1).
* **Rights Awareness and Social Norms:**
  + Awareness of rights under national and international frameworks among people with disabilities and their families.
  + Community attitudes towards disability, stigma, and inclusion.
  + Specific barriers faced by women, people with intellectual and multiple disabilities and youth with disabilities.
* **Service Access and Delivery:**
  + Current access to essential services for people with disabilities.
  + Baseline utilisation of disability-specific funds and support mechanisms.
  + Responsiveness of local services to people with disabilities’ needs.
* **CSO/OPD Capacity and Networks:**
  + Existing CSO/OPD activity and capacity.
  + Strength of networks and collaboration.
  + Presence of women-led, self-advocacy and youth-led OPDs.
* **Policy and Advocacy Landscape:**
  + Awareness and engagement of decision-makers on disability rights.
  + Status of local and national policy commitments.
  + Opportunities for engagement in CRPD reporting and SDG localization.
* **Contextual Risks:**
  + Analysis of security, social, and political risks (Risk Analysis).
  + Identification of enabling and constraining factors for advocacy (Risk Analysis).
* **Advocacy-Ready Data:**
  + Stories and case studies for campaigns (Advocacy Component).
  + Identification of community spokespeople, platforms, events (Advocacy Component).

**5. Deliverables**

1. Inception report detailing methodology, timeline, and tools.
2. Draft survey tools for MRG approval.
3. Raw and cleaned data sets.
4. Draft baseline report.
5. Final baseline report (15-20 pages), with actionable recommendations and advocacy-ready insights, presented in accessible formats, including a plain language or easy read executive summary, visual summary slides, and community-friendly dissemination materials (such as infographics or partner briefings). All deliverables will comply with EU visibility guidelines.
6. Presentation of findings to programme partners and the EU Delegation.

*Note:*

* The timeline assumes a 60 - 90-day duration.
* Specific dates to be confirmed upon contract signing.
* EU approval steps will be incorporated in line with visibility guidelines.

**6. Consultant Profile**

* Proven experience in baseline studies in complex, conflict-sensitive settings.
* Expertise in disability inclusion, gender analysis, and rights-based approaches.
* Strong understanding of advocacy-oriented research.
* Experience with EU-funded programmes is an advantage.
* Commitment to ethical research practices and safeguarding.

**7. Timeline**

Estimated duration: 60-90 days from contract signing.

**Proposed Timeline for the Baseline Survey**

|  |  |  |  |
| --- | --- | --- | --- |
| **Activity / Deliverable** | **Month 1** | **Month 2** | **Month 3** |
| Consultant onboarding and briefing | ✅(Week 1) |  |  |
| Desk review and context familiarisation | ✅(Week 2) |  |  |
| Inception report submission (methodology, work plan, tools) | ✅ (Week 3) |  |  |
| Review and approval of inception report | ✅(End of Week 4) |  |  |
| Development of survey tools and instruments |  | ✅ (Week 1) |  |
| Review and approval of data collection tools |  | ✅ (Week 2) |  |
| Field data collection |  | ✅ (Week 2-3) |  |
| Data cleaning and analysis |  | ✅ (Week 4) | ✅ (Week 1) |
| Draft baseline report submission |  |  | ✅ (Week 2) |
| Internal review and feedback from MRG and partners |  |  | ✅ (Week 3) |
| Submission of final baseline report |  |  | ✅ (Week 4) |
| Presentation of findings to MRG, partners, and EU Delegation |  |  | ✅ (End of Month 3) |

*Note:* Timeline assumes a 60-90 day duration. Specific dates to be confirmed upon contract signing. EU approval steps will be incorporated in line with visibility guidelines.

**8. Modality of Payment**

The total consultancy fee, including tax, for this assignment will be proposed by applicants. Payments will be made in three instalments, as follows:

|  |  |  |  |
| --- | --- | --- | --- |
| **Tranche** | **Amount (EUR)** | **Linked Deliverables** | **Payment Condition** |
| **Tranche 1** | (30%) | - Signed contract agreement - Inception report detailing methodology, timeline, and tools (Deliverable 1) - Draft survey tools submitted for MRG approval (Deliverable 2) | Upon signing of the contract and acceptance of the inception report and draft tools by MRG |
| **Tranche 2** | (40%) | - Completion of data collection and initial analysis - Submission of raw and cleaned data sets (Deliverable 3) - Submission of draft baseline report (Deliverable 4) | Upon submission and acceptance of the draft report and data sets by MRG |
| **Tranche 3** | (30%) | - Submission of final baseline report, incorporating feedback from MRG and partners (Deliverable 5) - Presentation of findings to MRG, partners, and EU Delegation (Deliverable 6) - All outputs delivered in accessible formats and in line with EU visibility requirements | Upon submission and acceptance of the final report and presentation, with all outputs in accessible formats and EU visibility compliance confirmed by MRG |

All payments will be processed upon receipt of satisfactory deliverables and corresponding invoices, in line with the contract terms and applicable compliance requirements.

**8. Application Process**

Interested consultants should submit:

* Technical proposal and methodology.
* Financial proposal, including tax.
* CV(s) of consultant(s).
* Samples of relevant previous work.
* References.

Deadline: 10 May 2025

Submit to: [fitra.jehwoh@minorityrights.org](mailto:fitra.jehwoh@minorityrights.org)

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