
TERMS OF REFERENCE

CONSULTANT TO CONDUCT HUMAN RIGHTS SITUATIONAL ANALYSIS OF PERSONS WITH ALBINISM IN BOTSWANA

1. Introduction

The Africa Albinism Network (AAN) is a Pan-African organisation that promotes the rights, inclusion, and protection of persons with albinism through advocacy, research, capacity development, and partnerships. Guided by its Strategic Plan (2025–2030), AAN works to advance implementation of the African Union Plan of Action on Albinism (2021–2031), the African Disability Protocol, and the United Nations Convention on the Rights of Persons with Disabilities (CRPD).

As part of its commitment to strengthening evidence-based advocacy and policy development, AAN is undertaking a human rights situational analysis of persons with albinism in Botswana. The situational analysis will be rigorous and human rights-based, focusing on the socio-economic, legal, and environmental realities of persons with albinism in Botswana. It will generate an evidence base that directly informs national policy reforms, targeted programming, and evidence-based advocacy aligned with the AU Plan of Action on Albinism (2021–2031) and AAN's strategic priorities. The study will generate credible evidence on the experiences of persons with albinism and identify practical recommendations to support inclusion, accountability, and enjoyment of their human rights.

Botswana ratified the CRPD in 2021, adopted the Revised National Disability Policy in 2021, and enactment of the Persons with Disabilities Act, 2024. The early implementation period is therefore a strategic moment to determine whether new legal commitments are being translated into regulations, budgets, services, remedies, and measurable improvements for persons with albinism.

The situational analysis will therefore provide a comprehensive assessment of the human rights situation of persons with albinism in Botswana and contribute to advocacy, stakeholder engagement, policy dialogue, accountability efforts, and future national planning processes aimed at advancing their rights and inclusion.

2. Consultancy Goal and Objective

AAN seeks an experienced consultant to undertake a **Human Rights Situational Analysis of Persons with Albinism in Botswana** and produce a high-quality analytical report. The assignment will contribute to AAN's strategic objective of strengthening evidence-based advocacy, policy engagement, and implementation of the rights of persons with albinism.

The study will be guided by six primary operational objectives:

i. Assess Legal, Policy, and Institutional Frameworks

Evaluate the alignment of Botswana's domestic legal and policy frameworks (e.g., Constitution, Persons with Disabilities Act/Policy) with international and regional instruments, such as the UN Convention on the Rights of Persons with Disabilities (CRPD) and the AU Plan of Action on Albinism (2021–2031).

Identify institutional gaps in the implementation, enforcement, and monitoring of non-discrimination laws and reasonable accommodation standards for persons with albinism.

ii. Document Human Rights Violations, Harmful Beliefs, and Protection Gaps

Document the nature, scale, and drivers of human rights violations, including physical attacks, threats, discrimination, social ostracization, and gender-based violence (GBV).

Examine the impact of harmful myths, cultural superstitions, and stigma on persons with albinism and their families, particularly mothers of children with albinism who face abandonment and societal rejection.

iii. Analyze Access to Essential Services (Health, Education, and Livelihoods)

Healthcare & Sun Protection: Assess accessibility, affordability, and availability of dermatological screening; skin cancer prevention (sunscreen, protective clothing); and low-vision/ophthalmological services, particularly in rural and peri-urban areas.

Education & Social Protection: Evaluate inclusive education barriers (e.g., visual accommodations, bullying, dropouts) and the adequacy of social safety nets for vulnerable households.

Economic Participation: Investigate employment barriers, informal sector vulnerability, and economic marginalization.

iv. Evaluate Intersecting Vulnerabilities (Gender, Age, Climate Change)

Examine the compounded vulnerabilities faced by women and girls with albinism (sexual and reproductive health risks, GBV).

Analyze the disproportionate impact of climate change and extreme weather (uv radiation exposure, heatwaves, and drought-induced livelihood strain) on the health and socio-economic well-being of persons with albinism in Botswana.

v. Evaluate Data, Registration, and Institutional Capacities

Assess the availability and quality of disaggregated data collected by statutory bodies and national ministries.

Map the organizational capacity, resource gaps, and collaboration networks of local Organizations of Persons with Disabilities (OPDs), Albinism Rights Defenders, and Civil Society Organizations (CSOs) in Botswana.

vi. Formulate Actionable, Context-Specific Recommendations

Provide actionable and prioritized recommendations for the Government of Botswana, development partners, OPDs, and AAN across key policy, legislative, budgetary, and programmatic interventions.

Alignment with AAN Strategic Pillars

This study directly advances the strategic objectives of the Africa Albinism Network (AAN):

Human Rights-Based Advocacy (HRBA): Transitions of advocacy from charity-focused models to rights-based accountability mechanisms for duty-bearers.

Implementation of the AU Plan of Action (2021–2031): Benchmark national progress in Botswana against regional targets for non-discrimination, protection, and inclusion.

Research & Data Generation: Addresses critical data deficits on albinism in Southern Africa to strengthen evidence-informed programming and policy design.

Capacity Development: Directly engages local albinism advocacy groups in data collection and advocacy implementation, fostering sustainable local leadership.

3. Anticipated Methodology and Scope of Work

The situational analysis will cover Botswana to the extent possible within available resources.

The consultant will be expected to:

Phase	Outputs/Activities
Inception	• Literature and policy review; • Stakeholder mapping; • methodology development; • Research tools; • Ethics and safeguarding framework; • Workplan.
Research & Consultation	• Desk research; • Legal analysis; • Interviews; focus groups; community consultations; • Service verification; document review; validation of findings.

Botswana National Albinism Learning Forum

The consultant will attend the Botswana National Albinism Learning Forum (17–18 September 2026) as an observer and resource person.

Forum participation will serve only as contextual orientation, stakeholder mapping and identification of follow-up leads.

The Forum shall not be treated as a representative research sample and will not replace independent consultations, interviews, document review or verification processes.

Quality Assurance

The consultant shall:

- Ensure ethical and inclusive data collection;

- Maintain confidentiality and secure data management systems;
- Triangulate findings across multiple sources;
- Verify institutional claims against documentary evidence where possible;
- Clearly document limitations and gaps.

4. Expected Outputs and Deliverables

	Description	Due Date in 2026
1. Inception Package	Detailed methodology, sampling approach, stakeholder mapping, legal framework, ethics and safeguarding protocol, research tools, risk register, and workplan.	14 Sep
2. Fieldwork Completion Package	Summary of consultations completed stakeholder coverage matrix, key emerging findings, and data quality notes.	15 Oct
3. Draft Situation Analysis Report	Draft report (approximately 40–60 pages excluding annexes), including findings, legal and policy analysis, conclusions and recommendations.	10 Nov
4. Validation Package	Presentation deck, summary findings, validation questions, and stakeholder response matrix. Primary Audience: AAN, AU Commission, UN Bodies, Donors, Botswana Ministries, Policymakers, Parliamentarians, Line Ministries, Local OPDs, CSOs, and Human Rights Defenders	Jan-Feb 2027
5. Final Report Package	Final situational analysis report detailing findings, gap analyses, and strategic entry points; executive summary; and policy brief: concise, sector-specific summaries focusing on: (a) Health & Sunscreen Inclusion, (b) Inclusive Education, (c) CRPD/AU Plan Compliance, and (d) Climate Vulnerability.	10 Feb 2027

	(4–6 pages), presentation slides; annexes; and bibliography.	
6. Publication-Ready Files	Final accessible Word and PDF versions, incorporating all approved revisions and formatting requirements.	28 Feb-2027

Critical Milestone

The **Final Human Rights Situational Analysis Report** must be approved by **10 February 2027** to allow sufficient time for editing, accessibility checks, formatting, dissemination preparation and publication before **28 February 2027**.

5. Proposed Timeframe

The consultancy is expected to run from **August to February 2027**, with final publication-ready products completed by **28 February 2027**.

The assignment will be home-based, with approved travel within Botswana as required. The consultant must be available for fieldwork activities, contextual attendance at the **Botswana National Albinism Learning Forum (17–18 September 2026)**, and the subsequent validation process.

Consultancy schedule

Activity	Timeline
Contracting and inception meeting	September 2026
Inception phase	September 2026
Research design and desk review	September 2026
Botswana National Albinism Learning Forum	17–18 September 2026
Fieldwork and consultations	September–October 2026
Draft report preparations	November 2026
Validation process	January–February 2026
Final report submission	10 February 2027
Publication-ready documents	28 February 2027

The anticipated level of effort is approximately **30–35 professional working days**.

6. Proposed Budget Scope and Payment Schedule

The total consultancy fee shall not exceed **USD 4,000**.

Payment shall be linked to satisfactory delivery and approval of outputs.

Payment Schedule

- **40%** upon contract signature and approval of the inception report.
- **40%** upon submission and approval of the first draft report.
- **20%** upon submission and approval of the final report and all final deliverables.

Reasonably pre-approved travel, accommodation and related fieldwork expenses will be covered separately by AAN subject to project resources and organizational policies.

7. Required Qualifications and Experience.

The consultant should possess:

- Advanced university degree in Law, Human Rights, Disability Studies, Public Policy, Public Health, Development Studies, Social Sciences or a related field.
- Minimum of **8 years of relevant professional experience**.
- Demonstrated experience leading national-level research and policy studies.
- Strong understanding of disability rights and human-rights-based approaches.
- Knowledge of the CRPD, African human rights mechanisms and disability inclusion frameworks.
- Experience working with marginalized and vulnerable populations.
- Experience conducting qualitative and mixed-method studies.
- Strong analytical, facilitation and report-writing skills.
- Excellent written and spoken English.
- Working knowledge of Botswana's context and/or access to local expertise.
- Knowledge of Setswana will be an added advantage.

- Researchers with disabilities and researchers with albinism are strongly encouraged to apply.

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8. Ethical considerations

The consultant shall adhere to the highest ethical standards according to Botswana laws throughout the assignment.

The consultant will be responsible for:

- Obtaining informed consent;
- Protecting confidentiality and privacy;
- Ensuring accessibility and reasonable accommodation;
- Applying safeguarding and do-no-harm principles; and
- Obtaining any required ethical approvals.

AAN reserves the right to review and approve all proposed ethical protocols before fieldwork commences.

9. How to Apply

Interested candidates should submit:

- A Technical proposal (maximum 10 pages);
- A financial proposal;
- A detailed CV;
- Two relevant published writing samples within five years, indicating the Consultant contribution;
- Contact details of two professional referees.

Applications should be submitted to:

info@africaalbinismnetwork.org

Copy:

achileus@africaalbinismnetwork.org

Application Deadline

31st August 2026, 23:59 CAT

Only shortlisted candidates will be contacted