



TERMS OF REFERENCE

BETWEEN

The Fiji Human Rights and Anti-Discrimination Commission (hereinafter referred to as the “Commission”)

AND

The Field Researcher (hereinafter referred to as the “Field Researcher”)

1. Background

The experiences of children with disabilities in Fiji have been sparsely documented, mostly relating to socio-economic issues such as education, poverty, water, sanitation, and hygiene (WASH), access to justice, developmental health, etc. While research and studies have been carried out on children, a comprehensive assessment of the protection and promotion of the rights of children with disabilities is lacking in Fiji.

Children and young people are one of the most vulnerable groups exposed to rights violations because they are not in a position of self-sufficiency and maturity to exercise their rights and therefore depend on adults. Children with disabilities face additional barriers and are at higher risk of human rights violations compared to children without disabilities¹.

The Commission is therefore of the view that there is an urgent need to conduct a broad assessment of the status of the protection and promotion of human rights of children with disabilities in Fiji, to inform the State of its responsibility as the duty bearer to ensure the full and equal enjoyment of all human rights and fundamental freedoms by children with disabilities.

In line with the Commission’s Strategic Plan 2022-2027, Priority 1 ‘Protection & Promotion of the human rights of the most vulnerable amongst Fiji’s communities’, the Commission has decided to conduct a baseline study focusing on the status of the protection and promotion of the rights of children with disabilities in Fiji. The assessment aims to highlight successes and challenges and identify opportunities to better promote and protect the rights of children with disabilities.

2. Objectives of the Baseline Study:

- Identify achievements or what is working well in efforts to protect and promote the rights of children with disabilities in Fiji.
- Identify challenges and gaps in efforts to protect and promote the rights of children with disabilities in Fiji.

¹ <https://www.unicef.org/kosovoprogramme/press-releases/worlds-nearly-240-million-children-living-disabilities-are-being-denied-basic-rights>



Human Rights and Anti-Discrimination Commission

T +679 330 8877 | F +679 330 8661 | E info@fhrc.org.fj | W www.fhrc.org.fj
Level 2 Naibati House 9 Goodenough Street, Suva. Private Mail Bag, Suva, Fiji Islands

- Identify opportunities and recommendations on strategies to better protect and promote the rights of children with disabilities in Fiji.

3. Expected Outputs of the Baseline Study:

- Baseline Study on the current status of the protection and promotion of the rights of children with disabilities in Fiji.
- Baseline evidence for monitoring and evaluating future interventions specific to the protection and promotion of the rights of children with disabilities in Fiji.
- Engaging with key stakeholders in producing the Baseline Study.
- List of strengths and achievements in efforts to protect and promote the rights of children with disabilities in Fiji.
- List of gaps and challenges in efforts to protect and promote the rights of children with disabilities in Fiji.
- List of opportunities and recommendations to better protect and promote the rights of children with disabilities in Fiji

4. Expected Outcomes of the Baseline Study:

- The Baseline Study is recognized and used by various stakeholders to inform policies and strategies to better protect and promote the rights of children with disabilities in Fiji;
- Strengthened networks and collaborations amongst key disability stakeholders.

5. Field Researcher Scope of Work

The Field Researcher will:

- Participate in trainings on the research methodology, data collection tools, ethical protocols, and safeguarding policies.
- Support the piloting of data collection tools.
- Carry out face-to-face data collection across assigned locations in Fiji.
- Ensure data collection processes are inclusive, ethical, and respectful of children and persons with disabilities.
- Participate in regular debriefs, MEAL (Monitoring, Evaluation, Accountability and Learning) sessions, and other feedback meetings.
- Work closely with the Commission and the Project Steering Committee to contribute to data analysis.

6. Project Duration, Modality of Work and Remuneration.

The Field Researcher will be engaged for up to **120 working days**, with remuneration based on deliverables at a rate of FJD 100 per day. This role will involve face-to-face work in community settings and will require travel across Fiji's Central/Eastern, Northern, and Western divisions.



7. Qualifications and Experience

The Field Researcher must have:

- A strong commitment to human rights, particularly the rights of children and persons with disabilities.
- Preferably, experience working directly with children and/or persons with disabilities.
- Demonstrated experience in community-based research or participatory approaches.
- Good knowledge of Fiji's cultural, social, and geographic context.
- Strong communication and interpersonal skills, including the ability to speak local languages.
- Willingness and ability to travel extensively.
- Flexibility, adaptability, and a respectful, inclusive approach.
- Cultural sensitivity and ethical awareness.

**We welcome applicants who have lived experience with disability or caregiving for persons with disabilities.*

8. Values

The Commission strongly encourages applications from people with lived experiences of disability, women, young people, and individuals from diverse backgrounds. Respect for human dignity, ethical integrity, and a rights-based approach are essential to this role.