

Sudan Inclusion Task Force

Terms of Reference

March 2025

Rationale

Persons with disabilities – who account for at least 16% of the world's population ([WHO 2023](#)) – are among the most marginalized groups in most countries. In emergency contexts, in which disability prevalence can rise to 30% ([UNHCR 2023](#)), existing barriers and discrimination increases the risks persons with disabilities face, affecting their survival, protection and well-being, and hinder their meaningful engagement in humanitarian needs assessments and response planning. 13% of the World's population are aged 60 and above ([UNDESA](#)) and this is expected to rise to 19.5% by 2050. Older People make up 4% of the global displaced population([UNHCR](#)) and in emergency contexts are often left behind and unable (or too frail) to flee. They also face barriers and discrimination in accessing services and are often the sole carers of children or other adults, increasing their vulnerability. Women and girls with disabilities face an even higher risk when it comes to humanitarian contexts due to intersections between gender, age and disability.

Background

The ongoing conflict in Sudan disproportionately affects some more than others including: women, girls, and other at-risk groups, such as older people and people with disabilities. This exacerbates pre-existing gender inequalities and reverses progress in gender equality and human rights gains.

According to [Sudan HNRP 2025](#), children and women constitute a significant portion of the affected population – 51 per cent are children and 50 per cent are women and girls – while people with disabilities are estimated to comprise 15 per cent⁶ of People in Need (PiN) - equivalent to 4.7 million and the older people constitute 5.3% of the PiN.

These needs are highlighted in the Humanitarian Needs and Response Plan (HNRP) for Sudan 2025 in strategic objective 2: *“Provide direct responses to the protection needs arising from crisis for affected women, men, girls, and boys, especially those who are most vulnerable and marginalized and ensure that assistance and advocacy are guided by principles of protection, conflict sensitivity, and inclusivity across gender and diversity, in accordance with international norms and standards and prevent and reduce emerging protection risks.”*

The Sudan Humanitarian Country Team (HCT) is committed to providing assistance on the basis of need, without distinction. The [Humanitarian Response Strategy for Sudan in 2025](#) considers

the centrality of Protection as one of its key strategic elements, giving priority *to the inclusion and rights of vulnerable groups—such as minorities, women, children, people with disabilities, and older people individuals—ensures equitable access to humanitarian assistance*. The strategic objectives emphasize the humanitarian commitments to provide safe and equitable access to assistance to affected women, men, girls, and boys, especially those who are most vulnerable and marginalized. These objectives are guided by the principles of protection, conflict sensitivity, and inclusivity across gender and diversity through multisectoral services sensitive to gender, age, and disability.

Despite efforts and improvements in strengthening accountable, inclusive and quality programming, there is an urgent need to adapt modalities of aid delivery and coordination to provide needs-based, integrated and inclusive services to all affected populations.

The Inclusion Task Force aims to address those gaps by enhancing the capacity of humanitarian actors' coordination mechanisms and cross cutting areas of responsibility to address the gaps, turning commitments to change into action within the broader Humanitarian Program Cycle (HPC). The ITF will support the operationalization of specific guidelines such as the [IASC Guidelines on Inclusion of Persons with Disabilities in Humanitarian Action](#) and [Humanitarian Inclusion Standards \(HIS\)](#) to mainstream disability and older age-inclusion within programming and ensure disability is mainstreamed within programming through effective coordination (with other TASK Force and Sub/WG: AAP, PSEA, GiHA among others) and consistent monitoring.

The Inclusion Task Force recognises that humanitarian coordination bodies including the Inter-Cluster Coordination Group (ICCG), Protection, Health, WASH, Food Security, and Shelter/NFI clusters, are requesting trainings and technical support on Inclusive Humanitarian Action and inclusive programming that focuses on:

- Inclusive project and program cycle management,
- Inclusive accountability towards affected populations (AAP) and
- Inclusive MEAL and data collection.

Considering the above gaps, a dedicated Inclusion Task Force is needed to address gaps related to inclusion mainstreaming within programming, coordinate and adapt existing tools and/or support sectorial strategy revision and/or develop guidance from the global/regional level to meet local technical demand for capacity development. Such Task Force has the potential to further localise, coordinate and scale up technical support provided to mostly I/NGOs, and/or facilitate the setup of an inter-agency technical support mechanism via focal persons.

The Inclusion Task Force will add value to the humanitarian community to be more inclusive by creating a space for peer-to-peer learning furthering and strengthening knowledge and skills on cross-cutting factors based on the main gaps identified (gender, age and/or disability-inclusion).



The humanitarian Country Team are Accountable to be disability and age inclusive as is stated in their Sudan protection strategy in objective 3, action 6: *‘Ensure Inclusive access to assistance for all populations according to the needs’*.

The Inter cluster coordination Group are also responsible and accountable to share that their strategy and action plans to be reviewed by the ITF e.g. the ICCG action plan for 2025.

Objectives, mandate and scope of the Inclusion Task Force

The overall and specific objectives, mandate and scope of the Inclusion Task Force will be discussed and agreed upon during the launch workshop and first meeting by the members.

The Inclusion Task Force is a technical advisory body that sits under the Humanitarian Country Team (HCT) centrality of protection that provides technical oversight for disability and age inclusion to the HCT, the ICCG, the cross cutting thematic working groups and all clusters with priority to the protection cluster, WASH cluster, food security, health cluster.

The ITF will be available to respond to requests from any humanitarian coordination body to review and/or adapt and provide technical guidance ensuring disability and age inclusion are well mainstreamed within each stage of the Humanitarian program Cycle.

These objectives and outcomes have been agreed upon collaboratively. We aim for this task force to be collaborative in nature

Key areas of intervention:

- Strengthening coordination, information sharing and advocacy for inclusive humanitarian action and basic human needs responses;
- Support efforts to mainstream age and disability-inclusion across all sectors and stages of programming and implementation;
- Ensure meaningful participation and empowerment of older people and persons with disabilities;
- Support capacity building of all actors, including coordination mechanisms and sectorial/thematic task force and working groups (AAP WG, PSEA, GiHA);
- Improve data collection on disability prevalence, barriers and needs of persons with disabilities and older people, including specific protection risks (in regards to disability, gender and age);

- Strengthen the collaboration and coordination on disability and age inclusion between the members of the ITF

Overall objective:

- Strengthen the humanitarian response to be inclusive of men, women, boys and girls with disabilities as well as older persons in Sudan to ensure that the needs are considered throughout the humanitarian program cycle.

Specific objectives:

- Strengthening data collection, analysis and dissemination on older people and persons with disabilities and the barriers they face for enhanced monitoring of disability inclusion and inclusive programming;
- Supporting understanding of cross-cutting factors of discrimination (disability alongside gender, age among others) to deepen analysis of protection risks;
- Supporting building capacity of humanitarian actors, it's members, including representative organizations of persons with disabilities and older people associations on inclusive humanitarian action and advocacy strategies;
- Conducting capacity building activities : awareness raising and technical support to humanitarian actors/clusters, WG and thematic Areas of Responsibility (AAP, PSEA, child protection etc.) and supporting the revision of technical tools;
- Providing technical support to the humanitarian programming at protection cluster and/or in their respective organisations;
- Developing technical knowledge and skills among I/LNGO to provide technical support to field operations;
- Enhancing age and disability inclusive programming and services;
- Ensure an approach in disability and age inclusion that enhances localization efforts, this includes enhancing the participation of representative organizations of persons with disabilities and older people associations in humanitarian coordination and decision making and build their capacities. ensuring a localized approach by amplifying the voice or input from people with disabilities themselves and their representative organisations;
- Supporting efforts to mainstream age and disability inclusion across all sectors and stages of programming (HPC; active engagement in the development of the HNRP) to ensure that the HNRP reflect the situation, needs, and capacities of older people and persons with disabilities and their representative organizations, and that they include disability-specific and disability-sensitive interventions and indicators;
- Anchor disability and age inclusion throughout the Humanitarian structure, processes and policies to ensure sustainability.

Membership:

The Inclusion Task Force seeks to bring together a **range of technical and non-technical actors working on inclusion and age and disability-inclusion**, including representatives of cross-cutting WG (AAP, PSEA, GiHA etc.), Clusters, Working Groups, UN agencies, national and international NGOs, civil society organizations (CSO), older people associations (OPAs) and organizations of person with disabilities (OPDs) to address the full spectrum of factors that impact persons living with disabilities and persons of older age in Sudan. Members can learn from each other and share experiences amongst each other to build a robust knowledge base on age and disability inclusion. This will be a hub for information and resource sharing.

Considering this is a pilot Inclusion Task Force under HCT we are interested to start small; have few common activities and preferred membership to be between 10 to 15, and obtain growth as members would deem fit; The Task Force membership will be open to diverse cluster members/coordinators (protection, food security/nutrition, wash, cash, livelihood, etc.) who have shown interest in learning and sharing around disability age and gender inclusion and who want to make changes to their organization's programming, or processes at cluster level. Participation of representatives of OPDs, OPAs and women-led organizations in the meeting would be highly encouraged and recommended including in activities. Additional presenters and interested parties may be invited on an ad hoc basis to present or join discussions as relevant. Participating organizations should nominate one to two 2 (1M, 1F) senior (manager/coordinators) staff to be focal point person on inclusion and become members of the task force. Membership implies active participation in collective activities initiated by the Task Force;

Leadership:

The technical Task Force will be chaired by Humanity & Inclusion (HI) and Help Age International (HAI) and co-chaired by an interested NGO or OPD. UNHCR protection cluster coordinator are advisories to the ITF ensuring that the outcomes set by the ITF are aligned with and contribute to the centrality of protection strategy outcomes.

However, as a key inclusive participatory approach, women led organizations or organization of persons with disability or association of older persons would be most preferred **(to be identified later)**. Leadership members will not represent their respective entity while serving but rather act as impartial moderators and coordinators of the group. They are expected to convene and moderate meetings, arrange agendas, take meeting notes and coordinate activities. They will also maintain the TF mailing list. Coordination and chairing may rotate as deemed by the ITF.

Meeting arrangement

Depending on members agreement during the first meeting. The Task Force will have a calendar of when to meet, with additional ad hoc meetings to be called as and when needed, as determined by the leadership and members. The Task Force is Accountable to its members and the HCT centrality of protection. A representative of the TF will also be expected to present

regularly at the HCT and the ICCG as one of its mandatory areas of responsibility and to attend relevant meetings

Members should commit to the following:

- Members should be committed to promoting inclusion and equity in humanitarian assistance.
- Members should be able to work collaboratively with diverse stakeholders to develop and implement inclusive interventions.
- Members should be able to collect and analyze data on the prioritized groups to inform programming and decision-making processes.
- Members should have access to relevant resources and tools to support inclusive interventions.
- Members should be able to communicate effectively and sensitively with the prioritized groups and other stakeholders
- Members should be committed to participating in research or data collection related to the prioritized groups. This can help ensure that the ITF's interventions are informed by the latest data and evidence.
- Members should be responsive to the needs and feedback of the prioritized groups. This can help ensure that the ITF's interventions are tailored to the unique needs and challenges faced by these groups.

Below are recommended steps for setting up a Task Force attached to the HCT as a cross-cutting approach:

- Interested international and local humanitarian organisations, including OPDs and OPAs, will be invited to appoint one or two (male, female) focal persons.
- Discussion on common gaps to be addressed, such as lack of data on persons, lack of technical support to the humanitarian programming at cluster or in their respective organisations;
- During the first meeting, interested participants will discuss objectives based on gaps and interests and establish an action plan;
- Possible elements of such roadmap or action plan:
 - Development of joined technical support modalities and tools (e.g., briefs, FAQs, tip sheets, review of inter-agency assessment tools),

- Development of common guidance for age and disability-inclusive data collection,
 - Strengthen Age and Disability-Inclusion in existing protection tools – to be prioritized (needs assessment, protection monitoring);
 - Training of trainers and/or training around the [DRG training modules on the IASC Guidelines](#) and Humanitarian Inclusion Standards (HIS) for OPDs, OPAs, NGOs, Gender and Protection specialists for humanitarian actors.
- Set up a process of monitoring and archiving of the actions of the ITF to be stored online to be reviewed – can develop a monitoring tool

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