



TERMS OF REFERENCE FOR REGIONAL ADVOCACY PLATFORM

BACKGROUND

Southern Africa Federation of the Disabled (SAFOD) is a leading disability-focused network engaged in coordination of activities of organizations of Persons with Disabilities in 16 countries of the Southern Africa region. Our mission is to advocate for the rights of Persons with Disabilities as well as nurturing and strengthening the capacity of affiliates and stakeholders in Southern Africa, to ensure promotion of inclusive development and human rights for persons with disabilities.

SAFOD has successfully implemented activities and programmes over the past 37 years, delivering on its mission through training, research, coordination, information-sharing, promotion of human rights and stimulating persons with disabilities. SAFOD has led the disability agenda in the region and in the continent, influencing governments while positively impacting persons with disabilities at grassroots level through various activities and programmes implemented at national level. We relentlessly continue to build strong relations with international bodies to intensify the disability movement, sitting at forums that open doors to the global world of disability and vigorously lobby and advocate for inclusive policies and programs for persons with disabilities that ultimately also benefit other marginalized groups within the communities.

PURPOSE OF THE PLATFORM

To ensure people with disabilities have full access to fundamental human rights through their active involvement in policy development and implementation in Southern Africa.

SPECIFIC OBJECTIVES OF THE PLATFORM

- Provide technical support and inputs towards the drafting of the SADC Disability Protocol
- Lead in lobbying and advocating for the adoption of the SADC Disability Protocol at national and regional levels.
- Lead in mobilizing resources for successful drafting and final adoption of the Protocol, leading fundraising efforts to ensure successful drafting and adoption of protocols.



- To bring together and facilitate an active multi-stakeholder network.
- Monitoring and Promotion: Advocates monitor legislative proposals and strategic campaigns throughout Southern Africa

KEY TERMS OF REFERENCE OF THE PLATFORM

- Meet quarterly to review and make inputs to the draft protocol. SAFOD Secretariat will ensure the representation of its affiliates.
- Participate in national and regional consultation meetings to ensure broader participation and inputs into the draft Protocol.
- Share with the SAFOD Secretariat with local and sub-regional relevant researched data.
- Where necessary, undertake studies at both national and regional levels.
- Support the SAFOD Secretariat in sensitizing and lobbying the departments or ministries responsible for disability at the national level.
- Participating in relevant side events during the meetings of SADC line ministers, to lobby them and advocate for the adoption of the Protocol.

STRUCTURE OF THE PLATFORM

- SAFOD secretariat will play a Secretariat role.
- If resources allow, the Platform shall recruit a coordinator on a contractual basis. To ensure effective coordination of activities of the Platform at both regional and national levels.
- The Platform will appoint its chairperson who will serve for a term of 1 year.
- A technical committee will be appointed to provide technical support towards the drafting of the Protocol.

MEMBERSHIP OF THE PLATFORM

- Organizations of Persons with Disabilities (OPDs).
- Non-Governmental Organizations (NGOs).
- United Nations Agencies.
- Governments.
- Development agencies/donors.
- Academic and research institutions.
- The private sector.



QUALIFICATIONS AND CONSIDERATIONS

1. **Passion and Commitment:** Advocacy work requires genuine passion and dedication. Participants should be committed to promoting the rights and well-being of persons with disabilities.

2. **Knowledge and Awareness:**

- **Legal Understanding:** having knowledge about disability-related laws and regulations is beneficial. Understanding legal frameworks that protect the rights of persons with disabilities is crucial.
- **Awareness of Human Rights:** Participants should be familiar with human rights principles and how they apply to persons with disabilities.
- **Intersectionality:** An intersectional lens helps recognize the unique challenges faced by persons with disabilities who belong to other marginalized groups (e.g., LGBTQ+ community, ethnic minorities).

3. **Skills and Abilities:**

- **Communication Skills:** Effective communication is essential. Advocates should be able to articulate their views, engage with stakeholders, and convey key messages across various mediums.
- **Partnership Building:** Building partnerships and coalitions with other advocates, organizations, and policymakers is vital.
- **Problem-Solving:** Advocates need to identify instances of discrimination, raise awareness, and seek solutions.
- **Fundraising:** The platform involves resource mobilization; therefore, fundraising skills are valuable.

4. **Education and Background:**

A minimum of 5 years practical experience in disability related work, community organizing or policy development. Candidates must also have experience in strategic advocacy work around the following fields:

- Inclusive education
- Advocacy for inclusive public health
- Advocacy for policy and legislative reforms towards disability inclusion



- Advocacy towards inclusion of persons with disabilities who require more intensive support e.g. persons with mental and intellectual disabilities, persons with albinism, women and girls with disabilities and persons with deaf blindness.

HOW TO APPLY

All expressions of interest must be submitted to SAFOD through email at procurement@safod.net cc rmonnakgosi@safod.net by 17:00 pm on **30/12/2023**. EOI submitted late will not be accepted. Only short-listed candidates will be contacted.