

TERMS OF REFERENCE

DEVELOPMENT OF DISABILITY AND HUMAN RIGHTS MANUAL

Disability Advocacy Manual Development

Background

Lesotho National Federation of Organisations of the Disabled (LNFOD) is an umbrella organisation of four organisations of persons with disabilities in Lesotho namely; Lesotho National Association of the Physically Disabled (LNAPD), Intellectual Disability Association of Lesotho (IDAL), Lesotho National League of the Visually Impaired Persons (LNLVIP) and National Association of the Deaf Lesotho (NADL). LNFOD was registered in 1991 to unify issues of persons with disabilities, represent them to government, international partners and the society. LNFOD's activities include lobbying and advocacy for human rights, research, awareness raising and capacity building of members.

Rationale for Developing a training Manual

LNFOD has in recent years renowned for playing a leading role in the context of disability and human rights advocacy in Lesotho. However, most of the results of this advocacy work have been mainly centred on policy issues at the national level. Progress at the community level has been slow where most PWDs at the community levels are not informed of the engagement opportunities, government planning structures, the policy context that affects their day to day lives, their basic human rights, and also the responsibilities of the government in safeguarding their livelihoods. There is limited use of formal mechanisms for advocacy including public investigations, public comments on draft legislation, and advisory committees to legislative bodies in the communities. Most advocacy efforts there still rely primarily on personal connections. While this seemed to yield good results for those who are well placed, sustainable systems are required to ensure all PWDs are able to participate, including those who represent the poorest of the poor and sexual minorities as well those who are considered inhuman.

Skills and tools that communities utilised to approach different leadership and governance structures in the current constitutional dispensation as it were has been elusive, the situation could worsen in the new decentralisation processes of services by respective government ministries if these PWDs are not, in earnest, informed and trained on how to engage the

different governance offices therein. PWDs in the communities need not only be sensitised on the need to agitate for their issues but also empowered with the right skills and tools of trade in this endeavour. This training manual and trainings should be the means to ensure this is effectively accomplished.

The manual is expected to:

- Facilitate standardization of training by ensuring that different trainers from LNFOD and DPOs are exposed to the same content and methodology and that the output in terms of knowledge, attitudes and skills acquired will be shared by a wide range of partners.
- Serve as a tool for quality control of training by facilitating the follow-up of trainers and evaluation of training and its linkage to performance.
- Contribute to a more effective human rights based approach to policy advocacy and media linkages.
- Save time and energy of trainers in planning and organizing training materials and workshops as a result contribute to effectiveness and efficiency of trainings in reaching a lot more PWDs.
- Empower trainers with skills to perform their advocacy and training roles and serve as a standard tool available for LNFOD and her partner DPOs.
- Contribute to expanding practical advocacy skills among Partners

Competencies

LNFOD is looking for a qualified consultant(s) who has extensive knowledge and experience in development of training manual and facilitating rights based approach community advocacy trainings, to develop an advocacy training manual; putting the purpose and expected result of the manual as illustrated above in mind.

Thorough knowledge of the local governance structures and legislations governing them

Previous verifiable engagements in local government issues

Experience and knowledge in local and international NGOs working in disability rights is an added advantage.

Methodology

The consultant will be expected to undertake the development of the manual in a participatory way in all its stages by;

- Review the existing disability and human rights materials/manuals and take lessons from them in developing this manual.
- Come up with consultative framework from stakeholders detailing the modules with steps in which sessions will be undertaken during the delivery trainings.
- Present draft framework for validation before development of the manual
- Include Trainers' instruction book to prepare trainers before they go out to deliver trainings
- Present the draft reports to the stakeholders for validation and incorporate the inputs for draft
- Present final draft with inputs from stakeholders to the management of LNFOD.
- Financial proposal should also include cost for translation (Manual & Trainers' instruction book) into Sesotho
- Engagement of a consultant in 5 day Trainers' Training Workshop remains optional and will be decided upon depending on extensiveness of a consultant into issues of trainings.

Applications

Interested parties should submit CV(s) specifying the lead consultant where applicable with a covering letter detailing past experience, a technical and financial proposal detailing the methodology, costed work-plan.

The Executive Director

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or

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Timeframe

Assignment will take into consideration all activities to be performed by both the consultant and LNFOD to make this Training Manual well-informed document. **The duration of this task is 5 weeks.**

Tentative date of commencement - 27th January 2014.

Closing date for applications is Wednesday, 22nd January 2014 at 16H00. Late submissions will not be accepted.