

**AFRICAN DISABILITY FORUM (ADF)**

**PHASE II PROGRAMME PROPOSAL, 2017-18**

# **EXECUTIVE SUMMARY**

Until 2015, Africa was the only region of the world without an independent, democratic, representative, regional disability forum of member Disabled Persons’ Organizations (DPOs). Today, thanks to the support of UNPRPD, the African Disability Forum (ADF) has been established and recognized as the representative Pan-African umbrella membership organization of African DPOs. The ADF was established to unify and amplify the voice of persons with disabilities, their families and organizations in Africa at national, regional and international levels, and to strengthen the capacity of organizations of persons with disabilities in Africa to promote the rights and inclusion of persons with disabilities and their families. The Government of Ethiopia has proposed a Memorandum of Understanding with ADF, and steps are being undertaken to sign the MOU, thus granting legal recognition and authorization to open the ADF Office in Addis Ababa. The ADF has been granted full membership status as representing DPOs in Africa by the International Disability Alliance (IDA), the worldwide grouping of international and regional organizations of persons with disabilities.

Today the ADF counts member DPOs in 34 countries, in addition to 8 continental and 4 sub-regional federations of DPOs. The 9-member (4 women) ADF Executive Council has met twice since being elected during the first ADF General Assembly held in December 2015 in Nairobi, Kenya, and was actively involved in the further implementation of the ADF UNPRPD Phase I Programme. Council members also participated actively in the drafting of a proposal to the European Commission, in collaboration with Handicap International, the Abilis Foundation (Finland) and the International Disability and Development Consortium (IDDC), to promote the rights and inclusion of women and girls with disabilities in African countries. Although the proposal was not accepted by the Commission, an ADF proposal submitted to the Disability Rights Advocacy Fund (DRAF), to supplement funding for the ADF-UNPRPD Phase II Programme, has been approved.

# **BACKGROUND**

In order to establish a truly representative, democratic, Pan-African organization of African DPOs, a careful, step-by-step, 4-year consultative process was followed, made possible by funding from UNDESA, UNPRPD and other partners:

**ADF Consultative Meeting 2012**

A Consultative Meeting on the creation of ADF took place 28-29 Nov. 2012 at the UN Conference Center in Addis Ababa, Ethiopia. The meeting was organized by the UN Special Rapporteur on Disability of the Commission for Social Development, with the support of the UN Department of Economic and Social Affairs (DESA) and in partnership with the UN Economic Commission for Africa (UNECA), African disability organizations, academic institutions and development partners. Following the meeting, an ADF Interim Working Group (IWG) was established, composed of 10 leaders of African continental, sub-regional and national federations of DPOs, serving in an individual capacity. IWG members were selected on the basis of geographical region, gender and type of disability. Three facilitators for the Group were also appointed. The IWG was charged with preparing proposals on the organizational structure, membership, priority areas of work and for the formal establishment of the ADF.

**ADF Planning Meeting 2013**

The need for a unified representative voice of DPOs and persons with disabilities in Africa became more acute with the advent of the African Union “Disability Architecture” (AUDA), adopted by the AU Conference of Ministers of Social Development (CAMSD) in Nov. 2012. Thanks to a grant from the Abilis Foundation (Finland), a planning meeting of the ADF IWG took place 13-15 Dec. 2013 in Addis Ababa. The meeting reviewed options and reached a consensus on the membership and organizational structure of ADF and its immediate priorities.

**ADF Launch Meeting 2014**

A meeting to launch ADF took place 17-19 Nov. 2014, at the UN Conference Centre in Addis Ababa. The meeting brought together some 40 regional and national leaders of DPOs in Africa, who decided to formally establish the African Disability Forum. The DPO leaders, from over 20 African countries, decided upon the ADF membership and governance structure, approved a draft Constitution and planned next steps for its establishment. The ADF Launch Meeting was made possible by support from UNDESA, in collaboration with the African Union Commission (AUC) and UNECA, and support from the Abilis Foundation (Finland) and the Norwegian Association of the Disabled. The existing Interim Working Group (IWG) was enlarged and assigned the task to guide the work of ADF during its initial stage until the election of a formal Executive Council. The enlarged IWG was composed of 11 leaders (5 women) of continental, sub-regional and national DPO federations, including persons with seeing, hearing, and mobility impairments, parents and youth leaders with disabilities from Algeria, Burkina Faso, Cameroun, Gabon, Kenya, Niger, Mauritania, Morocco, South Africa, Uganda, and Zambia. The ADF IWG applied for and received the first grant of US$200,000 from UNPRPD for a 2-year Programme to further establish ADF and begin activities. The grant is managed by the UNDP Regional Service Center for Africa (RSCA) in Addis Ababa, which is also providing administrative support for Programme implementation, including office space, communications facilities and technical support for the Programme Assistant employed by UNDP under the grant.

# **ADF General Assembly 2015**

Delegates (19 men, 11 women), from 30 DPOs in Africa which had applied for membership in ADF, held the first ADF General Assembly meeting, 31 Oct.-1 Nov. 2015 at the Desmond Tutu Conference Center in Nairobi, Kenya. The General Assembly formally adopted the ADF Constitution and Bylaws and elected the first ADF Executive Council (see Annex 1). The General Assembly took place immediately following the UNDESA-sponsored Forum on “Disability Inclusive and Accessible Urban Development”, organized in cooperation with UN Habitat, which took place 28-30 Oct. 2015 at the UN Conference Center in Nairobi. Thanks to support from UNDESA, delegates to the ADF General Assembly participated in the UNDESA Forum.

**First ADF Executive Council Meeting 2016**

The first meeting of the 9-member Executive Council took place 14-15 March 2016 in Addis Ababa. During the meeting the Council approved for ADF membership 8 Continental DPOs, 4 Sub-Regional DPO Federations and 34 National DPO Federations. Observing the Council meeting were 4 ADF interns (2 male, 2 female) who were in Addis Ababa for an orientation to ADF and to African regional institutions (see Annex 2). The ADF Internship Programme is made possible by a grant from IDA.

**Second ADF Executive Council Meeting 2016**

The second meeting of the 9-member Executive Council took place 2-4 Sept. 2016 in Addis Ababa, during which the RSCA Director, Mr. Gerd Trogemann, addressed the Council, confirming the Center’s continuing commitment to support ADF as well as its commitment to promote disability inclusive development by UNDP Country Teams in the Region. The Council completed formalities to legally register ADF in Ethiopia and to establish the ADF office in Addis Ababa. The Council held two working sessions with partners on a proposal to promote the rights and inclusion of women and girls with disabilities in Africa, in response to a Call for Proposals from the European Commission (EC). ADF Partners for the proposal included Handicap International, the Abilis Foundation and the International Disability and Development Consortium (IDDC). The Council also met with representatives of several potential partners in order to explore possible partnerships, including a representative from HI Headquarters and the HI Country Representative for East Africa, as well as a representative from DPOD, and representatives from JICA based in South Africa. The Council also approved a draft MOU between ADF and HI, presently awaiting approval by HI. The Council also decided that ADF should prepare a 5-year Strategic Plan, engaging the services of a consultant Coordinator to facilitate the process, and directed that funding should be obtained for this purpose.

# **PHASE II PROGRAMME STRATEGY**

A majority of African national and sub-regional DPO federations, as well as continental DPOs, have confirmed the importance of having an inclusive Pan African DPO organization, to better represent the voice of persons with disabilities and their organizations regionally and internationally, by establishing the ADF. Now ADF DPO members need to better determine ADF strategic direction and programme priorities for the coming years, in order to effectively promote the rights and inclusion, and strengthen and unify the voice, of persons with disabilities and build the capacity of DPOs in Africa. While ADF strategic goals and objectives have been defined by the ADF General Assembly in the ADF founding documents (Constitution and Bylaws), no strategic plan has yet been prepared. In order to better design ADF Programme activities, and funding proposals for partners, in response to ADF member DPO-identified needs and priorities, the major proposed action during the ADF-UNPRPD Phase II Programme will be to prepare and implement a 5-year Strategic Plan. The ADF Executive Council has created a 4-member Strategic Planning Committee to oversee a one-year strategic planning process, composed of the following Council members: Ms. Rachel Kachaje (Malawi), Mr. Pawlos Kassu (Ethiopia), Ms. Judith Ekaete Umoh (Nigeria), and Mr. Michael Njenga (Kenya). The Strategic Plan will build upon priorities identified and actions undertaken during the Phase I UNPRPD Programme, focusing on amplifying the voice of persons with disabilities in Africa and DPO capacity-building.

During preparation of the ADF Proposal to the European Commission, and as part of the ADF UNPRPD Phase I Programme Work Plan, ADF staff undertook a rapid organizational capacity-needs assessment of ADF member DPOs. A remarkable 50% of ADF member DPOs in 18 countries, as well as 3 continental and 2 sub-regional DPO federations, responded to the survey within a one week period. The major DPO capacity-building needs identified (in order of priority) were:

* Knowledge, advocacy skills on rights and inclusion of women, girls and children with disabilities (12 DPOs)
* Knowledge on SDGs/CRPD monitoring, reporting, etc. (11)
* Disability rights and inclusion advocacy skills (9)
* Leadership/Governance (9)
* Organizational (management, finance, office premises, etc.) systems strengthening (9)
* Services for members (8)
* Resource mobilization (8)
* Technical knowledge (accessible ICT, Accessibility Standards, etc.) (5)
* Personnel (2)
* Research skills (1)

# **ADF strategic planning**

The ADF strategic planning process will further identify and define these priority capacity-development needs of both ADF member DPOs, and of their members, focusing on how DPOs and their members can more effectively advocate for the rights and inclusion of persons with disabilities at national and local levels. The planning process will also seek to identify member DPO priorities with regard to the 17 SDGs and obtain their ideas for specific ADF actions to promote disability inclusive SDG implementation.

The strategic planning process will be comprehensive and participatory, to obtain the views of representatives of ADF member national DPO federations directly in 4 of the 5 sub-regions of Africa as well as from sub-regional DPO federations and from continental DPOs. Through 2-day sub-regional consultation meetings with representatives from a variety of national DPOs, the planning process will ensure input from equal numbers of women and men with disabilities, from youth with disabilities and from under-represented disability populations including people with albinism, deafblind persons, people with psycho-social disabilities, and from self-advocates with intellectual disabilities. To ensure effective input from invited DPO representatives from Francophone and Lusophone countries, interpretation services will be provided during the consultations. An attempt will also be made to organize a consultation in North Africa, though there is no functioning sub-regional federation at present. In any case, input from ADF member and other DPOs in North African countries will be solicited in English, French and Arabic via e-mail and during possible contacts with representatives at regional and international meetings attended by ADF members.

The consultation process will also include visits to obtain input from, and identify needed changes in policy and programmes of regional and sub-regional institutions (AUC, RECs) to make them more disability inclusive, as well as those of regional organizations such as the African Child Policy Forum (ACPF), pan African women’s and youth organizations, and other mainstream non-governmental development organizations. Inputs will also be obtained from, and needed changes in policy and programmes identified of international governmental (UN, bilateral Aid agencies) and non-governmental development organizations. Specific Terms of Reference (TOR) will be prepared to guide the strategic planning process and the work of the ADF Strategic Planning Committee and Coordinator.

The ADF strategic planning process will not only identify the needs and priorities of its member DPOs and other stakeholders, but will also offer an opportunity to publicize and promote the existence and role of ADF among potential member DPOs in African countries without an ADF member DPO. This will be done by inviting representatives (1 male, 1 female) from national DPO federations that are not yet members of ADF to participate in the sub-regional consultations. The 2-day sub-regional consultation gatherings of representatives of ADF member and other DPOs in 4 sub-regions of Africa will be organized by the ADF member sub-regional federation, and in conjunction with either a general assembly of the sub-regional federation or another meeting with DPO representation. An ADF Strategic Plan validation workshop will also be organized, in conjunction with an ADF Executive Council meeting, to review, strengthen and finalize the draft Strategic Plan, once formulated.

# **ADF strategic planning Approach**

In order to undertake the strategic planning process, core funding from UNPRPD will be combined with funding leveraged from the Disability Rights Advocacy Fund (DRAF). The DRAF funds, already approved, will support the costs of hiring an ADF Strategic Planning Coordinator to work with the ADF Advisor, the Programme Assistant and the Strategic Planning Committee to manage the strategic planning exercise, organize the 4 sub-regional consultative meetings, conduct a SWOT analysis and other information-gathering activities, prepare the draft Plan and organize the validation workshop. UNPRPD funds will supplement the costs of participants to the sub-regional consultative meetings (air tickets, per diem), support the cost of organizing the validation workshop and the holding of ADF Executive Council meetings, and continue to provide the salary of the Programme Assistant. Thus funding support from the ADF-UNPRPD Phase II Programme will not only leverage DRAF funding for the strategic planning exercise, but also enable the UNDP Programme Assistant to continue to work with ADF to coordinate with UNDP the activities of the UNPRPD Programme as well as other ADF activities.

The resultant ADF 5-year Strategic Plan will reflect a Human Rights-based Approach (HRBA) to inclusion and development, with gender-focused policy priorities and objectives. During its preparation, an identification and analysis of the barriers and challenges facing women and girls with disabilities will be undertaken, led by women with disabilities, and their leadership role, or lack thereof, in local, national and regional DPOs will be examined. Specific ADF programme goals and activities will be defined to address the marginalization of women with disabilities in society in general, and in DPOs specifically. In particular, gender gaps in the implementation of the CRPD and SDGs at national level will be explored, and actions proposed to address the gaps.

Following the adoption of the ADF 5-year Strategic Plan by the ADF Executive Council and ADF members (via e-mail vote), ADF will design its Work Plan for 2018 in conformity with the Plan. The 2018 ADF Work Plan will describe detailed activities, based upon needs and priorities identified, to further strengthen the capacity of ADF-member DPOs, through advocacy skills training of their leaders and members (50% women), to promote national implementation of the CRPD and disability-inclusive SDGs. Among such activities will be the preparation, by ADF staff and Executive Council members, and distribution of ADF Policy Papers on selected priority issues as identified during the strategic planning exercise. One such policy paper will address the abuse, violence and marginalization faced by women and girls with disabilities in Africa, and what should be done to address the failure to protect and respect their fundamental human rights. The purpose of the ADF Policy Papers is to give a united African DPO perspective or position on various regional issues, in order to influence regional policy and decision-making and ensure that the rights and inclusion of persons with disabilities is taken into account. Specific skills training activities on disability disaggregated data collection and analysis, and to empower and achieve the effective participation and leadership of women with disabilities in ADF member DPOs will also be undertaken. The full implementation of the 2018 ADF Work Plan will depend upon additional partner financial support, leveraged by the UNPRPD-funding support.

The primary result of the UNPRPD Phase II Programme: ADF having and using a 5-year Strategic Plan to guide the planning and implementation of its further organizational development, rights advocacy and representational work, and member DPO capacity-building. ADF member DPOs and their members having increased capacity to advocate for the rights and inclusion of persons with disabilities and their families, and actively participating in decision-making processes at local, national, regional and international levels. ADF governance and office functions strengthened, and ADF effectively engaged in rights advocacy at regional and international levels.

# **PROGRAMME OBJECTIVES AND EXPECTED RESULTS**

**Impact:**  Greater respect for the rights and inclusion of PWDs in African countries as a result of greater participation of DPOs in decision-making at all levels.

**Table 1. Expected longer term impact**

| **Impact Indicators** | **Baseline** | **Means of verification** |
| --- | --- | --- |
| DPO participation in policy decision-making at national, AU and REC, and international levels  Number of PWDs in positions of national leadership  National policy and legislation on PWD rights, inclusion |  | Reports of major national, AU, REC and international meetings  Government, DPO data on the number of PWDs in positions of leadership  Government Register of new policies and laws  Government Voluntary Reports to HLPF  Government Reports to CRPD Committee |

**Expected Outcome 1: Increased representation and influence of African PWDs and their organizations in decision-making of African institutions, and at national and international levels**

**Table 2. Outcome1 Indicators**

| **Outcome Indicators** | **Baseline** | **Means of verification** |
| --- | --- | --- |
| 1.1 Increased sharing of information and communication between continental, sub-regional and national federations of DPOs  (quarterly ADF updates to members, based on member DPO inputs) | Little relationship or communication at present | ADF communications sent to, received from member DPOs  ADF Website, activity on ADF Facebook |
| 1.2 Increased DPO relations, and ADF policy positions shared, with AUC and other regional entities (at least 4 ADF policy papers prepared, circulated to AU bodies) | Little relationship or communication at present | ADF AUC, REC NGO status  ADF policy papers and member communication to RECs, other regional entities |
| 1.3 Increased DPO engagement with UN agencies and with those UNDP Country Offices that are developing their Country Programme Documents, in collaboration with the UNDP RSCA (at least 10 countries) to promote disability inclusive development in Africa | Little engagement in most countries at present | UNDP and other UN Organization Reports  ADF and DPO Reports |
| 1.4 Increased effective participation of women with disabilities in regional, national, and local decision-making processes and as leaders in DPOs | Little participation at present | AU, national government and DPO reports |

**Table 3. Outputs of Outcome 1**

| **Outputs** | **Tentative timeline** |
| --- | --- |
| 1.1 ADF Executive Council meetings organized (2 in English-speaking countries, 2 in French-speaking countries) | March, Sept. 2017, March, Sept. 2018 |
| 1.2 ADF recognized by AUC, UNECA and other regional entities as the representative Pan African organization of DPOs | March 2017 |
| 1.3 ADF and DPO members involved in planning and participating in UN organization country programmes and the UNDP Africa Regional Programme on Disability Mainstreaming | March 2017 onwards |
| 1.4 ADF policy positions formulated (at least 4) on priority African DPO rights and inclusion issues, including AU Agenda 2063 and AUDA, CRPD and SDG implementation (issues to be determined during the strategic planning exercise) | Oct. 2017 onwards |
| 1.5 At least 50% of all ADF nominations for representation in IDA, AU, REC and other bodies and events are women with disabilities or female members of families having a family member with a disability | March 2017 onwards |

**Outcome 2: Increased capacity of African DPOs and their leaders and members to promote the rights and inclusion of PWDs at all levels**

**Table 4. Outcome 2 Indicators**

| **Outcome Indicators** | **Baseline** | **Means of verification** |
| --- | --- | --- |
| 2.1 ADF member DPOs have ADF Strategic Plan to guide their own organization and programme development (46 DPOs) | No ADF Strategic Plan at present | ADF 5-year Strategic Plan |
| 2.2 Increase in number of women with disabilities trained in and assuming leadership and advocacy roles in ADF member DPOs (120 women trained in specific training courses) | Very few national DPOs in Africa have women leaders | ADF, DPO Reports  Training Participant Evaluation Reports  Programme Evaluation Report |
| 2.3 Increase in number of ADF member DPOs trained in disability disaggregated data collection, analysis, in order to influence national censuses and statistical practices (120 persons trained: 60 men, 60 women) | Very few DPO members have this skill | ADF, DPO Reports  Statistical data being collected  Training Participant Evaluation Reports  Programme Evaluation Report |
| 2.4 Increased capacity of sub-regional DPO federations to engage in sub-regional and Pan African disability rights and inclusion advocacy (4 ADF member sub-regional federations) | WAFOD, EAFOD, SAFOD somewhat active at sub-regional level, CAFOD inactive | ADF, Sub-regional Federation Reports  AUC, REC Reports  Programme Evaluation Report |

**Table 5. Outputs of Outcome 2**

| **Outputs** | **Tentative timeline** |
| --- | --- |
| 2.1 ADF Strategic Plan consultative workshops organized in 4 sub-regions – West, Central, East, Southern Africa (4 x 2-days each, locations to be determined, minimum 40 participants per workshop) | March – Sept. 2017 |
| 2.2 ADF 5-year Strategic Plan formulated, validated, adopted, translated, circulated, setting forth the ADF Vision, Mission, Values, Strategic Goal, Organization and Development Priorities and Objectives, Major Programme Activities, Implementation Responsibilities, Indicators of Achievement, Resource Mobilization Strategies, etc. | Dec. 2017 |
| 2.3 Sub-regional DPO Federations (4 – WAFOD, CAFOD, EAFOD, SAFOD) governance functions and Programmes strengthened through support of General Assembly and/or other sub-regional meetings, election of officers and programme design | March 2017 onwards |
| 2.4 ADF 2018 Work Plan formulated and approved, including specific DPO advocacy and capacity-building activities, based on the ADF Strategic Plan | Dec. 2017 |
| 2.5 Leadership training courses for women with disabilities of ADF member DPOs in order to better assume effective leadership and advocacy roles | Feb. 2018 |
| 2.6 Training courses in disability disaggregated data collection, analysis, for DPO members in order to influence national censuses and statistical practices (50% women with disabilities) | April 2018 |

# **OTHER ADF ACTIVITIES PLANNED DURING UNPRPD PROGRAMME PERIOD**

During the ADF UNPRPD Phase II Programme, ADF and its member DPOs will undertake many other activities to influence major decision-making processes at regional and international levels, among other activities still to be defined, and dependent upon funding from other ADF donor partners, as follows:

**Outcome 1** **Increased representation and voice of African PWDs and their organizations in decision-making of African institutions and at national and international levels**

* Recruitment/acceptance of national DPO federations in more countries as members of ADF. Interest to join ADF from Liberia, Sierra Leone and the African Union of the Blind (AfUB) has already been expressed, and official communications are underway.
* ADF representation (2 persons) in IDA Board, Executive Committee and other IDA-sponsored meetings, thereby providing IDA with direct input of the views of DPOs and PWDs in Africa, as well as specific input into various IDA policy documents.
* ADF representation (4 persons) in the World Data Conference, 14-18 Jan. 2017 in Cape Town, South Africa, thereby proving input on disability disaggregated data collection and analysis.
* ADF representation (Chairperson, Advisor) in the Zero Project Conference, 22-24 Feb. 2017 in Vienna, Austria, to better network and publicize the existence of ADF in this major international gathering of disability inclusive development professionals.
* ADF representation in the 10th Session of COSP, 13-15 June 2017 at UN New York and side events, with other ADF DPO members also present as part of their Government CSO delegations.
* Increased DPO representation and participation in meetings of regional bodies – AU, RECs, UNECA, other (at least 1 ADF representative at relevant AU Commission meetings, other AU meetings – dependent upon partner funding).
* Increased DPO engagement with UN Agencies and other international organizations, and representation in meetings – ILO, OHCHR, UNDESA, UNDP, UNESCO, UNFPA, UNICEF, UN Women, WHO, IDA, other (at least 1 ADF representative at HLPF, COSP, IDA, other meetings – dependent upon partner funding).

**Outcome 2 Increased capacity of African DPOs and their leaders and members to promote the rights and inclusion of PWDs at all levels**

* ADF Internship Programme 2017, with support of IDA, enabling 4 more interns (2 women) from ADF member DPOs in 4 sub-regions of Africa to learn about ADF, AU and UN regional institutions and to represent ADF as focal persons in their respective sub-regions.
* ADF participation in a preparatory workshop for member DPOs in countries (including Ethiopia, Kenya) making voluntary national reports to the High Level Political Forum (HLPF) on Sustainable Development, 10-19 July 2017 at UN Economic and Social Council meeting, UN New York.
* Increased number of DPO leaders and members trained in and using CRPD and inclusive SDG advocacy skills (50% women) through ADF planning and training/facilitation role (2 ADF Executive Council members and the Programme Assistant) in the IDA-ADF-organized BRIDGE CRPD-SDGs Module 2 training for 31 advocates with disabilities from ADF member DPOs in 10 English-speaking West and East African countries, May 2017 in Nairobi, Kenya, thereby enhancing the ability of the 31 DPO members to effectively advocate for rights and inclusion in their countries.
* Planning and participation of ADF in the DRF-IDA DFID Programme, to be designed during the IDA DFID Programme Planning Committee Inception Workshop, 5-10 March 2017.
* Implementation of bi-lingual communications activities, and the translation of core ADF documents into French, Portuguese and Arabic, supported by Disabled Peoples’ Organizations Denmark (DPOD)
* Increased number of DPO members trained and engaged in advocacy activities promoting rights and inclusion of women and girls with disabilities at national level, through preparation and implementation of an ADF program to promote the rights and inclusion of women and girls with disabilities in Africa, in keeping with the priority need identified by ADF member DPOs during the Phase I rapid needs assessment, and based upon the failed ADF-HI Proposal to the European Commission, for submission to interested partner organizations for both technical and funding support.
* Establishment of an ADF Research Committee, composed of ADF member DPO leaders and partner organization representatives, including the African Network for Evidence-to-Action on Disability (AFRINEED), to identify and prepare an African Agenda of African disability research priorities and topics, to guide the research work of African universities and other research institutes.
* At least one regional DPO exchange programme among ADF members to learn about trends in regional disability advocacy, CRPD implementation, inclusive SDGs and the AU Agenda 2063.
* Formulation and implementation of an ADF strategy to strengthen DPOs and increase ADF DPO membership in countries of North Africa, including organization of a sub-regional meeting to encourage revival of the North African Sub-regional Federation of DPOs and obtain input for the ADF strategic planning exercise.
* Organization of a training programme for DPO representatives from ADF national, sub-regional and continental members on data disaggregation, CRPD monitoring and shadow reporting, and HLPF reporting, to enable greater and more effective engagement of DPOs at national level with planning committees, national statistical offices and treaty bodies.

# **ADF GOVERNANCE AND PROGRAMME MANAGEMENT ARRANGEMENTS**

The legal registration of ADF in Ethiopia has been agreed by the Government of Ethiopia, through the signing of a formal Memorandum of Understanding (MOU) between the Ministry of Foreign Affairs and ADF. However, due to the recent appointment of new Cabinet Ministers, the process has been delayed. Efforts to sign the MOU are continuing and it is now anticipated that ADF registration will be completed during the first quarter of 2017.

Implementation of the ADF-UNPRPD Phase II Programme grant will continue to be coordinated and managed by the UNDP Regional Service Center for Africa (RSCA), in consultation with the ADF Office in Addis Ababa and the ADF Executive Council. The strategic planning exercise activities will be organized by a Coordinator, to be engaged by ADF for the purpose, with DRAF funds. Given the limited funds available, the possibility of engaging the services of a person, ideally bilingual English/French, to be seconded to ADF by an international organization, will be explored. Travel and other administrative support for the strategic planning exercise and consultative workshops will be provided by the UNDP Programme Assistant. The Coordinator will work closely with the ADF Executive Council (EC) Strategic Planning Committee, both virtually and in person during EC meetings. The Coordinator will be required to capture, during the sub-regional workshops and meetings with regional and international partner organizations, identified priorities and specific suggested actions for ADF to undertake during the 5-year Strategic Plan period. Taking into account such inputs, the Coordinator will be required to produce a draft Strategic Plan, as well as to submit a final Plan based upon feedback from the Strategic Planning Committee and other ADF EC members.

Each of the existing four, ADF member, sub-regional federations of national DPOs (WAFOD, EAFOD, CAFOD, SAFOD) will be responsible for making the logistical arrangements for their respective sub-regional consultative workshops, and for ensuring maximum participation of member DPO participants according to a set criteria: equal representation of men and women, including youth with disabilities, representation by persons having different disabilities, including persons with albinism, deafblind persons, persons with psycho-social disabilities, and from self-advocates with intellectual disabilities. Interpretation services, including sign language and English/French/Portuguese/Arabic interpretation as required will also be arranged. Whenever possible, the sub-regional workshops will be organized at a time and place to coincide with a General Assembly of the sub-regional federation, or another sub-regional event, in order to reduce costs and maximize the number of participants. As there is no functioning sub-regional DPO federation in North Africa, input from ADF member and other DPOs in North African countries will be solicited in English, French and Arabic via e-mail and during possible contacts with representatives at regional and international meetings attended by ADF members.

**Table 6. Implementation arrangements**

| **Outcome number** | **UNPRPD Focal Point** | **Implementing agencies** | **Other partners** |
| --- | --- | --- | --- |
| 1. Increased representation and voice of PWDs and their organizations in Africa | UNDP RSC | * ADF member organizations and partners | * IDA * DRAF * IDDC * DPOD |
| 2. Increased organizational capacity of DPOs in Africa to promote the rights and inclusion of PWDs | UNDP RSC | * ADF member organizations and partners | * IDA * DRAF * IDDC * DPOD |

# **OWNERSHIP, and PARTICIPATION**

**UNPRPD, UNDP RSCA**

During Phase I of the ADF UNPRPD Programme, ADF established and benefitted from excellent working relationships with the UNPRPD Office in New York and with the UNDP Regional Service Center for Africa (RSCA) in Addis Ababa. To provide further support to the ADF Programme, the RSCA recruited in September 2016 a JPO for a 2-year assignment, devoting one-third of his time to ADF. The JPO has already been effective in promoting the involvement of the RSCA, and UNDP in general, in mainstreaming disability in Country Development Programmes in Africa. The JPO arranged for a “Brown Bag” Lunch for RSCA staff on disability mainstreaming and inclusion, at which the JPO, the ADF Programme Assistant and ADF Advisor made presentations. A UNDP regional disability mainstreaming programme, in support of the UNDP Guidance Note on Disability Programming (2012), is presently being designed, with the involvement of ADF. The programme will provide guidance to UN Country Teams in African countries on why and how to mainstream disability in Country Development Programme formulation and implementation.

The Concept Note for a Phase II ADF UNPRPD Programme was submitted to and approved by the UNPRPD Management Committee, with replies to member qualitative comments incorporated in this full Proposal document.

**Role of DPOs/PWDs in Programme formulation, implementation and evaluation**

The ADF is a Pan African membership organization of and established by African DPOs, governed by member DPOs that elected an Executive Council of 9 leaders of continental, sub-regional and national federations of member DPOs which meets twice a year. The Council will continue to be responsible for guiding and monitoring Programme implementation. The ADF member sub-regional DPO federations will participate in the planning and implementation of Programme activities, specifically in organizing the sub-regional strategic planning workshops. The workshops will involve equal numbers of women and men with disabilities from national DPOs in the respective Region, including youth with disabilities and people with albinism, deafblind persons, people with psycho-social disabilities, and self-advocates with intellectual disabilities.

The ADF 5-year Strategic Plan will thus directly reflect the priorities and needs of the ADF DPO membership and partners at national, sub-regional and continental levels. It will be approved, implemented and evaluated by the ADF membership. It will serve as a planning guide not only for ADF activities but also for its DPO members.

# **Partnership-building**

The ADF strategic planning consultation process will also obtain inputs from regional and sub-regional institutions, and from various regional and international partner and potential partner organizations, including the African Child Policy Forum (ACPF), Pan African women’s and youth organizations, and CBM, HI, LFTW, ADD, and Sightsavers among other non-governmental organizations. ADF and its DPO members will continue to build relationships with and to collaborate with the AUC in promoting awareness of the AU Decade Continental Plan of Action, with the RECs in promoting the adoption of disability inclusion policies, and with IDA in the implementation of the ADF Internship Programme and the IDA BRIDGE CRPD/SDGs training workshops for DPOs in Africa.

**Sustainability**

It is the intention of the member DPOs of ADF that ADF be an independent, non-governmental, Pan African membership organization, legally registered in Ethiopia and having its headquarters office and staff in Addis Ababa, independent of UNDP. UNPRPD funding support made possible the establishment of ADF, with the UNDP Regional Service Center for Africa (RSCA) managing the UNPRPD grant to ADF, pending the opening of the ADF office. As soon as the ADF office is opened, the ADF Programme Assistant will re-locate from the RSCA offices to the ADF office. ADF member DPOs pay annual membership dues, although the amount is symbolic rather than substantial, yet most member DPOs paid their dues in 2016: Continental DPOs $200 USD/year, Sub-regional DPO Federations $150 USD/year and national DPO federations $100 USD/year.

For the foreseeable future, ADF will rely upon partner organizations to provide technical support and provide funding for its activities. IDA has included support for ADF in its new multi-year programme funded by DFID, and will continue to support the BRIDGE CRPD-SDGs training modules in Africa as well as the ADF Internship Programme among other activities. Many partners and other stakeholders need and would like to partner with ADF to further their own mandates and priorities. For this reason, ADF has been approached by several international NGOs interested in establishing a partnership, and undertaking jointly agreed activities. Due to the delay in its legal registration, and thus the establishment of an office and staff independent of UNDP, ADF has been unable to pursue all such expressions of interest. The adoption of a 5-year ADF Strategic Plan will guide and enable ADF to prepare multi-year Work Plans and Budgets, and to identify and build long-term relationships with strategic partners, while developing collaborative partnerships with additional international and regional organizations.

African DPOs need ADF, and are looking to ADF to provide needed support for organizational capacity-building and the implementation of rights and inclusion advocacy activities. The AUC and other regional organizations also need ADF and are looking to ADF to unify the voice and views of persons with disabilities, their families and organizations in Africa, in order to better reflect their views in policy formulation and decision-making. As the AUC Department of Social Affairs has explained, the AUC needs “one address” to go to in order to obtain representation and participation of DPOs. For this reason, the ADF Advisor and 5 ADF member DPO representatives were invited to participate in an AUC-organized validation workshop on the draft AU Protocol on the Rights of Persons with Disabilities, held 29-30 Nov. 2016 in Addis Ababa, during which significant additions and modifications to the draft Protocol were made.

**Risk Analysis**

The creation of any new organization, and the implementation of any development programme faces risks, both foreseen and unforeseen. Below is a summary of potential risks, and mitigation actions, facing ADF and the ADF UNPRPD Phase II Programme:

| **Risk** | **Likelihood** | **Mitigation Action** |
| --- | --- | --- |
| 1. ADF member DPOs fail to support ADF, other DPOs fail to join ADF | Low | More actively engage with, demonstrate value to DPOs of ADF role, capacity-building activities |
| 2. AUC, RECs fail to recognize ADF | Low | More actively engage with, demonstrate value of ADF as representative of DPOs in Africa |
| 3. ADF unable to convince donor partners to support ADF structure, programme | Low | More actively demonstrate value of ADF to partners working in Africa |
| 4. ADF unable to meet expectations of ADF member DPOs, partners | Medium | Reduce expectations by reducing ADF goals and priorities, programme of activities |
| 5. ADF unable to complete all planned Programme activities due to lack of partner support | Medium | Identify and approach additional potential donor partners for support |
| 6. Government of Ethiopia declines to approve ADF registration in the country | Low | Continue providing technical support for national activities, while ADF Executive Council makes decision on alternate country registration |
| 7. One or more ADF members or other partners mismanages funds or does not fulfil agreed responsibilities | Low | ADF provides support with strict finance control and partners also provide support for agreed activities |
| 8. Shrinking space for civil society participation or limited freedom of speech in ADF member countries, limiting member DPO actions | Medium | ADF suggests to member DPOs alternative strategies to use to further national inclusive development objectives and activities |
| 9) Conflict or rift between ADF member organizations | Low | ADF plays mediation role between members, with support of sub-regional and continental member organizations |
| 10) ADF legitimacy is undermined by other organizations | Low | ADF asks elected Executive Council members to intervene |

# **KNOWLEDGE GENERATION AND POTENTIAL FOR REPLICATION**

Implementation of Phase II ADF UNPRPD Programme activities will be monitored by the ADF Executive Council. Quarterly Programme Progress Reports will be prepared and submitted to the UNPRPD Secretariat and a final evaluation of the Programme undertaken, the scope and modalities of which will be determined by UNPRPD, in consultation with ADF. Programme results will be measured by a Monitoring and Evaluation system to be designed (using the indicated Outcome Indicators), with technical support from UNDP, during the first 3 months of Phase II Programme implementation.

During the Programme, ADF will seek to learn from other regional disability forums, in Asia and the Pacific, Latin American and Europe. This will be facilitated by ADF’s membership in IDA and ADF’s participation in IDA-organized events which often bring together DPO representatives from other regional forums. The other regional forums are older than ADF and already have experience in organizing disability rights advocacy and inclusion activities as well as member DPO capacity-building strategies. The knowledge gained will be shared with ADF member DPOs, via e-mail and the ADF bilingual website. ADF will also replicate effective strategies being used by other forums in its Strategic Plan and future Programme planning.

An important proposed activity of ADF, identified during the first ADF General Assembly meeting and carried over from the Phase I ADF UNPRPD Programme, will be to seek the views of member DPO and partners, including the African Network for Evidence-to-Action on Disability (AFRINEAD), on research priorities in the area of disability rights and inclusion in Africa. The purpose will be to identify top priorities and develop an African Agenda on disability research, to guide African university and research institutes. At present, much research appears to be conducted on an ad hoc basis, focusing on local issues or national priorities, with little attention paid to general African disability-related issues and PWD priorities. And significantly, research on disability issues in Africa continues to be undertaken mainly by Western researchers. It has been noted that disability studies in developing countries are still dominated by researchers from Europe and North America.

Although ADF would not itself directly engage in any research activity, it might suggest research projects to be undertaken by ADF DPO members and institutional partners with partner financial support, as was described in the failed ADF-HI proposal to the European Commission. The purpose: to increase DPO participation in research activities and increase knowledge about the situation of persons with disabilities and their families in Africa, in order to better guide policy makers and programme designers, as well as to identify areas that require increased UN, AU, national government, civil society and DPO attention and action.

# **SUMMARY**

UNPRPD Phase I support enabled the African Disability Forum to become a reality, and a means to strengthen DPO disability rights and inclusion advocacy at regional and national levels in Africa. It also strengthened the representation, voice, participation and influence of Africans with disabilities and their organizations at international level, particularly through IDA. Creating a representative, democratic, Pan African organization with member DPOs in an initial 34 countries takes time, and ADF is grateful to UNPRPD for understanding this reality.

However, now that Africa has a regional disability forum like other regions of the world, ADF must live up to expectations, particularly those of its partners including UNPRPD. To do so, ADF will continue its step-by-step practice of consultation with persons with disabilities and their organizations in as many African countries as possible, and prepare a 5-year ADF Strategic Plan to guide its further organizational and programme development. The ADF member sub-regional federations of national DPOs will play a major role in the organization of the proposed strategic planning workshops in their respective regions. UNPRPD funding support has leveraged financial support from a new ADF partner, the Disability Rights Advocacy Fund (DRAF), which will supplement the cost of the ADF strategic planning workshops.

The Phase II Programme will enable ADF and its membership to define a strategic direction and priorities, to guide the further development of the ADF organization, its Programme and its DPO membership. Unity is strength. By bringing together national and sub-regional DPO federations and continental DPOs, ADF will enable a formulation of African DPO priorities and positions on regional and international matters that concern persons with disabilities. In particular, ADF will challenge mainstream national and international development programmes, including national implementation of the SDGs, to effectively mainstream disability rights. The strategic planning process itself will empower a large number of DPO leaders and members, committing them to work together for greater voice and representation, through ADF.

The Phase II Programme will also enable ADF to continue to leverage funds from IDA, DRAF, DPOD, and new partners, to cost-share UNPRPD activities as well as other ADF Programme activities that will evolve during the course of the Programme, to be based upon the Strategic Plan. The final result: greater numbers of persons with disabilities and their families in African countries enjoying their rights and participating in society, made possible though a stronger, more active and effective ADF and African disability movement.

# **BUDGET 24 MONTHS (USD)**

| Category | Item | Unit cost (USD) | No. units | Total Phase II Programme cost (USD) (UNPRPD + DRAF only) | UNPRPD Funds | DRAF Funds | Other ADF Programme costs - DPOD, other partners |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Personnel (salaries, benefits) | UNDP Programme Assistant | 2,400/mo | 24 | 57,600 | 57,600 |  |  |
|  | Office Director | 2,500/mo | 24 |  |  |  | 60,000 |
|  | Communications Officer | 1,000/mo | 12 |  |  |  | 12,000 |
|  | SP Coordinator | 1,500/mo | 12 | 18,000 |  | 18,000 | 18,000 |
| Travel, per diem in Region | SP Coordinator UNDP JPO |  | Lump sum | 20,000 | 5,000 | 15,000 | 20,000 |
| ADF Meetings (participant travel, per diem, interpretation, other) | ADF EC Meetings (16 participants) | 20,000 | 4 | 60,000 | 60,000 |  | 20,000 |
|  | ADF strategic planning sub-regional workshops | 20,000 | 5 | 60,000 | 30,000 | 30,000 | 40,000 |
|  | EC meetings, workshops interpretation (SL, English/French) | varies | 10 meetings | 8,316 | 4,316 | 4,000 |  |
|  | ADF Strategic Plan Validation Workshop (30 participants) | 60,000 | 1 | 10,000 | 10,000 |  | 50,000 |
|  | ADF Training for DPO leaders, members (50% women) on women’s rights, disability data collection and analysis | 60,000 | 2 | 20,000 | 20,000 |  | 40,000 |
| Consultant Contract | IT Specialist – Knowledge Platform |  | Lump sum |  |  |  | 10,000 |
| Other direct costs | Translations into French, Portuguese, Arabic |  | Lump sum |  |  |  | 10,000 |
|  | Printing of ADF Brochure |  | Lump sum |  |  |  | 3,000 |
| Equipment | SP Coordinator: office desk, chair, laptop, communications |  | Lump sum | 2,500 |  | 2,500 |  |
| **Subtotal** |  |  |  | **256,416** | **186,916** | **69,500** | **283,000** |
| Indirect costs | UNDP (7%) ADF overhead costs |  |  |  | **13,084** |  |  |
|  | Rent, utilities, communications, etc. |  | 1,000 |  |  |  | 24,000 |
| **Total (USD)** |  |  |  | **269,500** | **200,000** | **69,500** | **307,000** |

**Notes to Budget:**

**1.** **Salaries** – UNPRPD funds will be used to meet the salary costs of the UNDP Programme Assistant/ADF Coordinator

**2. ADF EC Meetings** – UNPRPD funds will be used for 3 of 4 planned EC meetings – ADF will seek other funding for the 4th meeting

**3.** **Sub-regional SP workshops** – UNPRPD funds will only partially meet the cost of the 5 consultative SP workshops planned, with the balance met by DRAF and other partner funds. The workshops will be organized in collaboration with, and scheduled to coincide with, sub-regional federation general assembly meetings or other events, thus reducing costs and enabling a greater number of DPO representatives to participate in the workshops. In North Africa a separate consultation will have to be planned.**4.** **SP Validation workshop** – will be organized to coincide with the second planned EC meeting, thus enabling EC members to participate at no extra cost

**5.** **Total Phase II Programme Cost** – only includes activities to be funded by UNPRPD and DRAF (does not include costs of other ADF planned activities, to be met by other partners)

**UNPRPD BUDGET BREAKDOWN Year One, Year Two (USD) by Outcome and Output**

| Category | Item | Unit cost (USD) | No. units | UNPRPD Funds | Year One 2017 | Year Two 2018 |
| --- | --- | --- | --- | --- | --- | --- |
| Personnel (salaries, benefits) | UNDP ADF Programme Assistant | 2,400/mo | 24 | 57,600 | 28,800 | 28,800 |
| Travel for monitoring, building partnerships, facilitation of events in the Region (travel, per diem) | UNDP JPO |  | Lump sum | 5,000 | 2,500 | 2,500 |
| Outcome 1, Output 1.1 | ADF EC Meetings (16 participants) | 20,000 | 3 | 60,000 | 40,000 | 20,000 |
| Outcome 2, Output 2.1 | ADF strategic planning sub-regional workshops | 20,000 | 2\* | 30,000 | 30,000 |  |
| Outcome 2, Output 2.1, 2.3 | Strategic planning workshops interpretation (SL, English/French) | varies | 10\* meetings | 4,316 | 3,400 | 916 |
| Outcome 2, Output 2.2 | ADF Strategic Plan Validation Workshop (30 participants) | 10,000 | 1 | 10,000 | 10,000 |  |
| Outcome 2, Output 2.5 | ADF Training for DPO women leaders, members | 10,000 | 1\* | 10,000 |  | 10,000 |
| Outcome 2, Output 2.6 | ADF Training for DPO members on disability disaggregated data collection, analysis | 10,000 | 1\* | 10,000 |  | 10,000 |
| **Subtotal** |  |  |  | **186,916** | **114,700** | **72,216** |
| Indirect costs (7%) | UNDP |  |  | 13,084 | 8,029 | 5,055 |
| **Total (USD)** |  |  |  | **200,000** | **122,729** | **77,271** |

**Notes: \*indicates funds to be supplemented from DRAF, other partners for the activit**

# **Annex 1. ADF Executive Council Members**

**(elected Nov. 2015 for 4 year term)**

1. Mr. Shuaib Chalklen (South Africa, wheelchair-user), Chairperson [chalklenshuaib68@gmail.com](mailto:chalklenshuaib68@gmail.com)
2. Mr. Idriss Alzouma Maiga (Niger, wheelchair-user), Vice-Chair [maigaidriss18@gmail.com](mailto:maigaidriss18@gmail.com)

1. Ms. Rachel Kachaje (Malawi, wheelchair-user), Secretary [rachel.kachaje@diwa.ws](mailto:rachel.kachaje@diwa.ws)
2. Mr. Pawlos Kassu (Ethiopia, deaf), Treasurer [pawloskassu@gmail.com](mailto:pawloskassu@gmail.com)
3. Ms. Judith Ekaete Umoh (Nigeria, wheelchair-user), Representative for women with disabilities [umohekaetej@yahoo.com](mailto:umohekaetej@yahoo.com)
4. Mr. Michael Njenga (Kenya, psychosocial disability), Representative for youth with disabilities [njenga.uspk@gmail.com](mailto:njenga.uspk@gmail.com)
5. Ms. Fatma Wangare (Kenya, parent), Representative for families having a member with a disability [fatma@kaihid.org](mailto:fatma@kaihid.org)
6. Mr. Ayassou Komivi (Togo, blind), Representative for elderly persons with disabilities and other under-represented groups [germayass@gmail.com](mailto:germayass@gmail.com)
7. Ms. Ferozia Hosaneea (Mauritius, parent) [feroziahosaneea@gmail.com](mailto:feroziahosaneea@gmail.com)

# **Annex 2. ADF Interns 2016**

1. Ms. Betty Najjemba, Uganda (East Africa), 27, hearing impairment

[najjebetty@yahoo.com](mailto:najjebetty@yahoo.com)

1. Ms. Tchotchom Emmanuelle Virginie, Cameroun (Central Africa), 28, mobility impairment [etchotchom@yahoo.com](mailto:etchotchom@yahoo.com)
2. Mr. Thabiso Maysenyetsi, Lesotho (Southern Africa), 28, visual impairment [tmasenyetse@gmail.com](mailto:tmasenyetse@gmail.com)
3. Mr. Sissoko Mamadou, Mali (West Africa), 33, person with albinism [sissoko3000@yahoo.fr](mailto:sissoko3000@yahoo.fr)