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**WBU Norad Fellowship Opportunity**

**Application Package**

1. **Background**

**Position:** WBU Norad Fellowship Opportunity**[[1]](#footnote-1)**

**Description of the Organization: The World Blind Union (WBU) is the global organization representing the estimated 253 million blind or partially sighted persons worldwide. Our members consist of organizations of and for blind people in over 190 countries. We have over 250 member organizations.**

**One of the World Blind Union’s key priorities based on the strategic plan is to advocate for human rights and representation using key international human rights instruments to promote inclusive development. We believe that inclusive policies and greater knowledge improves the lives of all.**

**WBU in Africa**

**The African Union of the Blind (AFUB) is the WBU Secretariat for Africa Region. AFUB is a continental non-governmental organisation (NGO) of national organisations/ associations of and for blind and partially sighted people in Africa. It was established in October 1987, in Tunis, Tunisia, under the auspices of the Organisation of African Unity (OAU) now African Union (AU). The Mission of AFUB is “to strengthen member organisations and create unity of purpose among them through capacity building and advocacy in partnership with governments, international agencies and other stakeholders.**

**AFUB advocates with various stakeholders to influence inclusion of needs and concerns of blind and partially sighted persons in their programs and services, particularly women and youth, to build their capacity as self-advocates, to exercise self-determination and self-representation. Through its human rights project, AFUB aims at protecting and promoting the human, civil, political, economic, social and cultural rights of people who are blind and partially sighted in Africa. Also, AFUB's inclusive education project has seen hundreds of boys and girls access basic education. Also, AFUB is actively carrying out a campaign for the ratification of the Marrakesh treaty in Africa so as to end the book famine and allow access to published works to blind and partially sighted persons and those with print disabilities. In addition, AFUB is strengthening the participation of its member organisations in the Sustainable Development Goals, SDG Voluntary National Reporting (VNR) processes.**

**There are several pre-conditions to be met in order to achieve the above overarching goal:**

* More countries must celebrate blindness as part of human diversity by promoting their inclusion during the implementation of the international human rights instruments and commitments enshrined specifically under the Universal declaration of human rights, International covenant on civil and political rights, International covenant on economic social and cultural rights, the convention on the rights of a child, convention on elimination of discrimination against women, UN Convention on the rights of persons with disabilities and the sustainable development goals.
* Legal reforms must be put in place to enable blind and partially sighted persons to access inclusive policies as well as mainstream programs at the global, regional and national level.
* Technical capacity of human rights organizations, in particular in Africa, must be improved to promote disability inclusion and reporting.
* Awareness among blind and partially sighted persons need to be increased around where and how to access and use key international human rights instruments that promote their inclusion, particularly, those from the Sub-Saharan Africa.

We believe that recognition of the inherent dignity and of the equal and inalienable rights of all blind and partially sighted persons is the foundation of freedom, justice and peace in the World. Respect and realization of the rights of blind and partially sighted persons is an integral part of inclusive development, yet very few are able to access these rights. WBU is committed to fight against this phenomenon and ensure that policies, legislative and administrative frameworks mainstream the needs and rights of blind and partially sighted persons, particularly, those from the Sub-Saharan Africa.

Together with various global alliances, their African networks and the African Disability Forum, we are spearheading the promotion, implementation and monitoring of the key UN International human rights instruments towards the mainstreaming and inclusion of visually impaired persons. The universal declaration of human rights reaffirms the inadmissibility of discrimination and proclaims that human beings are born free in dignity and equal rights.

Article 1 of the UDHR declares equality of all human beings in dignity and right and the concept of all includes blind and partially sighted persons. The International covenant on civil and political rights under Article 3 places a duty on all member states to ensure the exercise and equal enjoyment of all civil and political rights by men and women on an equal basis. This article is inclusive of blind and partially sighted persons because they belong to the categories of men and women. In addition, the international covenant on economic, social and cultural rights under article 3 obliges states parties to guarantee the equal enjoyment of the economic, social and cultural rights by men and women on an equal basis with others. The economic social and cultural rights equally apply to blind and partially sighted persons and are of great importance to them.

**About NORADs’ Project “Making DPOs equal partners of inclusive development in Africa”**

This project aims at enabling persons with disabilities to enjoy their human rights on an equal basis with others. The project is specifically focused on persons with disabilities living in sub Saharan Africa, and among them, persons with disabilities from underrepresented groups including, but not limited to, women and girls with disabilities and blind and partially sighted persons, ensuring that policies, programmes and investments necessary to realize their human rights are developed, implemented and monitored with clear and evidence-based guidance and their direct participation, through their representative organizations.

### **About IDA Fellowship Programme**

The IDA Fellowship Programme has a dual objective of providing support to IDA members’ operational capacity to advance the rights of persons with disabilities and to build the capacities of individual disability activists as contributors to the disability rights movement. IDA fellowships provide a unique combination of opportunities for learning, mentorship, exposure to different policy, advocacy and monitoring processes, and contribution to initiatives aimed at advancing the rights of persons with disabilities in the Global South. Fellowships are mutually beneficial for the fellow and the hosting organisation.

**Position:** one (01) fellow based in Kenya, Ivory Coast, Mozambique, Ethiopia, Angola, Rwanda, Uganda, Nigeria, Malawi, Zambia, Tanzania, Somalia, Benin, Niger, Zimbabwe or Togo

**Gross Monthly Salary:** Subject to location and experience

**Length of position:**  15 months from October 2020 to December 2021

**Position Start Date:** October 2020

**B. Fellowship advert**

**Objectives the Norad Fellowship**

The WBU Norad fellow will directly support the WBU’s different programs in advancing the rights of blind and partially sighted persons, particularly, those from the Sub-Saharan Africa. The fellow will be directly involved in developing the activities planned under the WBU Norad project related to the Marrakesh treaty, particularly, in the Sub-Saharan Africa. As well as other activities relevant to the organization.

1. Furthermore, the WBU IW-Norad fellow would get exposure and engage with regional and national efforts related to other projects, such as UN monitoring mechanisms review, Bridge CRPD-SDGs[[2]](#footnote-2), among others, in agreement with WBU.
2. Support WBU staff in the delivery of different programs such as: implementation of Marrakesh Treaty, Human rights and inclusive development, inclusive and accessible urban development ETC.
3. Support program administration: take minutes from internal and external meetings, support copy-editing of tools and publications.
4. Support launch and roll-out of WBU’s upcoming flagship products on accessibility, including accessibility campaigns.
5. Support coordination and administration work of WBU representation in diverse external working groups and related platforms.
6. Support the implementation of the Marrakesh treaty initiative in the selected countries.
7. Support other activities related to inclusion in humanitarian settlements and Inclusive Education, when applicable.

**C. Deliverables**

Fellowship should support the achievement of the following deliverables:

1. Minute of meetings, agenda and reports produced,
2. 03 (three) webinars produced
3. A parallel report supported
4. A Bridge CRPD-SDGs module supported
5. 01 (one) regional policy papers on the Marrakesh Treaty, human rights and inclusive development, or inclusive and accessible urban development ETC produced
6. 02 training on the CRPD and SDGs supported
7. 04 Fellowship reports with inputs from WBU and the fellow (01 quarterly report and 01 final fellowship report).

D. Criteria for Fellowship Applicants

* Fellow should be based in Kenya, Ivory Coast, Mozambique, Ethiopia, Angola, Rwanda, Uganda, Nigeria, Malawi, Zambia, Tanzania, Somalia, Benin, Niger, Zimbabwe or Togo,
* Fellow must be at least 21 years of age and preferably a person with disabilities,
* Fellow must have demonstrated interest in disability rights and involvement with the disability rights movement and, in particular involvement with blind or partially sighted persons,
* Excellent communication skills in English,
* Good report writing skills in English,
* Willingness to engage with WBU’s and IDA’s work,
* Alumni or fellow within the IDA-IDDC Bridge CRPD-SDGs Initiative would be an asset,
* Practical experiences of the human rights-based approach and accessibility in normative and practical work, including in trainings, projects and advocacy work,
* Experience of working with diverse groups, e.g. among multi-cultural groups, multilingual groups and groups comprising persons with and without disabilities,
* Experience working with Organizations of Persons with Disabilities, including umbrella organisations and networks,
* The applicant should be proficient in Microsoft Outlook, Word, Skype.

1. **Application Form**

* **Confidential.** All information given on the application will be treated in a confidential manner.
* Please complete in type only. Once completed, please return this form via email to [Consultancy@ida-secretariat.org](mailto:Consultancy@ida-secretariat.org) with copy to [info@wbu.ngo](mailto:info@wbu.ngo) indicating in the subject line: “**Fellowship Application: WBU NORAD Fellowship”.**
* We kindly ask candidates not to attach a separate CV or motivation letter to the application.
* After receiving your application, a confirmation of receipt will be sent to you via email. Should you not receive a confirmation, please contact the IDA Secretariat by email.
* Closing date for receipt of applications: 25 September 2020.
* Only completed application forms will be accepted. Any applications received after the closing date will not be considered. *Only shortlisted applicants will be informed about the next steps of selection process.*
* Note: IDA Board Members and Board Member of IDA’s Member Organizations are not eligible for this Fellowship Programme.

**1. Forename(s) or given name:**

**Surname:**

**Home address**:

**Telephone** (cellular):

**May we use this**?

**E-mail:**

**2. Education**

**General education** (schools from age 16)

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| --- | --- | --- |
| **Name and address  of school** | **From/to** | **Qualifications obtained  (level and grade)** |
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**Further/higher education**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name and address of college/university** | **From/to** | **Full-/ part-time** | **Qualifications obtained** |
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**3. Training and development**

**Please give details of any training courses attended which are of direct relevance to your application.**

**4. Membership of technical or professional bodies**

**5. Present and previous occupations**

**Please give details of your occupation(s) starting with the most recent. Please include any unpaid work that is relevant to the post and explain any gaps.**

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| --- | --- | --- |
| **Employer's name and address (please start with current/most recent)** | **From/to (month/year)** | **Position held including brief description of your duties** |
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* 1. **Language skills, including sign language**

**6.1 Reading skills**

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| --- | --- | --- | --- | --- |
| **Language** | **Excellent** | **Very good** | **Good** | **Basic** |
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**6.2. Writing skills**

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| **Language** | **Excellent** | **Very good** | **Good** | **Basic** |
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**6.3. Verbal skills**

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| **Language** | **Excellent** | **Very good** | **Good** | **Basic** |
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**7. Computer literacy**

**Please indicate your computer knowledge stating all the software programmes you are confident using.**

**8. Please explain how you meet the employment specifications and give us any further information about yourself that is relevant to this application. Please keep your response to one page.** (NOTE: This section of the application is one of the most important and will be considered as your motivation letter to the vacant position within our organisation)

**9. Supplementary information**

**What is your preferred reading medium? Please underline**:

Ordinary print/digital format

**10. If you were short listed for interview, would you have any special requirements such as timing, wheelchair access or the presence of an interpreter or signer? Please specify.**

**11. Have you ever been convicted of a criminal offence?**

**12. Offers of employment/contracts are subject to receipt of satisfactory references. Please provide the names, addresses and telephone numbers of at least two referees, one of whom should be your present or most recent employer or an academic referee if more appropriate. Referees will not be contacted without your prior permission.**

**A.** Name:

Position: ……………………………………………………………………………….

Address:

Telephone number: ………………………………………………

E-mail:

What is your connection with this referee?

May we approach this referee prior to interview?

**B.** Name:

Position: ……………………………………………………………………………….

Address:

Telephone number: ………………………………………………

E-mail:

What is your connection with this referee?

May we approach this referee prior to interview?

**C.** Name:

Position: ……………………………………………………………………………….

Address:

Telephone number: ………………………………………………

E-mail:

What is your connection with this referee?

May we approach this referee prior to interview?

**Declaration**

I declare that the information provided on this form is correct to the best of my knowledge and understand that any information submitted in connection with employment and subsequently found to be incorrect or deliberately misleading could lead to dismissal without notice.

**Signed Date**

1. This WBU Fellowship Opportunity is part of the IDA’s Fellowship Programme and is funded by DFID UK under the Inclusive Futures consortium programme. [↑](#footnote-ref-1)
2. [www.internationaldisabilityalliance.org/content/bridge-crpd-sdgs-training-initiative](http://www.internationaldisabilityalliance.org/content/bridge-crpd-sdgs-training-initiative) [↑](#footnote-ref-2)