



SAFOD RESEARCH PROGRAMME (SRP)

Zambia Federation of disability organizations (ZAFOD) Country Report



Compiled by:
Simate Smate and Yvonne Zimba

ITEM	POSSIBLE DATA SOURCE
<p>1. Name of organization Zambia Federation of disability organizations (ZAFOD)</p>	
<p>2. Date it was formed 1985 and registered as an NGO in 1990</p>	Official documents, registered certificate cert, website
<p>3. Member organizations affiliated to the organization</p> <ul style="list-style-type: none"> ▪ Zambia National Association of the Deaf (ZNAD) ▪ Zambia National Association of the Partially Sighted (ZNAPS) ▪ Zambia Association for Children & Adults with Learning Disabilities (ZACALD) ▪ Zambia National Association of Disabled Women (ZNADWO) ▪ Zambia National Association of the Physically Disabled People (ZNAPD) ▪ Zambia National Association of the Hearing Impaired (ZNAHI) ▪ New Foundation of the Blind in Zambia (NEFOBZA) ▪ Parents Partnership Association for Children with Special Needs (PPACSN) ▪ Zambia Association on Employment for Persons with Disabilities (ZAEPD) ▪ Zambia Association of Parents for Children with Disabilities (ZAPCD) ▪ Zambia National Association of Sign Language Interpreters (ZNASLI) 	Official documents, registration certificate, website
<p>4. History of organization (one paragraph)</p> <p>ZAFOD was formed by a group of national disability organizations with the main purpose of creating a platform for the national disability organizations to network and raise a united voice. It was formed as an idea in the year 1981 inspired by the united nations’ year of the disabled. ZAFOD was officially registered in 1995.</p>	As above; org profile
<p>5. Office bearers in the organization (e.g. chairperson, treasurer)</p> <p>John K. Miyato President Douglas Makusa Vice President Sarah Bretherton National Secretary Simate Simate National Treasurer John Mukopola Chairperson – Parents Committee Pascalina Nkole Chairperson – Women’s Committee <i>Not yet selected</i> Chairperson – Youth Committee Astridah Kunda Committee member</p>	Official documents

<p>Kapansa Simate Committee member Chimwasu Charles Committee member Beatrice Inambao Committee member <i>Not yet selected</i> Legal Adviser Felix Simulunga Ex-Officio</p>	
<p>6. Employees: roles and qualifications</p> <p>Felix Simulunga Federal director Paradious Sakala Programmes manager Wamundila Waliuya Project manager-human rights Moses Chanda Project officer-HIV/AIDS Matildah Tembo Administrative officer Diana Bulanda Caseworker/paralegal officer Sharon Bwalya Finance officer Milika Sakala information and monitoring officer Rapheal Maseka Utility driver Moses Chapa Personal assistant Beatrice Mbewe Office assistant Fackson Tembo Security officer/caretaker</p>	<p>Official docs; questions to director/ administrator</p>
<p>7. Location of office(s), facilities, equipment, internet etc</p> <p>Official address Plot 5573, Magoye, Kalundu, Next to the Cuban Embassy P.O. Box 35295, Lusaka, Zambia,Telefax: 260-211-294085/87 Email:info@zafod.org.zm</p> <p>Facilities</p> <p>Equipment</p> <p>Internet/website etc</p>	<p>Official docs/administr ator</p>
<p>8. Membership:</p> <p>a. Number (11 organizations of people with disabilities) b. Coverage (National organization cutting across gender, age And disability types.)</p>	<p>Chair /secretary/ minutes/ reports</p>
<p>9. Benefits/ disadvantages to member organizations of being part of the umbrella organization</p>	<p>Heads of DPO's/ members of</p>

<p>Benefits</p> <ul style="list-style-type: none"> - Weaker organizations get support from ZAFOD to participate in advocacy issues. - Receive financial support though very minimal - Representation of general disability issues at national level through ZAFOD - Funding is easy to get through an umbrella organizations for the ones that are not yet known - Spearheads major activities on disability matters - Enhances communication among the DPO's - Connects disabled people's organizations to the international movement. <p>Disadvantages</p> <ul style="list-style-type: none"> - DPO's affiliated to ZAFOD are sometimes overshadowed for example cannot access funding from prospect funders directly - Specific issues of persons with disabilities are sometimes not adequately represented by ZAFOD to government cooperating partners - Some DPO's suffer generalization by some members who are more powerful or stronger. - Sometimes ZAFOD gets in the way of doing some grass root work for DPO's who are not stronger instead of strengthening them. 	<p>DPO; also ask umbrella organization</p>
<p>- Benefits/ disadvantages to members themselves of being part of the umbrella organization</p>	<p>Members of the DPO's</p>
<p>10. Excluded/ under-represented groups (on the basis for example of disability type, sexual orientation, religious or political views)</p> <p>None.</p>	<p>Official docs/ interview in the org/ observation/ other contacts/ interpretation</p>
<p>11. Mission</p> <p>Facilitating the unification, capacity building and efficient networking of Disability Organizations in Zambia as instruments of positive change in the lives of persons with disabilities and in their communities</p>	<p>Official docs</p>
<p>12. Vision</p> <p>A society where persons with disabilities, enjoy equal rights and opportunities that are generally available in society and are necessary for the fundamental elements of living and development, including education, employment, health, housing, financial and personal security, family life, participation in social and political groups, religious activity, sports, access to public facilities, freedom of movement and the general style of daily living</p>	<p>Official docs</p>

13. Aims	Official docs
<p>14. Objectives</p> <p>a. Awareness Raising: To raise public awareness on the rights and abilities of persons with disabilities and exchange information, views, and ideas among disability organisations through various media of communication</p> <p>b. Advocacy & Influence: To advocate for legislative, policy measures and actions that would enable and empower persons with disabilities to enjoy their rights and achieve full-participation in the mainstream community affairs through capacity building, publicity and or litigation;</p> <p>c. Capacity Building: To assist in building the capacity of member organizations through knowledge, shared learning, leadership training in organizational & business management, advocacy, mainstreaming, fundraising, HIV/AIDS, natural disaster management as well as practical support aimed at enabling them execute developmental programmes effectively;</p> <p>d. Information & Research: To carry out & promote research into the rights, needs and welfare of persons with disabilities and to publish such research findings locally and internationally through various media channels</p> <p>e. Natural Pandemics and Disaster Management: To take prompt action and advise stakeholders on how to address issues of disability in the event of natural pandemics and disasters</p> <p>f. Women & Youths: To ensure that the leadership programmes, projects and activities of the Federation and its member organizations are women and youth inclusive.</p>	Official docs
<p>15. Programmes</p> <p>Awareness Activities</p> <ul style="list-style-type: none"> ▪ Newsletter Production (Disability Herald) ▪ Radio Awareness Programmes (Disability Panorama) ▪ Election Sensitisation & Monitoring ▪ HIV/AIDS awareness campaigns (Engage) <p>Advocacy and Influence</p> <ul style="list-style-type: none"> ▪ Dissemination and Campaign for enforcement of the Persons with Disabilities Act 	Official docs/ interview

<p>Act No. 33 of 1996 (ADEPt Project)</p> <ul style="list-style-type: none"> ▪ Advocacy for legislation that protects the Rights of persons with disabilities and improve their welfare e.g. an Inclusive Constitution ▪ General influence and advocacy on disability rights through Press Statements/Releases, Meetings, etc <p>Capacity Building</p> <ul style="list-style-type: none"> ▪ Training in Organizational Management; ▪ Training in How to Mainstream Disability; ▪ Fundraising & resource support to DPO's; ▪ Sourcing & provision of assistive devices to persons with disabilities. ▪ Training in small scale business management as well as ▪ Provision of small loans to persons with disabilities, as individuals and in groups, to run small-scale business enterprises. <p>Other Activities</p> <ul style="list-style-type: none"> ▪ Promoting cooperation between disability associations and other organizations with similar objectives; ▪ Carrying out & promoting research into the welfare of persons with disabilities and publishing such research findings, thereof. 	
<p>16. Is there a strategic plan? When was it written or updated?</p> <p>Yes. It was written in 2004-2008 is currently being updated to 2009-2013.</p>	<p>Official docs/ interview</p>
<p>17. Plan of action? When was it written or updated?</p> <p>Yes. For different programmes and they are annual plans which are reviewed quarterly</p>	<p>Official docs/ interview</p>
<p>18. How are activities monitored and evaluated? Has efficiency been monitored and if so in what way, and what were the results</p> <p>ZAFOD has an M and E plan in place and an officer responsible for information and monitoring. From time to time, an M & E consultant is engaged. Also there is an excel program that is used as an M & E tool.</p>	<p>Official docs/ interview</p>
<p>19. Governance and decision-making – how are decisions made, who makes decisions</p> <p>Decisions are made at two levels, the board and the management. The board makes policy decisions while the management makes day to day decisions on managing the organization as well as programmes.</p>	<p>Official docs/ interview</p>
<p>20. Stakeholder/ partner relationships:</p> <p>c. Government-The ministry of Community development and social services (MCDSS) as a partner and main ministry for disabled people in Zambia.</p> <p>ZAFOD is also working with the following government</p>	<p>Official docs/ interview</p> <p>Stakeholders/ partners</p>

<p>ministries directly on projects.</p> <p>-the ministry of health -the ministry of education -ministry of finance</p> <p>d. civil society- e. other DPO's-yes f. NGOs-yes a big list g. private sector-yes h. international agencies (e.g. UN)-yes e.g. ILO, UNICEF, USAID, etc i. other</p>	
<p>21. Relationship with constituent organizations – successes and challenges; communication</p>	<p>Umbrella organization/ member orgs – interview</p>
<p>22. Relationship with SAFOD - successes and challenges; communication</p> <p>SAFOD supports the work of ZAFOD and links them to other organizations.</p> <p>The relationship is also based on capacity building in research and financial support of a radio programme.</p>	<p>SAFOD; national DPOS (interview) and/or documents</p>
<p>23. Funding – all funders and funding challenges</p> <p>ZAFOD Funders</p> <ul style="list-style-type: none"> • Forum Syd • Power International (PI) • Power4good Ireland (P4G) • American Institutes for Research (AIR) • Zambia National AIDS Network (ZNAN) • International Labour Organisation (ILO) • Norwegian Federation of the Disabled (FFO) • Action on Disability and Development (ADD) • Zambia Agency for Persons with Disabilities (ZAPD) 	<p>Official documents; treasurer</p>

<ul style="list-style-type: none"> • Southern Africa Federation of the Disabled (SAFOD) 	
<p>24. Influence on</p> <ul style="list-style-type: none"> j. Health <ul style="list-style-type: none"> i. HIV/AIDS k. Education l. Employment m. Transport n. Accessibility to information (e.g. sign language on TV) <p>Education</p> <p>ADEPt believes that all children, youths and adults with disabilities have a right to quality education despite their disability. In this sector, cases will be drawn from the following;</p> <ul style="list-style-type: none"> ➤ Inaccessible classroom buildings for persons with disabilities ➤ Wrongful placement of children with special educational needs ➤ Exclusion from school at any level of children with special educational needs ➤ Disability related harassment and negative attitude of teachers at all levels of education <p>Communication and Transport</p> <p>Public transport is very crucial to the accessibility of disabled people be it mobility, sensory or cognitive impairments.</p> <ul style="list-style-type: none"> ➤ Transport should be made accessible, available, affordable and safe to all persons with disabilities. ➤ There should be commitment by government to provide accessible public transport system ➤ Information and communication technologies should be user friendly, accessible and readily available to persons with disabilities <p>Health</p> <p>Persons with disabilities have the right to quality health and medical care. ADEPt will draw up cases from the following;</p> <ul style="list-style-type: none"> ➤ Non- quality services by health providers ➤ Inaccessible health care buildings ➤ Forced medication/over dosage in persons with mental illnesses ➤ Disability related harassment and negative attitude by medical personnel 	<p>Talk to organization / talk to the sectors</p>

<p>Tourism</p> <p>Tourism facilities including hospitality industry should be accessible to persons with disabilities. ADEPt will take up cases around inaccessibility of tourist facilities to persons with disabilities. This includes physical barriers and denial of entry to such facilities.</p> <p>Sports and Recreation</p> <p>Sporting and recreational facilities should be accessible to all disabled people. ADEPt takes up cases of inaccessibility to such facilities. This includes; inaccessible infrastructure and denial of entry.</p> <p>Gender</p> <p>Women with disabilities have got equal rights with women without disabilities and should be treated at par with those without disabilities. They also have equal rights with men with disabilities. Unfair treatment and discrimination of women with disabilities will be treated as a human rights violation and ADEPt will be taking up such cases.</p>	
<p>25. Gender issues in the organization</p> <p>ZAFOD constitution and policy document recognizes gender as an issue among disabled persons and has a woman with disabilities specific programme in place to deal with this.</p>	<p>Policy; interview people</p>
<p>26. Youth and children focus</p> <p>ZAFOD recognizes youths and children with disabilities in their constitution and policy document.</p> <p>The following are some of the programmes that are youth and children focused.</p> <ul style="list-style-type: none"> - ENGAGE-A project for children and HIV/AIDS in schools - A youth representative in the board - Youth empowerment 	<p>Policy; interview people</p>
<p>27. Relationship with African Decade on People with Disabilities</p> <p>Is a contact point for all issues relating to the African decade but has not done specific activities towards it apart from contributing a member to the national committee on the same.</p>	<p>Talk to organization and to the decade</p>
<p>28. Relationship with the UN convention</p>	<p>Talk to</p>

<p>29. programmes towards implementation of UN convention</p> <ul style="list-style-type: none"> ◆ legislation audit on laws on employment and education ◆ meetings with relevant authorities in government and the united nations ◆ letters ◆ engaged mps <p>30. Did the organization make inputs into the development of the UN convention?</p> <ul style="list-style-type: none"> ◆ Circulated and made written contributions. <p>31. Has the DPO made a contribution to the government in the country in implementing the convention?</p> <p>Not yet ratified but contributed towards signing it.</p>	<p>organization and to the UN</p>
<p>32. Other international partnerships and influence internationally</p> <p>o. relationship with international DPO's</p> <p>ZAFOD is a member of SAFOD through which it is a member of the PAFOD and the DPI.</p> <p>p. relationship with international research partners</p> <ul style="list-style-type: none"> -has worked with the following research institute -the American institute of research (supporting ZAFOD on advocacy work on the UN CRPD, HIV/AIDS Education in schools. -SINTEFF, a Norwegian institute on research which supported the living conditions survey <p>q. relationship with international development agencies</p> <p>works with the following international agencies as supporters and partners</p> <ul style="list-style-type: none"> -Action on Disability and Development -USAID/AIR -ILO -UNICEF -SITE SAVERS -IRISH AID/Power 4 Good -Norwegian organization of people with disabilities -WORLD VISION 	<p>Talk to organization and partners</p>
<p>33. Successes and challenges in mainstreaming</p>	<p>Documentation / interviews</p>

<p>r. E.g. inclusive education; inclusion of disabled people in gender-based violence programmes; sustainable livelihood programmes</p> <p>No specific challenges as the organization is well trained in mainstreaming.</p>	
<p>34. Major achievements successes and challenges; communication</p> <p>ZAFOD has since its inception in 1990, scored several achievements some of which include the following:</p> <ul style="list-style-type: none"> ◆ It has been established and recognized as a functional umbrella and representative body of persons with disabilities in Zambia; ◆ It has played an instrumental role in policy and legal framework formulation on disability issues e.g. disabled people's Act No. 33 of 1996, FNDP; ◆ It has increasingly taken centre stage in issues of self-representation by persons with disabilities e.g. Constitutional Review process; ◆ It has increased public awareness on disability issues through workshops, seminars, meetings as well as the media; ◆ It has provided loans to persons with disabilities which have enabled some of them to earn an income and live an independent lifestyle; <p>Gender sensitivity has improved & the number of women with disabilities participating in developmental activities has increased</p>	Interview
<p>35. Major challenges</p> <ul style="list-style-type: none"> ◆ Limited financial resources ◆ Limited transport for all the existing programmes ◆ Inadequately skilled staff ◆ Communication challenges with members or affiliates ◆ Inadequate office accommodation ◆ Low management/technical capacity for secretariats among the affiliates ◆ Little political will from government to support DPO work ◆ Resistance/delay in ratifying the UN convention 	Interview
<p>36. Future plans-SEE STRATEGIC PLAN</p>	Interview