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**WBU IW-Norad Fellowship Opportunities**

**Application Package**

1. **Background**

**Position:** WBU IW-Norad Fellowship Opportunities**[[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. WBU members consist of organizations of and for blind people in over 190 countries, with over 250 member organizations. In acknowledging the existing widescale discrimination and employment inequality experienced by persons with disabilities, WBU works towards empowering persons with disabilities, particularly blind and partially sighted persons, to accelerate their efforts towards eliminating employment exclusion across all sectors. WBU believes that it is critical to support employment and economic empowerment, inclusion and social protection of persons with disabilities.

**Description of the Organization:** The International Disability Alliance (IDA) was established in 1999 and is a network of eight global and, six regional organisations of persons with disabilities (DPOs). IDA advocates at the UN for a more inclusive global environment for persons with disabilities and their organisations. The Convention on the Rights of Persons with Disabilities (CRPD) is our touchstone. IDA is invested in ensuring that the 2030 Agenda and the Sustainable Development Goals are inclusive and in line with CRPD. IDA supports organisations of persons with disabilities worldwide to take part in UN and international human rights processes and use international accountability mechanisms. With member organisations globally, IDA represents the estimated one billion people worldwide with disabilities. This is the world’s largest and most frequently overlooked marginalised group. More information is available on [www.internationaldisabilityalliance.org](http://www.internationaldisabilityalliance.org).

### **About Inclusion Works**

The Inclusion Works Project is part of the Inclusive Futures consortium programme funded by the Department for International Development (DFID UK). The International Disability Alliance (IDA) is a core partner of the Inclusion Works project, a consortium project led by Sightsavers. The focus of the Inclusion Works programme is to design and test new approaches in supporting people with disabilities to gain employment. Operating in Bangladesh, Kenya, Nigeria and Uganda, the programme will work to improve the inclusion of people with disabilities in formal employment. The programme aims to engage a wide group of stakeholders including a diversity of people with disabilities through their representative organisations (DPOs), governments as employers and duty bearers, private sector as employers and influencers, as well as other key groups. The programme seeks to test models of inclusive employment practice and generate robust evidence and data that can be used to influence at a national, regional and global level. The IW fellows will benefit from opportunities of exchange and learning, as part of the overall IDA Fellowship Programme and in agreement with the IDA hosting member.

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

This project aimed at enabling persons with disabilities to enjoy their human rights on an equal basis with others. This 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.

**Positions:** Two (02) fellows based in Kenya, Uganda or Nigeria

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

**Length of position:**  6 months from October 2020 to March 2021

**Position Start Date:** October 2020

**B. Fellowship advert**

**Objectives the IW Fellowship**

The WBU IW-Norad fellows will directly support the WBU’s contribution to the Inclusion Works project and the IDA’s Fellowship Programme, benefiting from opportunities of exchange and learning, as part of the overall IDA Fellowship Programme and in agreement with the WBU.

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. In particular, the fellow would:

Elaborate technical papers which will enable all members of the larger project to better understand and advocate for certain forms of exclusion in the field of employment, challenges related to stigma and discrimination of persons with disabilities,

Identify best practices for advocacy to ensure that inclusive employment policies and regulations are enacted

It will focus on mainstreaming disability inclusion in employment sectors.

Through the project, opportunities will be identified and documented on how to advocate to inclusion of people with disabilities, in particular blind and partially sighted persons, including related to the COVID 19 crisis; in formal and informal employment sectors.

Data collected, best practices and lessons learned from the project will be shared widely, with WBU and IDA members, other DPOs, civil societies, governments, and private sectors as tools to support inclusive employment initiatives.

Therefore, the main objectives of the fellowship are:

1. Review current national policies and practices on the identified themes (with focus on Kenya, Nigeria and Uganda),
2. Promote discussions among relevant actors about the challenges and opportunities for organizations of persons with disabilities when advocating for the right to employment,
3. Identify the needs and challenges of people with disabilities in relation to employment and economic empowerment,
4. Challenge stigma and discrimination and eliminate barriers to accessing employment and social protection,
5. Encourage governments to establish regulatory frameworks to implement inclusive employment policies and ensure these policies and programs are compliant to the CRPD and in line with the 2030 Development agenda and other international human rights instruments,
6. Provide employers with knowledge and practical tools to better understand challenges faced by people with disabilities and how employers can contribute to change such realty,
7. Encourage employers and private sector to facilitate disability inclusion requirements in employment.

**C. Deliverables**

Each fellow should support the achievement of the following deliverables:

1. **One (01) technical paper each fellow** as following:

Fellow 1: Technical paper on “What governments can do to promote inclusive employment in the formal sector?”

Sub-themes:

* Hiring quota system
* Reasonable accommodation at the workplace
* Inclusive procurement policies
* Financing extra cost for disability
* Other affirmative actions

Fellow 2: Technical paper on “Stigma and discrimination and the right to employment for persons with disabilities”

Sub-themes:

* Stigma and discrimination in the context of CRPD article 24 and SDG 8
* Stigma and discrimination intersectionality’s with focus on underrepresented groups
* Stereotyping, labelling and prejudice of persons with disabilities in the labor market

1. **01 regional webinar**, per fellow, to present the papers,
2. **02 fellowship reports**, per fellow, with inputs from WBU and the fellow (01 quarterly reports and 01 final fellowship report).
3. Criteria for Fellowship Applicants

* Fellow should be based in Kenya, Nigeria or Uganda
* Fellow must be a person with disabilities and at least 21 years of age
* 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
* Good communication skills in English
* Good report writing skills in English
* Willingness to engage with WBU’s and IDA’s work.

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) indicating in the subject line: “**Fellowship Application: WBU IW-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: 20 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)** |
|  |  |  |

**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)