

Development of the National Action Plan for Persons with Albinism in Namibia

1. Background

Albinism is a genetic condition characterized by the reduced or absence of melanin production in the body, resulting in little or no pigmentation in the eyes, hair, and skin of individuals with albinism. Globally, persons with albinism (PWA) face numerous challenges, including health issues, discrimination, abduction, trafficking, and even murder for ritual purposes. The severity and types of challenges experienced by persons with albinism in Namibia vary across different regions.

In order to gain a comprehensive understanding of the situation faced by Persons with Albinism in Namibia and the discrimination they encounter, the Office of the Ombudsman conducted formal hearings with the assistance of the Directorate: Law Reform, Ministry of Justice through its Disability Law Project. In collaboration with the Office of the Ombudsman, the Africa Albinism Network (AAN), the UNESCO Windhoek office published a report titled "The Report on the Public Hearings on Discrimination and Other Challenges Faced by Persons with Albinism in Namibia" in 2022 (hereafter referred to as the "Ombudsman's report").

The report calls upon the Namibian government and development partners to collaborate with organizations representing persons with albinism to formulate appropriate policies and social responses to address the challenges faced by this community.

Following the hosting of Stakeholder Engagement and Learning Forum on the Development of National Action Plan (NAP) for Persons with

Albinism in 2023, a technical committee was established to advocate for the development of a national action plan.

It is also important to note that the United Nations Convention on the Rights of Persons with Disabilities (CRPD) under Article 5 (4), allows for specific measures for specific groups of persons with disabilities to achieve de facto equality. Thus, among the special measures that States may take to advance the equality of people with disabilities is the adoption of the AU Plan of Action on albinism.

2. Overview of the National Action Plan

Since 2006, nearly 800 attacks and other violations against persons with albinism have been reported across 28 countries in the Africa region. These numbers reflect a major threat to the right to life of persons with albinism on the continent. This is only the tip of the iceberg, as many other cases go unreported.

In an effort to combat these violations, including alleviating preconditions that facilitate violence, the United Nations Independent Expert on the Enjoyment of Human Rights by Persons with Albinism, in collaboration with various African Union mechanisms, including the African Commission on Human and Peoples' Rights and the African Committee of Experts on the Rights and Welfare of the Child, as well as other international development partners, contributed to the development of a Regional Action Plan, the precursor to the current Plan of Action to End Attacks and Other Human Rights Violations Targeting Persons with Albinism in Africa (Plan of Action 2021-2031).

It is against this background that UNESCO seeks a consultant to undertake the drafting of the National Action Plan for Persons with Albinism in Namibia with a dedicated multi-year budget in line with the AU Plan of Action. Other national policy and legal framework, including the African Disability Rights Protocol, which Namibia is a signatory of, should be considered as well.

3. Objectives of the National Action Plan

- Highlight strategies and interventions that need to be prioritized to:
 - a) Accelerate social change and reduce stigmatization of persons with albinism;
 - b) Reduce verbal, physical, and ritual attacks, including cyberbullying against persons with albinism;
 - c) Ensure their equal access to health, early childhood development, education, economic empowerment initiatives, justice, and psychosocial services, among other human rights.
- Set forth an implementation matrix, indicating funding mechanisms, from the government, civil society and development partners, as well as their respective responsibilities.

Annex A: Terms of Reference of the Consultant

1. Anticipated Methodology and Scope of Work

- The process will be informed by core sources including but not limited to: the AU Plan of Action, Ombudsman's report, relevant national and continental legislative and policy frameworks, and best practices from other African countries
- The consultant is expected to apply inclusive and participatory approaches, initiate focus group interviews and consultative meetings with persons with albinism, civil society organizations representing them, including Namibia Association for Persons with Albinism (NAPA) and Support In Namibia of Albinism Sufferers Requiring Assistance (SINASRA), as well as actors from various ministerial sectors with their decentralized structures, and the disability community.
- The consultant will be working under the supervision of the Technical Committee. Members of the Technical Committee and its terms of reference is attached in Annex B
- The technical committee plans bi-weekly debriefing sessions with the consultant to ensure that the consultation is on track.

2. Expected Outputs/Deliverables

The consultant will deliver:

- Initial draft of the Namibia National Action Plan on Albinism, covering:
 - Introduction including objectives and information sources, methodology etc.

- The priority areas of the national action plan;
- Implementation matrix, including proposed activities, performance indicators, responsible entities, and budget;
- Donor mapping and potential funding mechanisms;
- A monitoring and evaluation system;
- Final version of the national action plan.

3. Proposed Timeframe

We anticipate that the assignment will last for about five months from June to October 2024 as follows:

01.06.2024 – 01.07.2024	- Technical Committee to convene the initial meeting with the consultant - Consultant to undertake the desk research
01.07.2024	Consultant to submit and present the first draft NAP to the Technical Committee
01.07.2024 – 01.08.2024	- Technical Committee to share their written feedback with the consultant - Consultant to submit and present the second draft
01.08.2024 – 01.09.2024	- Technical Committee to share further inputs with the consultant
01.09.2024- 01.10.2024	Consultant to finalize and submit the final version of NAP

4. Proposed Budget Scope and Payment Schedule

A total of 6,000 USD is to be paid by UNESCO in instalments based on the outputs/deliverables specified in the TOR (under payment schedule) and upon approval of the quality of work by the Technical Committee.

- Payment Schedule

- 20% on submission of the inception report, along with tentative work plan guided by the deadlines in the timeframe above.
- 40% on submission of 1st draft of NAP
- 40% on submission of the final draft of the National Action Plan

5. Qualifications and Required Expertise

The following qualifications are required of the consultant:

- Namibian nationals only;
- Preference will be given to Persons with Albinism or Disability;
- University degree in humanities and social sciences, human rights, public policy, law, or a related field accompanied by demonstrated competencies;
- Minimum of 5 years relevant professional experience on disability rights.
- Experience working on the human rights situation of people with albinism would be an added advantage;
- Strong background and experience in research and analysis;
- Strong national and regional networks to facilitate broad engagement;

- Technical expertise in evaluating legal and policy frameworks with a demonstrable ability to analyze information and draw sound practical conclusions;
- Excellent communication and report-writing skills;
- The ability to work in English is essential;
- Knowledge of Namibian local vernaculars would be an asset.

6. How to Apply

Please send the following materials by email to UNESCO at l.mwanyangapo@unesco.org by **29 April, 2024**.

- CVs of consultant(s) - whether applying as an individual or as a consultant firm;
- Motivation Letter;
- A writing sample (preferably within the last 5 years) in which the Consultant is the sole author. (Published material is preferred)