

# safod annual report

annual report

# 2009

Southern Africa Federation of the Disabled



positive  
about  
disabled  
people:)



# safod annual report 2009

Southern Africa Federation of the Disabled



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### Abbreviations

<b>ABC</b>	Awareness Building Campaign
<b>BOSPED</b>	Botswana Society of People with Disabilities
<b>DFID</b>	Department for International Development
<b>DPI</b>	Disabled Peoples' International
<b>DPSA</b>	Disabled People South Africa
<b>DPO</b>	Disabled People's Organisation
<b>EED</b>	Evangelischer Entwicklungsdienst
<b>FAMOD</b>	Forum of Associations of Disabled People in Mozambique
<b>FAPED</b>	Federation of Organisations of Disabled People in Angola
<b>FEDOMA</b>	Federation of Disability Organisations in Malawi
<b>FFO</b>	Federation of Disability Organisations in Norway
<b>FODSWA</b>	Federation of Organisations of Disabled People in Swaziland
<b>FODPZ</b>	Federation of Organisations of Disabled People in Zimbabwe
<b>LNFO</b>	Lesotho National Federation of the Disabled
<b>NCDPZ</b>	National Council of Disabled Persons of Zimbabwe
<b>NFPDN</b>	National Federation of People with Disabilities in Namibia
<b>NGO</b>	Non Governmental Organisation
<b>PAFOD</b>	Pan African Federation of the Disabled
<b>REC</b>	Regional Executive Council
<b>SADC</b>	Southern Africa Development Community
<b>SAFOD</b>	Southern Africa Federation of the Disabled
<b>SRP</b>	SAFOD Research Programme
<b>ZAFOD</b>	Zambia Federation of the Disabled

## Our Vision

- A new society where all people, including disabled people, women and workers, men and children are treated with dignity, respect and on the basis of equality.

## Our Mission

- To strengthen Disabled People's Organisations in SAFOD member countries through training, research, coordination and information sharing, promotion of human rights and adoption of appropriate strategies for stimulating people with disabilities to enhance their economic, political and social development.

## Our Core Values

- Participation
- Transparency
- Accountability
- Commitment
- Gender-Sensitivity
- Empowerment

## Our Objectives

- To promote and encourage the formation of organizations of disabled people in Southern Africa and strengthening existing ones;
- To promote training of personnel and leaders of disabled people's organizations;
- To promote and uplift the status of women and children with disabilities in Southern Africa;
- To promote and coordinate development efforts and self-help projects among people with disabilities and their organizations in Southern Africa;
- To promote, support and compliment government policies and programmes in favour of disabled people in Southern Africa;
- To facilitate exchange of information in the field of disability through public education programmes, seminars, travel and exchange, conferences, assemblies, journals and other publications concerning all aspects of the lives of people with disabilities;
- To partner SAFOD affiliates with other international organizations in the region who share its objectives and whose activities and approaches are developmental in nature and rights-based;
- To strengthen SAFOD as a regional network of independent civil society organizations of disabled people in Southern Africa.



## 1. SAFOD Profile :)

In 1986 the Southern Africa Federation of the Disabled (SAFOD) was formed by disabled people for disabled people as a federation of non-governmental disability organizations in the then Southern Africa Development Coordinating Conference (SADCC) countries. SAFOD, established as a non-profit organization, is comprised of national organizations of people with disabilities in Angola, Botswana, Lesotho, Malawi, Mozambique, Namibia, South Africa, Swaziland, Zambia and Zimbabwe. These organizations are: the Federation of Disabled People in Angola (FAPED), the Botswana Society of People with Disabilities (BOSPED), Lesotho National Federation of the Disabled (LNFOD), Federation of Disability Organisations of Malawi (FEDOMA), Forum of Associations of Disabled People in Mozambique (FAMOD), National Federation of Disabled People in Namibia (NFPDN), Disabled People South Africa (DPSA), Federation of Organisations of Disabled People in Swaziland (FODSWA), Zambia Federation of the Disabled (ZAFOD), and Federation of Organisations of Disabled People in Zimbabwe (FODPZ).

SAFOD represents over 11 million disabled people in 10 countries through its programmes and projects designed to promote the rights and welfare of persons with disabilities as full citizens of their countries.

The Southern Africa Federation of the Disabled (SAFOD) is a professionally managed regional network of Disabled People's Organisations (DPOs) whose main objective is to represent the collective voice and aspirations of people with disabilities in Southern Africa. Formed in 1986 as a simple group of motivated groups of DPOs, SAFOD has grown to become one of the largest and most vibrant organisations of people with disabilities in Africa today.

Since its formation, SAFOD's main activities and programmes have included raising awareness on the living conditions of people with disabilities, promoting human rights and strategies focusing on poverty alleviation, capacity and institutional building of DPOs, development of women, children and youth with disabilities, research and prevention of HIV and AIDS among people with disability in Southern Africa.

## 2. Disability - Our No.1 Priority :)

### Foreword by the Chair of the Regional Executive Council



*It is estimated that people with disabilities constitute 10 percent of the population at global, regional and national levels. This means Southern Africa has approximately 30 million people with disabilities. This is not a small figure or one that we can easily be ignored. These are people who can make an impact in society like any other person with equal opportunities and enjoying the same dignity as all citizens. The number of people with disabilities has been rising daily yet disability remains a second, if not last, priority on the development agenda. What are we doing for disability?*

At SAFOD disability is our number one priority because we owe it to every child, woman and man in Southern Africa to advocate for improved livelihoods. Disability research evidence is testimony to the mammoth challenges faced by people with disabilities. Talking is easy but doing is hard. The disability movement does not have the luxury of options. It is a do or die situation.

Managing regional DPOs and NGO is a challenge enough and leading a team at SAFOD has been a greater challenge. SAFOD has to carry the torch for future generations by remaining true to the legacy of its past leaders. Taking over as Chairperson was a huge step for me. I was nervous about how would I continue that legacy and elevate SAFOD to new heights of organizational excellence.

The disability movement, especially in Southern Africa, has not been insulated from global and continental economic and political developments. SAFOD has been affected by the global financial crisis. We have seen donor support waning yet demands for services by people with disabilities have kept on increasing. SAFOD needs to spearhead the revival of the Pan African Federation of the Disabled (PAFOD) to ensure African voices on disability are heard loud and clear. It is time Africa presented a united front to make disability the top development priority. DPO leaders have to demonstrate integrity, trust, vision, ability and openness to constructive criticism.

SAFOD is at development cross roads. As we celebrate our Silver Jubilee in 2011, we have to ensure that not only do we have the visionary leadership for the Federation but have the mechanisms for financial stability and effective advocacy tools for the implementation of appropriate policies by national governments.

As I look back to the year past, we have had our fair blend of joys and pains. Individually DPOs are strong but collectively as SAFOD we are even stronger. With less than five years to the Millennium Development Goals (MDG), we have to answer the question on what have we done to better the situation for people with disabilities. Access to medical care, education and employment opportunities remains an obstacle to realizing the MDGs for people with disabilities, let alone the ravages of HIV and AIDS and other diseases threaten the well being of people with disabilities. Are we doing enough? Are our governments doing enough?

Laws have been passed but these have not translated into jobs and better livelihoods. For example, in Lesotho, job opportunities for people with disabilities are scarce, so are education facilities. Many people with disabilities have not been to school and this has greatly reduced their chance of entering the formal job market. Besides, some employment places are not accessible and employers are not keen to employ people with disabilities for the simple, yet false excuse, of having to make changes to the working environment at huge cost. Disability needs not be a liability if it is mainstreamed into all development programmes in Africa.

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The implementation of the SAFOD research programme (SRP) was one of the main developments during the year under review. I am proud of the research itself. It is SAFOD's wish to see more trainees being empowered to conduct research on disability, of which so much has not been covered in Southern Africa. Research evidence is important for advocating for better conditions for people with disabilities. Last year we launched the *Living Conditions of People with Disabilities* Study in Mozambique whose findings were launched in January 2009. We hope these studies will provide more evidence on how we can improve lives and better our nations.

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This year, we also launched the new SAFOD regional offices in Francistown, Botswana, marking a long awaited milestone in our quest for a permanent home for our programmes. The Mayor of Francistown, His Worship, Councillor Buti Billy, commissioned the premises and laid a commemorative plaque, during which he pledged the city's support of SAFOD activities in Botswana.

2005

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I would like to thank my colleagues on the Regional Executive Council for the confidence supporting me pilot SAFOD through stormy waters. A big thank you to SAFOD Director-General, Alexander Phiri and the Secretariat for their support and commitment to implementing programmes to improve the living conditions of people with disabilities. Last but not least, I thank our donors, partners and associates for working with us and for making disability their priority.

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Lehlohonolo Mafofo  
*Chairperson*

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*Launch of the new SAFOD offices in Francistown, Botswana*



## 3. Disability in Deeds :)

### The Report of the Director-General

It has taken the global food, financial and fuel crisis to spur governments into acting on overdue development commitments, but that does not mean we have seen the end of the crisis. Mainstreaming disability into national development plans in the face of this crisis remains a challenge of our time.

In the 2009 Report, I share evidence of challenges and some achievements SAFOD has made towards securing the rights of persons with disabilities not only in Southern Africa but beyond. During the year under review, we focused our efforts mainly on funding, advocacy and partnerships.

### Challenges

That we have managed to keep SAFOD afloat against the harsh economic environment is in itself an achievement, for we spared wielding the retrenchment axe. Our cash flow as you will note from the accompanying financial statement remained tight. It has become more critical for SAFOD to enter into strategic partnerships and resuscitate programmes that are currently dormant because of poor funding. Tied to the growth of our programmes is our limited capacity to attract key staff to ensure that the programmes are self sustaining.

SAFOD is investigating the best options of establishing a business unit that will generate revenue, given waning donors support which I alluded to in the previous report. A Trust Fund in Southern Africa could be a starting point as SAFOD has the credibility to run such a fund which will not only help to in running the organization but also support our member countries who are in dire straits. Many DPOs are finding it difficult to keep their organisations running due to poor funding.

In addition, we are looking at how to grow our research portfolio thanks to the success of the SAFOD Research Programme, based in Francistown, Botswana. During the year under review, SAFOD signed a Memorandum of Understanding (MoU) with the Centre for Rehabilitation Studies at the Stellenbosch University in South Africa. During a major partners meeting in Cape Town on the sidelines of AFRINEAD 2009 Symposium, we came up with a set of recommendations to be pursued with effect from 2010.

I am pleased to report that SAFOD as a core group member of AfriNEAD, was awarded the opportunity to host the 3rd AfriNEAD Symposium in November 2011 in Zimbabwe.

SAFOD is in discussions with the Southern Africa Development Community (SADC) with the hope of signing a MoU in support of disability. We have had a few meetings and we are optimistic that this will be achieved in the first quarter of 2010.

Getting disability to be a priority in the set up of government planning processes remains a challenge. We have lost ground in some countries, for example, after the election of President Jacob Zuma in South Africa, disability coordination in that country which used to be in the Office of the President was relegated to a lower structure of the government under a new ministry responsible for children, women and people with disabilities. This development does not augur well for South Africa let alone for the region as many countries in the region were beginning to copy the model of South Africa where

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operations of disability were being directed from the Office of the President. We congratulate the government of Botswana which has come up with the Disability Unit in the Office of the President. That is the way to go if governments have to address disability issues. People with disabilities need to be at the table with planners of development issues so that they do not feature as an afterthought in national development plans.

I am pleased to report that the SAFOD Regional Office has been opened in Botswana where it is currently home to the SRP programme. We are grateful to the government of Botswana for agreeing to host the regional home of SAFOD. We also thank the FFO for providing the resources to purchase the office premises which will house bigger projects and buildings for improving the quality of life of people with disabilities not only in Botswana, but in the SADC region as a whole.

## **Programmes and Research**

During the year under review, SAFOD commissioned Cycle 2 Research Studies focusing on five key issues; Research Expertise Audit; Mainstreaming Disability issues within HIV/AIDS Policy and Practice; Implications of the UN Convention on the Rights of Persons with Disabilities for Mental Health Policies and Strategies and Services; and Analysis of Leadership, Decision Making and Governance Styles within DPOs. These studies should be completed in June 2010. The *Living Conditions Studies* underway in Lesotho and Swaziland started in 2009 and will be completed in 2010.

## **The UN Convention on the Rights of People with Disabilities**

During the year under review, SAFOD was represented at the Global Partnership on Disability and Development (GPDD) meeting in Italy where the focus of discussions was on the UN Convention on the 'Rights of People with Disabilities'. We still have a lot of work that needs to be done around the Convention in terms of ratification as some African countries have not done so but continue to debate the need to ratify. There are laws and practices that need to be changed in many countries in line with article 33 of the Convention regarding the allocation of responsibilities for the promotion and implementation of the Convention. There is need for specialised bodies in each country that will create coordinating mechanisms such as an independent monitoring body and run media campaigns that will focus on breaking down stereotypes about people with disabilities

## **The African Decade for Persons with Disabilities**

The First African Decade for Persons with Disabilities comes to an end in 2009 with little to show of progress in the equalization of opportunities for persons with disabilities, yet some countries in Europe, Asia and the Americas managed to translate and fulfill the letter and spirit of the UN Decade and its objectives. In Africa there was no political will to respond to the call of this Decade, hence the little impact was recorded by the Global Decade in Africa. There are high hopes that a new Decade which the Heads of States in Africa will formally endorse, will consolidate the gains of the First Decade which was more of a planning phase. There is therefore the need to move into an implementation phase of the Decade, the Second Decade (2010-2019). SAFOD's publication and /or newsletter on the African Decade will therefore be an on-going activity as there is the need to continue to sensitize DPOs, governmental and non-governmental organizations, the business community, donors, and other stakeholders on the importance of the Decade programmes and related activities.

We engaged the African Decade on how we could jointly come up with a programme to monitor the implementation of the Convention in our countries. Last year the UN appointed a monitoring committee to get reports from countries that have ratified the convention, and as we realize that DPOs can also play a role in ensuring that reports prepared by countries are true by preparing shadow reports. There is need to train DPOs to analyse government reports to ensure that the Convention is implemented to the book.

## Training

In an effort to strengthen the role of the SAFOD Board, a workshop was convened in April 2009 focusing on how best members could be of service to the organization and expose its work internationally. The roll out of the Federation Strategic Plan has not been as smooth as we have expected. SAFOD needs to embrace ICTs urgently and ensure the use of the state-of-the-art equipment for video conferencing. Our meetings have become expensive in terms of accommodation and airfares, and video conferencing is an opportunity to save costs and improve our performance. Computers are needed for our libraries in Botswana and Zimbabwe. In addition, we need to expand our facilities in Francistown into a documentation centre. There is an urgent need to translate all documentation that we produce into Braille, Portuguese and other languages in order to improve information dissemination. We are exploring purchasing a Braille machine in the coming year.

The Board made a major decision that all DPOs should prioritize gender equality in all their programming. A workshop funded by the FFO facilitated the signing of MoUs with each member organization committing to amending their constitutions to provide gender equality within their statutes. The plans from each member on how to address the gender quality will be reviewed in 2010.

all DPOs  
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## Partnerships

SAFOD has a project with Bread for the World on the dissemination of information on disability and the production of newsletters Disability Frontline and Disability Dialogue. DFID has supported the recruitment of substantive staff for the SRP project and re-designed the log frame for the project. SAFOD together with Leonard Cheshire Disability in UK were awarded a new research project by DFID on cross-cutting disability in research.

We have started discussions with Disabled Peoples International-Japan with a view to explore the establishment of Independent Living Centers in our region. This development follows a JICA-funded programme started in 2003 which was coordinated by SAFOD. It entailed sending DPOs leaders to Japan to learn how to run DPOs and to study the concept of independent living in Japan. 55 DPO leaders benefitted from this programme which was the Japanese government's contribution to the African Decade from 2003 to 2009.

The Whirlwind Wheelchair Foundation who received some funding for research on wheel chairs have been in touch with SAFOD with a view for partnership in expanding the manufacturing of wheelchairs that can withstand the African terrain. SAFOD is seeking funding for LOREWO to buy materials to manufacture mobility appliances, in particular children's wheel chairs.

During the year under review, SAFOD hosted a number of visitors. We had a delegation from Angola led by Mr. Etia Mbulo, Chairperson of the Federation of Organisations of Disabled People in Angola (FAPED). The new

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DFID Social Development Advisor, Mrs. Darran Belgrave, who participated in the gender workshop in Botswana, visited SAFOD offices in Francistown. For the first time we hosted Ms. Liv Arum, the Secretary-General of FFO. Ms. Arum was the Guest of Honour at the launch of the SAFOD Regional Office in August 2009 which was also attended by Ms. Hanne Witso and Mr. Jarl Overson. During the year we also welcomed a representative of SINTEF, Mrs. Tone Oderud. Her visit was to follow up on the wheel chair manufacturing project at LOREWU which is supported by SINTEF.

## **Future prospects**

I am optimistic about the future of SAFOD, believing that we need to act on the policies that we have laid down to improve the livelihoods of people with disabilities. The action must be supported with adequate funding at all levels from government to private sector. In addition, in prioritizing disability issues, we should focus on ensuring that projects for and by people with disabilities are self supporting because dependency will get us nowhere. With the support of everyone, I know we can.

Alexander Mwanza Phiri  
*Director General*

## 4. Administration :)

### Regional Executive Council members (2008-2013)

Chairperson:	Lehlohonolo Mafofo
Immediate Past Chairperson:	Rachel Kachaje,
Deputy Chairperson (Development):	Adao Joao Pombal
Deputy Chairperson (Women and Under-Represented Groups):	Farai Cherera
Honorary Treasurer/Secretary:	Lazaro Manuel
Council Member:	Buyelaphi Masuku
Council Member:	Wabotlhe Chimidza
Chairperson of the Regional Women's Committee:	Josephie Shinaka
Chairperson of the Youth Committee:	Moses Chanda
Past Chairperson and Honorary Legal Advisor (ex-officio):	Moses Masemene
Director General (ex-officio):	Alexander M. Phiri, Zimbabwe

### Secretariat



Director-General:  
*Mr. Alexander Phiri*



Personal Assistant:  
*Xoliso Siwela*



Women's Coordinator:  
*Dorothy Musakanya*



Admin. Secretary:  
*Jairos Patana*



DIWA Coordinator:  
*Monika Scheffler*



Personnel Assistant:  
*Annie Malinga*



Information Assistant:  
*Prosperity Sibanda*



Bookkeeper:  
*Leonard Ndino*



Service Driver:  
*Bekithemba Moyo*



Regional Programmes  
Officer: *Robert Mukozho*



Service Driver:  
*Panganai Sande*



Office Orderly:  
*Janet Ngulube*



Secretary/Typist:  
*Sikhohliwe Mpofu*



Office Orderly:  
*Thembelihle Moyo*

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## **Human Resources**

2008

We welcome aboard, Mr. Shuaib Chalklen as Director of the SRP and Mr. Anderson Fumulani as Information Manager for the SRP based in Botswana. During the year under review, Mr. Leonard Ndino joined SAFOD as a bookkeeper. The position of Finance Officer is not yet filled. A financial consultancy, Sippers Trading (Pvt) Limited, represented by Ms. Sue Els, are still holding this portfolio for SAFOD pending a substantive appointment.

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In addition, Ms. Monika Scheffler was seconded to DIWA as Coordinator under the SAFOD-EED partnership.

2005

We congratulate our Secretary, Sikhohliwe Mpofo on the birth of her daughter.

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## 5. Our Programmes :)

SAFOD is running the following programmes:

- Human Rights Project
- SAFOD Research Programme (SRP)
- Conscientisation and Public Education (COPE)
- Disability Resource Centre for Southern Africa (DRCC-SA)
- Capacity Building and Institutional Building Strategy (CIBIS)
- Business Development -Small Scale Enterprises for Economic Development (SEED)
- Women's Regional Development Programme (WRDP)
- Children and Youth Programme
- HIV/AIDS Information and Prevention Programme (HIPP)
- Women's Regional Development Programmes

Owing to limited funding and capacity, a bulk of our programmes are not running at full throttle, much to the disadvantage of our membership. During the year under review SAFOD was able to secure funding for eight programmes in progress.

In collaboration with FFO and the Botswana Society of People with Disabilities (BOSPED), Women's Regional Development Programme (WRDP) hosted a Regional Gender Workshop in Gaborone, Botswana to raise gender awareness and increase women's participation in the decision making bodies of SAFOD and its member organisations. This is in line with efforts to ensure that SAFOD member organisations equalized opportunities between women and men. The workshop officially opened by the former Botswana Minister of Health, Professor Sheila D. Tlou was attended by 51 participants who exchanged information on the gender policies in their countries and discussed critical issues related to Gender Equality in the Southern African context. The workshop adopted a Memorandum of Understanding (MOU) recommending, among other issues, to review the constitutions of affiliate organisation to include clauses on gender, to develop a region wide programme on gender sensitization and a Gender Mainstreaming Strategy.

SAFOD was able to secure funding for three projects in the portfolio:)

The Disabled Women in Africa (DIWA) programme, being coordinated by Monika Schellfler, seconded to SAFOD-EED, is the women's wing of the Pan Africa Federation of the Disabled (PAFOD), which is the umbrella of Disabled People's Organizations in Africa. During the year under review, DIWA organised and participated in workshops to promote the mainstreaming of gender policies within DPOs, within the civil society, development organisations as well as in government programmes. DIWA is hamstrung by lack of funding for its activities.

The SAFOD Research Programme (SRP) conducted several training workshops for research trainees drawn from each of the member countries of SAFOD. In total 20 trainees participated in the workshops. During the year under review SAFOD commissioned research studies under Cycle 2. These covered: Research Expertise Audit; Mainstreaming Disability issues within HIV/AIDS Policy and Practice; Implications of the UN Convention on the Rights of Persons with Disabilities for Mental Health Policies and Strategies; Services and Analysis of Leadership; and Decision Making and Governance Styles within DPOs.

## 6. The Federation in Figures

### SAFOD AUDITED FINANCIAL STATEMENTS for the year ended 31st December 2009

#### Summarised Income and Expenditure Account

INCOME	USD	USD
Grants	1,053,555	
Interest received	486	
Sundry income	8,452	
Total income	1,062,493	1,062,493
<b>EXPENDITURE</b>		
Admin, vehicle maintenance, postage, workshop expenses, consultancy fees, travel & subsistence, etc	846,181	(846,181)
<b>NET INCOME FOR THE YEAR</b>		<b>216,312</b>

#### BALANCE SHEET as at 31st December 2009

ASSETS	USD	USD
Non - current assets	316,609	
Current assets		207,184
		<u>523,793</u>
<b>EQUITY AND LIABILITIES</b>		
Equity	486,945	
Current liabilities		36,848
		<u>523,793</u>

#### NOTES

##### Principal Accounting Policies

- a i) The Financial Statements have been prepared under the historical cost convention.
- ii) The Financial Statements are presented in United States dollars.
- b i) Donations are brought into account in the year they are received.
- ii) Finance income is recognised as it accrues.

**BANKERS:** BARCLAYS BANK; KINGDOM MERCHANT BANK

**AUDITORS:** ERNST & YOUNG



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