



**CHESHIRE HOMES SOCIETY OF ZAMBIA**  
**Terms of Reference of the Consultant**

**National Action Plan and Access to Justice for Persons with Albinism in Zambia**

**1. Background**

Albinism is a rare genetic condition marked by reduced or absent melanin, leading to little or no pigmentation in the eyes, hair, and skin. Globally, individuals with albinism face significant challenges, such as limited access to healthcare, education, and enduring severe discrimination, including abduction, trafficking, and murder for ritual purposes. In Zambia, the difficulties experienced by people with albinism (PWA) vary in form and intensity across regions.

A [UNICEF Situation Analysis on the rights of persons with disabilities in Zambia](#) highlights albinism as a lesser-known disability, underrepresented among disability groups. Nevertheless, the Disability Assessment and Determination Process, overseen by the Ministry of Health and the Zambia Agency of Persons with Disability (ZAPD), recognizes albinism as a disability.

People with albinism in Zambia are among the most marginalized groups, as noted in the UNICEF report. Many people with albinism live in constant fear of attacks and killings for their body parts, which are believed to have magical properties. Stigma and discrimination further hinder their access to essential services like healthcare and adequate housing. Reports indicate that people with albinism in Zambia face attacks for ritual purposes, leading some parents to fear sending their children to school, especially in rural areas.

Zambia has adopted the United Nations Convention on the Rights of Persons with Disabilities (CRPD) through the Persons with Disabilities Act of 2012 and the Disability Policy of 2015. However, PWA continue to face human rights violations, including inadequate access to health services and barrier to access to disability cards which would otherwise provide access to social support and services. [The CRPD report of March 2024 of the Zambia government](#) highlights minimal legal or policy measures to protect PWA from skin cancer, stigma, harmful practices, bullying, and hate crimes. Since 2014, there have been 11 reported killings of PWA, with no specific legislation protecting them.

**2. Overview of the Project**

Funded by the Dutch Postcode Lottery, the Liliane Fonds (LF), the lead partner maintaining relations with the donor, represented by its strategic partner, Cheshire Homes Society of Zambia (CHSZ), along with the Africa Albinism Network (AAN) and other local partners, are implementing the programme 'Out of the Shadows for Good: Ending the Murder, Mutilation, and Exclusion of Children and Adults with Albinism in Zambia' between 2024 and 2027.

Key strategies of the programme include advocacy, learning, and sharing innovations to protect the rights of persons with albinism. In addition, strengthening organizations of persons with albinism, organizations of persons with disabilities, civil society organizations, and social movements. All of these will be crucial to achieving the project's objectives.

To support the implementation of the National Action Plan (NAP) and Access to justice outcomes, Cheshire is looking to hire a consultant who will be expected to support achieving the outcomes by meeting the following deliverables as indicated.

### **3. Expected Deliverables**

The consultant will :

#### **A. Support coordination of the National Action Plan development and implementation including:**

- i. The National NAP technical committee coordination:**
  - Liaise with the technical committee (which would have already been put in place by September 2019), ensuring the draft NAP is developed according to stakeholder inputs and expert advice.
  - Supervise the NAP development consultant who will be hired to draft the NAP
- ii. Policy Advisor:** Provides expertise on policy development, helps to correspond the draft NAP with existing legal and social frameworks, and advises on best practices for implementation.
- iii. Legal Advisor:** Assists in ensuring that the NAP complies with legal standards – national, regional and international, and provides sufficient legal protection based on the situation of people with albinism in Zambia as reported.
- iv. Provide Advice on Health and Education and other socio-economic rights and non-discrimination principles based on best practices:** Offer guidance on integrating these components into the NAP, ensuring that it meets the needs of people with albinism in Zambia.
- v. Community Outreach Coordinator:** Engages with communities, including those with albinism, to ensure their needs are addressed and to garner support for the NAP.
- vi. Communications Specialist:** Manages the dissemination of information about the NAP, including public relations efforts, media campaigns, and stakeholder engagement.
- vii. Best Practices Integration from Regional and International Mechanisms:**
  - Provide insights and lessons from other countries' experiences with similar action plans to inform Zambia's approach.
  - Support AAN and CHSZ in the implementation of a Regional Learning Forum for person with albinism in Zambia in 2025
- viii. Other relevant tasks to accomplish this deliverable**

#### **B. Support on Access to Justice for person with albinism**

- i. Capacity Development and Training:**
  - Organize and conduct training sessions for police, judiciary, and traditional authorities on albinism and human rights violations.
  - Develop relevant training materials focused on strategic prosecution and the use of effective charges to deter future crimes.
- ii. Formation and Leadership of the Access to Justice Committee:**

- Lead the formation of a small committee for access to justice for the programme, ensuring representation from key stakeholders, including a police commissioner with albinism.
  - Facilitate regular meetings and ensure clear communication among committee members.
- iii. **Coordination and Monitoring:**
- Coordinate with the Ministry of Justice to appoint a focal point at the Public Prosecution Service for cases involving people with albinism (based on best practices in Malawi).
  - Work with the Public Prosecution Service, and focal point once appointed, to issue guidelines for prioritizing cases involving people with albinism.
  - Monitor and track the progress of cases within the justice system to ensure they are being properly handled and followed up.
- iv. **Reporting and Data Management:**
- Ensure proper registration and documentation of cases within the legal system.
  - Maintain a database of cases, tracking their progress through different stages of the justice system
  - Provide period reports to feed into larger report requirements of the programme.
- v. **Advocacy and Communication:**
- Advocate for the rights of people with albinism within the justice system, ensuring their cases are given due priority.
  - Communicate regularly with stakeholders, including the UN expert on the rights of people with albinism, AAN, CHSZ and other relevant stakeholders to provide updates on progress and challenges.
- vii. Other relevant tasks to accomplish this deliverable

#### 4. Proposed Timeframe

We anticipate that the assignment will last for 3 years from August 2024 to May 2027, and implemented in 3 phases as follows:

<u>Phase</u>	<u>Deliverable Milestones</u>
<b>Phase 1</b> August 2024 – May 2025	<b>National Action Plan (NAP)</b> <ul style="list-style-type: none"> <li>• Formation of National Committee on NAP development by September 2024.</li> <li>• Draft NAP on Albinism in Zambia finalized (mention here that this is done by another consultant?)</li> <li>• Support Regional Learning Forum (likely in April) 2025</li> </ul> <b>Access to Justice</b> <ul style="list-style-type: none"> <li>• Capacity Development and training for officials in the justice system</li> <li>• Formation of the Access to Justice Committee</li> </ul>

	<ul style="list-style-type: none"> <li>• Appointment of focal point on albinism cases in the public prosecutor’s office</li> </ul>
<b>Phase 2</b> June 2025 – May 2026	<b>National Action Plan (NAP)</b> <ul style="list-style-type: none"> <li>• Submission of draft NAP to the responsible Ministry</li> <li>• Adoption and Launch of NAP on Albinism in Zambia</li> </ul> <b>Access to Justice</b> <ul style="list-style-type: none"> <li>• Improved coordination in the system on reporting and processing albinism related cases</li> <li>• Start of registration of albinism related cases into the justice system and the handling of the same in the justice system</li> </ul>
<b>Phase 3</b> June 2026 – May 2027	<b>National Action Plan (NAP)</b> <ul style="list-style-type: none"> <li>• National Action Plan Implementation</li> </ul> <b>Access to Justice</b> <ul style="list-style-type: none"> <li>• Increase in the number of registered albinism related cases in the justice system</li> </ul>

**5. Proposed Budget Scope and Payment Schedule**

You will be contracted for Phase 1, Phase 2 and Phase 3 separately. Contracts for Phase 2 and 3 are contingent on your performance in the previous Phase. Except phase 1 which will have a 1<sup>st</sup> instalment after signing the contract and 2<sup>nd</sup> instalment after submitting the deliverables. Payment will be made on a quarterly basis per phase, based on the deliverables outlined in the table in section 4. Quarterly reports on your deliverables must be submitted along with your invoice. Payment will be made only upon approval of receipt.

**6. Qualifications and Required Expertise**

The following qualifications are required of the consultant:

- University degree in law, humanities and social sciences, human rights, public policy, or a related field, accompanied by demonstrated competencies.
- Minimum of 5 years relevant professional experience in disability rights, human rights, law or policy
- Experience with engaging governments and stakeholders; advocacy, youth engagement, societal awareness creation/public education, and justice systems.
- Strong leadership, coaching, and capacity-building skills to motivate colleagues and collaborators and to drive maximum performance to achieve project goals
- Strong representation, communication, and influencing skills to maintain excellent relations with partners, including government representatives, civil society organizations, and other internal and external stakeholders
- Strong background and experience in research and analysis
- 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
- Experience working on the human rights situation of people with albinism would be an added advantage
- Zambian nationals only

- Preference will be given to Persons with Albinism or Disability

## **7. How to Apply**

Qualified Candidates should submit the following documents by email to [cheshirezambiajobs@yahoo.com](mailto:cheshirezambiajobs@yahoo.com) or [chszconnect@gmail.com](mailto:chszconnect@gmail.com) by 31<sup>st</sup> August, 2024 by 4:00 pm indicating 'Consultant-NAP & Access to Justice' in the email subject line.

- CV of the consultant;
- Motivation letter;
- Proposal with budget
- Three relevant references who can speak to your work
- Any other supporting documents