



## Terms of reference-Tors

### Training on Monitoring inclusive early warning systems

#### **Background**

The greatest global challenge of the 21st century is adapting to the consequences of climate change and associated extreme weather events. South-Eastern Africa is increasingly affected by prolonged droughts, heavy rainfall, floods, and cyclones, each of which is rising in intensity and frequency due to the intensifying El Niño-Southern Oscillation (ENSO) phenomenon. Coupled with tense economic and socio-political conditions, these events exacerbate food and income insecurity, particularly in communities reliant on subsistence agriculture, and weaken the capacity of individuals and societies to adapt to crises.

Climate change disproportionately affects vulnerable groups, particularly persons with disabilities, by amplifying pre-existing inequalities and creating new vulnerabilities. Persons with disabilities especially women and girls face increased risks from extreme weather events due to barriers to evacuation, information, and support during emergencies. These risks are compounded by societal discrimination, which manifests as structural, institutional, and socioeconomic barriers, increasing the likelihood of harm and exclusion during disasters.

The Sendai Framework for Disaster Risk Reduction (SFDRR) 2015–2030 provides a global blueprint for reducing disaster-related losses in lives, livelihoods, health, and economic, physical, social, cultural, and environmental assets. Effective implementation requires strong national coordination, inclusive governance, data-driven monitoring, and alignment with national development and climate frameworks.

The Southern Africa Federation of the Disabled (SAFOD) is a leading disability-focused network coordinating the activities of Organisations of Persons with Disabilities (OPDs) across Southern Africa. SAFOD plays a strategic role in influencing regional policies and strengthening the capacity of national OPDs to advocate for the inclusion of persons with disabilities in disaster risk reduction (DiDRR) and climate change adaptation processes.

SAFOD is currently implementing a DiDRR project in South-Eastern Africa in collaboration with Christian Blind Mission (CBM), an international development organization committed to improving the quality of life of persons with disabilities in the poorest communities globally. The project is implemented with five local partners: Adventist Development and Relief Agency (ADRA) and the Zambia Federation of Disability Organisations (ZAFOD) in Zambia, and the Regional Psychosocial Support Initiative (REPSSI) and the Federation of Organisations of Disabled People in Zimbabwe (FODPZ) in Zimbabwe. These two countries were selected due to their



similar vulnerability profiles to extreme weather events and the long-term consequences of climate change.

## Introduction

The overall objective of the project is to reduce the heightened risks faced by persons with disabilities in climate change-related disasters by strengthening inclusive disaster risk reduction and climate change adaptation processes at regional, national, and community levels.

Organisations of Persons with Disabilities are central rights holders, advocates, and accountability actors in promoting inclusive DRR policy, planning, and implementation. However, despite their critical role, many OPDs at regional, national, and community levels continue to face capacity constraints that limit their effective participation and influence in DRR decision-making.

Effective disaster preparedness and climate resilience depend on early warning systems (EWS) that are timely, accurate, and inclusive. In many countries in Southern Africa including Zimbabwe and Zambia existing early warning systems often fall short in fully reaching persons with disabilities, particularly women and girls, during climate-related disasters such as droughts, floods, cyclones, and extreme heat events. These gaps are not due to lack of effort by organizations of persons with disabilities (OPDs), but rather a limited availability of technical tools, methods, and frameworks to systematically monitor, evaluate, and advocate for inclusive EWS.

Strengthening OPDs' technical capacity in this area is essential to ensure that early warning systems are genuinely accessible and responsive. With enhanced skills in monitoring and evaluation, OPDs can generate evidence on the reach, effectiveness, and inclusivity of EWS, identify gaps in coverage, and advocate for improvements in policy and practice. This empowers OPDs to play a strategic role in shaping disaster preparedness and climate adaptation efforts that leave no one behind.

By equipping OPDs in Zimbabwe, Zambia, and other affected Southern African countries with the knowledge and tools to assess inclusive EWS, this initiative will contribute to safer, more resilient communities, promote equitable access to critical information, and ensure that persons with disabilities are fully integrated into disaster risk reduction and climate adaptation strategies

Against this background, SAFOD will commission a consultant to conduct a two-day training on Monitoring Inclusive Early Warning System Assessment, targeting 14 participants drawn from OPDs across the region. This activity aims to equip representatives from SAFOD, Botswana (BOFOD), FODPZ (Zimbabwe), and ZAFOD (Zambia) with the knowledge and skills necessary to:

- Monitor the functionality, reach, and accessibility of national and local early warning systems.



- Assess how well these systems accommodate the needs of persons with disabilities, including communication accessibility, timely dissemination, and actionable guidance.
- Advocate effectively with government agencies, disaster management authorities, and humanitarian actors for improvements in EWS design, implementation, and inclusivity.

## **Scope of Work**

### **Objectives of the Assignment**

The consultant is expected to:

- Strengthen the technical knowledge and skills of OPD representatives on monitoring and assessing inclusive Early Warning Systems (EWS).
- Equip participants with practical tools and methodologies to evaluate the accessibility, effectiveness, and reach of national and local EWS for persons with disabilities.
- Build the capacity of OPDs to translate monitoring results into actionable advocacy strategies targeting government agencies, disaster management authorities, and humanitarian actors.
- Foster regional knowledge sharing and collaboration among OPDs to promote consistent and inclusive approaches to EWS monitoring.

### **Expected Outcomes**

By the end of the training, participants will be able to:

- Demonstrate an understanding of inclusive EWS and their critical role in disaster preparedness and climate resilience.
- Apply practical tools and frameworks to monitor and assess the functionality, accessibility, and effectiveness of EWS for persons with disabilities.
- Identify gaps in EWS coverage and inclusivity and develop evidence-based recommendations for improvement.
- Advocate effectively with government agencies, disaster management authorities, and humanitarian actors for inclusive EWS.
- Develop actionable plans to implement inclusive EWS monitoring at national and community levels, contributing to safer, more resilient communities.



## **Key Responsibilities**

The consultant will:

### **1. Training Design and Preparation**

- Develop a structured two-day training programme on monitoring inclusive EWS.
- Prepare training materials, including presentations, handouts, assessment tools, and practical exercises, ensuring content is inclusive and accessible.
- Coordinate with SAFOD to align content with the DiDRR project and country-specific contexts.

### **2. Training Facilitation and Delivery**

- Conduct an interactive, participatory two-day training for 14 OPD representatives.
- Use practical exercises, case studies, and role-playing to reinforce learning.
- Ensure full accessibility of training content for participants with diverse disabilities.

### **3. Mentorship and Capacity Building**

- Provide hands-on guidance to participants to ensure they can independently apply monitoring and evaluation tools in their countries.
- Support OPDs to develop action plans for implementing monitoring of inclusive EWS at national and community levels.

### **4. Training Evaluation and Reporting**

- Conduct pre- and post-training assessments to measure knowledge and skill acquisition.
- Prepare a comprehensive training report that includes:
  - Summary of sessions conducted
  - Participant attendance and engagement
  - Key insights, lessons learned, and recommendations for follow-up support
  - Action plans developed by each OPD



## **Deliverables**

- Training programme and Materials
- Two-Day Training Delivery
- Participant Action Plans
- Final Training Report.

## **Qualifications & Experience**

- Minimum of Master's degree in Disaster Risk Reduction, or Humanitarian Studies, monitoring and evaluation, Social Sciences, or a related field.
- Expertise in Disaster Risk Reduction (DRR), climate adaptation, and early warning systems.
- Experience with disability-inclusive disaster risk reduction (DiDRR).
- Proven track record in designing and facilitating participatory training for civil society organizations and OPDs.
- Knowledge of Southern African disaster management systems and policy contexts.
- Strong mentorship, communication, and advocacy skills.
- At least 5 years' experience in developing M&E frameworks and indicators for DRR
- Proven experience conducting workshops, and capacity-building sessions and familiarity with participatory training methodologies and adult learning techniques.
- Experience working with regional and international bodies.
- Experience integrating inclusive approaches, ensuring that persons with disabilities are considered.

## **Selection process**

Applications will be evaluated based on:

- Relevant qualifications and experience.
- Understanding of the scope of work.
- Quality and feasibility of the proposed work plan.
- Previous experience and sample work.



## **Ethical Considerations**

The consultant must adhere to principles of inclusion, non-discrimination, and accessibility, ensuring that persons with disabilities are meaningfully consulted throughout the assessment.

Applications should be submitted to [procurement@safod.net](mailto:procurement@safod.net) by **1<sup>st</sup> March 2026**.

**Only short-listed candidates will be contacted.**

