

# AFRICA

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## Eritrea

### USAID/Eritrea report on PWD-related activities for 2003-2004

**Activity Name:** Technical Assistance to the National Commission for the Demobilization and Re-integration Programme (NCDRP)

**Purpose of Activity:** The purpose of the activity is to prepare the National Commission for the Demobilization and Re-integration Programme to demobilize up to 200,000 soldiers. The objectives are to: 1) strengthen the capacity of NCDRP at both central and provincial levels through short and medium term technical assistance; 2) build capacity of local staff through twinning arrangements with this technical assistance; and 3) develop a plan to strengthen the capacity of implementing partners.

**Implementing Partner (grantee):** United Nations Development Programme (UNDP)

**Period of Activity (Start-End Dates):** April 22, 2002- March 31, 2005 (end date extended)

**Strategic Objective No./Title:** SO6 "Participation in Growth and Development Enhanced"

**Related Intermediate Result(s):** IR6.1: "Human Resource Capacity Improved"

**Planned Life of Activity Value:** \$580,000

**Major Counterpart Organizations:** National Commission for the Demobilization and Re-integration Programme (NCDRP)

**Primary Customers/Beneficiaries:** Staff of the NCDRP are the direct beneficiaries. Demobilized soldiers are the true beneficiaries.

**Results:** The main objective of this activity is to facilitate the efficient implementation and management of NCDRP's social and economic reintegration interventions through the provision of strategic planning, operational advice, and the capacity building of staff and implementing partners. As a result of this assistance, the NCDRP will be well prepared to provide skills training and services to demobilized soldiers. The primary constraint with this program has been the successive delays in demobilization. In FY 2004, the NCDRP reported that 85,000 former soldiers were demobilized and are in the process of reintegration.

**Note:** For inclusion in the 2005 Disability Policy Report, it is important to note that not all beneficiaries of this activity are disabled. But a significant portion of the 85,000 (33% female, 67% male) former soldiers who were demobilized in 2004 suffered from war-related disabilities of varying degrees of severity. Of the estimated 28,000 female soldiers who were demobilized in FY 2004, roughly 18% (5,040) were identified having a war-related disability. Of the estimated 57,000 male soldiers demobilized in FY 2004, roughly 48% (27,360) were screened and identified with having a war-related disability. In total for FY 2004, an estimated 32,400 soldiers were screened and identified with having a war-related disability upon demobilization.

## **Ghana**

USAID/Ghana has had several programs of assistance for the disabled.

1. Under the Basic Education Strategic Objective, USAID/Ghana is specifically targeted at children with learning disabilities. Under SO 8 (641-008), the SEN program (Special Education Needs) assists the MOEYS/GES to develop and implement special education needs policies and programs that support an inclusive educational environment in the public school system.
2. Under the Democracy and Governance Strategic Objective, a program of assistance for the visually impaired was launched to allow full, unassisted participation in the December 2004 national elections. Under SO 5 (641-005), the Tactile Balloting effort consisted of designing the actual ballot and in training over 18,000 visually impaired people on how to use it without assistance. This resulted in the first-time ability of the visually impaired to participate on their own in the successful elections.
3. A selected Ghanaian disabled person (Eric MacDawutey) was sponsored by USAID to participate in the 2004 International Conference on the Disabled. Since then the Mission has been in dialogue with Eric on ways to support the disabled, particularly youth. Eric has also made an appeal to the organizers of the annual International conference on the disabled to hold the event in Accra next year.
4. Additionally, under the Democracy and Governance Strategic Objective (DGSO), the DGSO team is assisting the Parliament with planning for rapid movement of a new Disabilities Bill through that body. This is an ongoing effort.

While USAID/Ghana has a couple of people with disabilities on our staff and the Mission is examining ways to make the office building more user-friendly to the disabled. The expected move to the New Embassy Compound will not take place until 2007/2008.

## **Guinea**

(Note: Information is based on a brief memo rather than on a response to the inquiry.)

In April 2005, with support from USAID, the International Foundation for Electoral Systems (IFES) launched a civic education campaign in partnership with 10 Guinean civil society organizations. The initiative targets persons with disabilities, as well as associations of people living with HIV/AIDS. The IFES training module includes units on citizenship, nationality, and equal participation.

## Kenya

USAID Kenya continues to maintain a policy of mainstreaming disability activities within our existing portfolios. We do not have a set a side program exclusively for the disable even though this year through our HIV AIDS program have started an umbrella support mechanism exclusively for people with disability. Below please find some of the mission supported activities during the reporting period that fit within the reporting indicators laid out in the request e-mail.

Indicator 1: People with disabilities included in programs or initiative funded by USAID.

1) In January 2004, the Government of Kenya in collaboration with organizations for the Disable, Civil Society and Development Partners initiated a process to develop a National Disability Plan of Action. Through this process, USAID Kenya joined other development partners in funding the National Disability Conference. The objectives of the conference were 1) take stock of achievements in the disability field 2) review Kenya Government's position and commitment towards the African Decade of Persons with Disability 3) develop an action plan as well as a monitoring system for tracking progress and 4) Map our an implementation strategy in relation to the new Kenyan constitution and the disability bill. The Conference participants included individuals with disability, Disable peoples' organizations, civil society, development partners and Government officials.

Results: The Conference identified key challenges facing disable people in Kenya and made recommendations that formed the basis for the Kenya National Plan of Action. The Plan of Action identified specific objectives, activities, indicators and time frame to implement various activities.

The key challenge is continuing to keep the motivation for moving this process especially those with major actions as well as mobilizing enough resources to fund the activities.

USAID Kenya funded more than 50% of the costs associated with this process as well as meeting the cost of publishing the Action Plan that was distributed through out the country.

2) USAID Kenya sponsored Ms Caroline Agwanda, a disable lady to the Disability Peoples' International (DPI) World summit 2004: Diversity within, held in Canada. The training provided an opportunity for Ms. Agwanda to learn what disable people in other parts of the world are doing. She also shared knowledge gained from the summit with other disable persons in Kenya. The sponsorship also provided USAID Kenya with an opportunity to contribute to advancing efforts of people with disabilities towards full inclusion and equal participation particularly women and girls in all areas of international development as well as to show its commitment to supporting people with disabilities.

## **Mali**

### **Indicator 1: People with disabilities (PWDs) included in programs or initiatives funded by USAID.**

1. Communications for Development Special Objective - Mali has been working with radio stations throughout the country to ensure development messages for the visually impaired.
2. Democratic Governance - Mali is developing messages for women with disabilities in rural areas that will be used on radio and with implementing organizations in Mali.
3. Education - The 1,700 community schools supported by USAID increase access by 14% of children with (and without) disabilities. Building, and continuing to support community based schools helps reduce the distances traveled by children with disabilities allowing them to attend school. *(See attached supporting paragraph/story. If you would like picture, please let us know.)*
4. USAID Mali's policy on disability is as follows: To avoid discrimination against people with disabilities in programs funded by USAID and to stimulate an engagement of host country counterparts, governments, civil society organizations, implementing entities and other donors in promoting a climate of nondiscrimination against and equal opportunity for people with disabilities. The USAID policy on disability also strongly promotes the inclusion of people with disabilities both within USAID programs and in host countries where USAID has programs. *(The policy can be read in its entirety from the attached mission order).*

### **Indicator 2: Disabled People's Organizations (DPOs) have increased capacity to provide assistance to PWDs and to advocate successfully for the rights of PWDs.**

### **Indicator 3: PWDs have access to, and are included in, the staff and activities of each USAID mission.**

The upcoming Health SO partners meeting will include a planning session on PWDs.

### **Indicator 4: USAID missions implement activities in accordance with their own disability plans of action.**

The Mali mission has not developed an action plan.

## **Namibia**

### **Visually impaired voters in Namibia benefit from tactile ballot system**

#### **Challenge**

The Namibian Electoral Act of 1992, Act No. 24, states that every individual Namibian has the right to cast their votes in secret. However, this has proven difficult for voters with disabilities, especially those who are visually impaired. Of 950,000 registered voters in Namibia, about 20,000 are blind. Not only were civic and voter education materials previously mostly inaccessible to these voters, but they had to ask a friend, family member or election official to mark their ballot paper for them, giving up their right to secrecy and exposing them to the risk of their vote being changed by the person marking the paper.

#### **Initiative**

In line with the International Covenant of Civil and Political Rights set by the United Nations in 1966, a project to allow blind voters to participate in the national elections held in November 2004 in Namibia was launched by the Electoral Commission of Namibia, the Namibia Institute for Democracy (NID), the Office of the Prime Minister and the Federation for the Visually Impaired. With USAID support, a comprehensive range of civic and voter education materials were produced in Braille by the Service Centre for the Visually Impaired, using a Braille printer donated by the Embassy of the United States of America, and distributed to Disability Resource Centres and schools for the visually impaired.

In order to ensure the secrecy of votes by the visually impaired, a Braille ballot folder was produced, consisting of a cover cut to the size of the normal ballot paper. This enabled visually impaired voters to either read the names of the parties in Braille or differentiate among them by the corresponding number of punches next to candidates' names and to mark the ballot paper with a thumb print.

The Electoral Commission distributed a total of 1,270 Braille folders for tactile ballots to 127 polling stations. Polling officers were trained to instruct visually impaired voters on how to use them, allowing visually impaired Namibians to cast their votes without any assistance from poll officials in the crucial parliamentary and presidential elections for the first time.

#### **Results**

Visually impaired voters expressed their gratitude with the Chairperson of a local disability centre stating in an interview with a daily newspaper that the visually impaired were given the "right to express themselves through the ballot." The Presiding Officer of the Oshatotwa polling

station in the Moses//Garoeb Constituency, Wilhelmina Hamukwya, related equally positively: "the two to three blind people who came in here knew how to read Braille and when asked to be assisted, they said they could cope on their own".

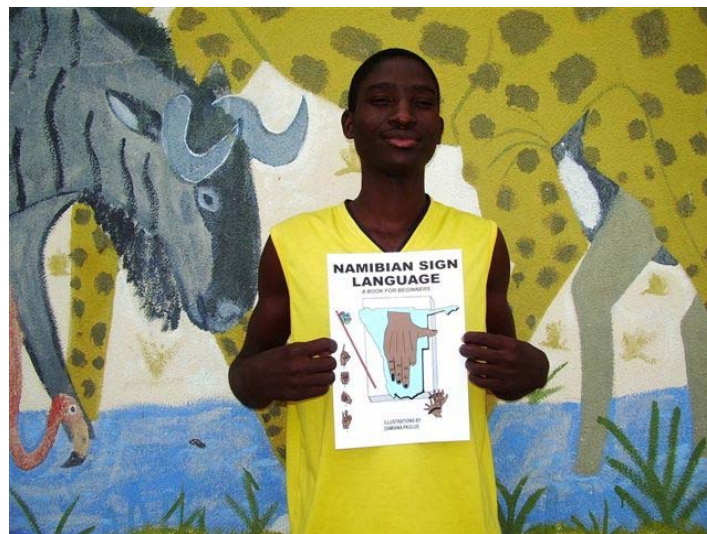
While it is impossible to ascertain how many voters made use of the tactile ballots, the Chairperson of the Electoral Commission of Namibia, Dr. Victor Tonchi, referred to the assistance and thanked the NID for ensuring that persons with disabilities could vote in a secret manner. This, he said, had contributed significantly to the high voter turnout (around 86%) in the country's National and Presidential elections.

## First Namibian Sign Language Book Published

When John Madison, an International Foundation for Education and Self Help (IFESH) volunteer at the Eluwa Special School in Ongwediva, tried to obtain a book of Namibian signs in order to learn Namibian sign language, he was told that there wasn't one. At John's initiative, the school submitted an application to the USAID-funded small grants program for basic education support, and received seed money to develop a Namibian sign language book for beginning signers. The school hired Damiana Paulus, a 21-year-old deaf man and graduate of Eluwa, to draw the many signs for the book. He is the only deaf person in his family but does communicate in sign language with his 19-year-old sister. He has attended several art classes and expresses a special interest in drawing. The Namibian Sign Language book is Damiana's first major assignment. According to John, Damiana's drawings are exceptionally clear and precise and show maturity and character. *"With his talents and personality, Damiana could easily become a successful 'cultural broker' between the deaf and hearing worlds."*

The exposure and the experience gained through the Sign Language book, as well as the quality of his work, have earned Damiana a job with the National Association for the Deaf. They were impressed with the illustrations in the book and have hired him to be the artist for the Sign Language Dictionary.

The Namibian Sign Language book will be placed on the National Institute for Educational Development (NIED) web page to be used by teachers and teacher educators.



Damiana Paulus holding a copy of the Namibian Sign Language book he illustrated



## **Electoral Support Consortium (ESC)**

In 2004, USAID/Namibia requested assistance from the Office of Women in Development to build the capacity of the Electoral Support Consortium (ESC) and relevant civil society organizations to design and implement activities that would promote the participation of: women; people with disabilities; and, disadvantaged minority groups in upcoming elections. Through a task order for short-term technical assistance and training, our WID Office assessed the gender mainstreaming, and disability and minority sensitization in current ESC activities; provided recommendations on the development of strategies for incorporating and addressing gender concerns, the needs of persons with disabilities, and the needs of disadvantaged minorities in all activities; and provided recommendations for partner-specific guidelines for the integration of gender, disability and minority issues into future programming. We trained ESC partners and NGOs, and assisted them in coming up with a plan of action for the ESC on gender, disability, and minority related civic and voter education programs. It was found that the ESC partners can enrich their existing plans for Civic and Voter Education (CVE) by including a gender or disability dimension in activities that are already in the pipeline or within already developed budget frameworks. Greater coordination and program links among the partners and other strategic organizations will be critical in making the CVE activities more inclusive in content and outreach.

## REDSO/OMEGA

### **USAID REDSO/ESA's Disability Status Report Activities and Accomplishments in 2003-2004**

This status report was developed by the Mission in consultation with each of the Strategic Objective Teams, the Limited Presence Country Office, and the Executive Office.

#### **Indicator 1: People with disabilities (PWDs) included in programs or initiatives funded by USAID**

REDSO/ESA and the NPCs are supporting activities and organizations for people with both physical disabilities and mental impairments.

As a result of collaboration between the Leahy War Victims Fund (LWVF) and REDSO, the Omega Initiative works to bring about the end of social and economic exclusion of people with disabilities in Africa. Omega's key goal is to channel targeted resources in support of the implementation, extension and strengthening of existing or proposed rehabilitation services for civilian victims of war and other people with disabilities in Africa.

REDSO/ESA's key partner in the Omega Initiative is Pact who manages the umbrella grant program. Other partners include:

VVAF REDSO is currently supporting the Vietnam Veterans of America Foundation (VVAF) to provide technical assistance on prosthetics/orthotics and rehabilitation issues throughout sub-Saharan Africa. Additionally, VVAF is implementing a rehabilitation program in Ethiopia which will 1) improve and expand an orthopedic workshop in Dessie in the Amhara Region by building a gait-training area and providing physiotherapy services; and 2) refurbish the orthopedic workshop and physiotherapy unit at the Feluge Hiwot Hospital, Bahir Dar (Amhara Region).

Handicap International/Belgium HI continues to provide technical and capacity strengthening support to the CRHP (Rehabilitation Center for People Living with Disability) in Kinshasa, Democratic Republic of Congo. This program support the CRHP to 1) provide appropriate services including physiotherapy treatments, orthopedic devices, walking and mobile aids, and follow up to the persons living with disability in Kinshasa and its periphery and 2) re-assume its key role in training and coordination as fully-functioning reference center. Special attention will be paid to the involvement of patients' families and relatives and to the strengthening of the links of the CRHP with existing community-based networks.

Handicap International/France HI/F provides a sustainable network of prosthetics and orthotics services to address the rehabilitation and reintegration needs of persons with mobility-related disabilities in Sierra Leone.

REDSO/ESA's disability programming also includes attention to mental impairment through grant support from the regional conflict management program to NGOs supporting children,

adolescents, and adults with mental disorders. Save the Children Alliance in Uganda is providing psychosocial and other support services for children affected by armed conflict, including those who have been abducted by rebel groups or are genocide survivors. Similarly, through Victims of Torture funding, survivors of torture and political violence in Burundi are receiving counseling and psychological treatment to assist their recovery from the effects of violence. While not true of all the participants in these programs, some would meet the criteria for living with mental disabilities.

**Indicator 2: Disabled People's Organizations (DPOs) have increased capacity to provide assistance to PWDs and to advocate successfully for the rights of PWDs**

REDSO will actively consider supporting and/or developing activities to empower Disabled People's Organizations to advocate successfully for the rights of PWDs.

**Indicator 3: PWDs have access to, and are included in, the staff and activities of each USAID Mission.**

The interim USAID office complex in Nairobi, which houses REDSO/ESA, USAID/Kenya and the OFDA Africa Regional Office, is largely accessible for people with mobility disabilities. There is an access ramp from the parking lot and into the building as well as an elevator. Approximately half of the restrooms in the building are accessible for people using wheelchairs or other mobility aids.

REDSO/ESA expects to move into the new USAID building in 2006 and the building is expected to be fully accessible for people with physical disabilities as a result of a design process which has accorded careful attention to accessibility issues. REDSO/ESA is a center for regional and continent-wide training and support; therefore, an accessible office complex is of prime importance to USAID staff and partners.

**Indicator 4: USAID mission implement activities in accordance with their own disability plans of action.**

REDSO/ESA does not currently have a disability plan for its regional program or the limited-presence country (LPC) programs it manages (i.e. Somalia, Burundi, CAR). However, a working group, composed of the disability officer (the REDSO Deputy Director), representatives from each strategic objective team, the LPC office, and the USAID/Kenya Executive Office, will develop a plan by March 2006.

As it seeks additional opportunities for disability programming, REDSO/ESA could benefit from the exchange of experience and lessons of other missions who have integrated people with disabilities into traditional USAID sectors such as food security or health.

## Rwanda

Most of our programming and information comes from our HIV/AIDS portfolio. USAID/Rwanda is a focus country for the President's Emergency Plan for AIDS Relief (PEPFAR). Below you will find a link to a DOJ opinion which confirms the applicability of section 504 of the Rehabilitation Act to individuals infected with HIV.

<http://www.usdoj.gov/olc/hivfin.htm>

You will also find information on the pro-active steps the Mission is taking to put in place an environment within the Mission and our implementing partner community that is welcoming to people with disabilities.

### USAID/Rwanda Response:

#### **Indicator 1: People with disabilities (PWDs) included in programs or initiatives funded by USAID.**

USAID/Rwanda has a well developed "Partners' Handbook" which is given to all new USAID implementing partners. The handbook includes useful information on registering partners with the local government, taxation, customs, etc. In 2005, USAID/Rwanda added an introductory section to the handbook informing all partners of USAID's policy with regard to PWDs and asking them to abide by the policy's guidance and spirit. In this way, the Mission has institutionalized its commitment to USAID's policy and its adoption by partners.

Within USAID/Rwanda's SO6 (Increased Use of Community Health Services including HIV/AIDS), a broad range of programs include PWDs. Most HIV/AIDS-focused programs inherently include PWDs, because the target groups include people living with HIV/AIDS (PLWHA), who are PWDs.

A USAID/Rwanda program provided comprehensive community-based care and support in two provinces for PWD including anti-retroviral (ART) adherence, income-generation, nutrition, safe water, stigma reduction and other activities for PLWHAs.

USAID/Rwanda supported efforts to integrate preventive therapy (PT) for opportunistic infections (OIs) and ART for PLWHA into health facilities, expand counseling and testing service delivery to identify PLWHAs in under-served provinces, organize events to bring women together to create new women's HIV/AIDS networks to reduce stigma, and finalize a national home-based care manual and curriculum for PLWHA. The program also mobilized youth for participation in community activities benefiting PLWHA associations and against stigma and discrimination, and developed outreach with partners including NGOs and the Government of Rwanda (GOR).

USAID/Rwanda encouraged youth to talk about HIV/AIDS and discuss issues around HIV/AIDS, including stigma. A national media campaign included a focus on reducing stigma attached to HIV/AIDS testing.

A USAID/Rwanda program reinforced community mobilization for improved quality of care/treatment for PLWHAs, and expand HIV/AIDS services.

HIV/AIDS integration program of community banking

**Indicator 2: Disabled People's Organizations (DPOs) have increased capacity to provide assistance to PWDs and to advocate successfully for the rights of PWDs.**

USAID/Rwanda, through the CORE Initiative, provided support for PLWHA associations, and strengthened community-based support for PLWHA and stigma reduction.

IMPACT, with support from USAID/Rwanda, worked with communities and PLWHA groups to communicate opportunities for treatment. It significantly enhanced the capacity of the Rwanda chapter of the Society for Women and AIDS in Africa (SWAA), supporting the expansion of counseling services by SWAA into new provinces. The program also mobilized youth for participation in community activities benefiting PLWHA associations, and developed outreach programs in cooperation with SWAA, PLWHA associations, and GOR agencies. It organized events to bring women together to create new women's HIV/AIDS networks to reduce stigma and improve services.

The USAID-funded Call to Action strengthened local organizations and promoted community engagement in assuring improved access to and quality of services for prevention of mother-to-child transmission of HIV infections.

**Indicator 3: PWDs have access to, and are included in, the staff and activities of each USAID mission.**

USAID/Rwanda has an active HIV/AIDS workplace policy for locally employed staff (FSNs) which specifically prohibits HIV/AIDS testing as a pre-employment measure. It also allows for exceptions to locally prevailing compensation practices to expand medical coverage to include more HIV/AIDS related expenses.

In addition, the Mission has a draft Mission Order, currently in circulation for final approval, on USAID/Rwanda's Disability Policy which specifically prohibits discrimination based on disabilities within the workplace and in hiring practices.

Representatives of DPOs are included in planning sessions for HIV/AIDS activities, and in their implementation. The effectiveness of programs for PLWHAs is an integral part of evaluation of HIV/AIDS programs, and PLWHA associations are included in evaluation efforts.

The Mission's budget (whether OE or program) does not permit significant renovations to accommodate PWDs. Even with that very significant constraint, when USAID/Rwanda renovated its Newly Acquired Building, all facilities were included on one floor, with no steps, enhancing accessibility. USAID/Rwanda has an open hiring process, and has several PWDs among its staff.

**Indicator 4: USAID missions implement activities in accordance with their own disability plans of action.**

USAID/Rwanda has made significant progress in integrating PWDs into activity implementation. The Mission Order on PWDs and Partners' Handbook introduction concerning disabilities clearly demonstrate that USAID/Rwanda is pro-actively addressing PWDs.

HIV/AIDS programming is, by a substantial margin, the largest item in the Mission's portfolio and necessarily looms large in the Mission's successes, the more so because much HIV/AIDS programming is necessarily targeted to PWDs. USAID/Rwanda, though, has gone beyond targeting the programs to PWDs/PLWHAs, and includes DPOs in the planning, implementation and evaluation of activities.

Challenges are most evident in the budget stringency outside of HIV/AIDS programming, and the restrictions on programming with HIV/AIDS funds. HIV/AIDS funding is focused on achieving mandated targets, and cannot be diverted for other purposes, no matter how worthy. Within these very significant constraints, the Mission makes all reasonable efforts to include PWDs in all its activities. USAID/Rwanda has an open hiring process, and has several PWDs among its staff.

## Senegal

Our general approach is to integrate people with disabilities into USAID/Senegal development programs (Indicator 1) where we think they are best served. However, we recognize that special efforts are sometimes necessary to ensure that people with disabilities are participating in our development activities. Thus, we work through disability partners, as appropriate, to deliver development assistance to this group.

Under our Casamance conflict resolution program (**685-009, Improved Enabling Conditions for Peace via Economic, Social and Political Development**) we work through Handicap International (HI), a disability partner and the Catholic Relief Services (CRS) to facilitate social and economic insertion of PWDs and build capacity of local organizations targeting them. Activities implemented includes: building capacity and rehabilitating infrastructures sensitive to PWDs such as incorporation of access ramps for wheelchairs and for handicapped people working with assistance devices, providing support for orthopedic and physiotherapy equipments to landmine victims and other handicapped, enrolling school-age handicapped children and providing them with school fees as needed. To help PWDs re-establish their lives, the program also provides support to PWDs and make funding available as a priority the reconstruction of homes for the handicapped and disabled.

Under our private sector SO (**685-001: Sustainable Increases in Private Sector Income Generating Activities**) one of the selection criteria is the extent to which the activity seeks to improve the socio-economic conditions of handicapped persons and to promote their participation in the activity. USAID/Senegal activities targeting PWDs include provision of training to Associations of Handicapped in silk screening and managerial techniques. USAID also provides for loans to PWDs to develop or create their income-generating activities. A dozen disabled aspiring entrepreneurs in the Tambacounda and Kolda regions received technical and entrepreneurship training, including development of business plan and entrepreneurial and management techniques such as opening and management of cyber-café.

Under the basic education SO (**685-010: Increased Access to and Improved Quality of Middle School Basic Education, especially for girls**), USAID has developed PWD-sensitive plans and approaches in constructing middle schools using designs that take into account the needs of disabled children. Besides, being a PWD or the daughter of a PWD is one of the main criteria for accessing the girls' scholarship programs currently implemented by USAID. Five percent (5%) of the beneficiaries fall into that category.

Under the health SO (**685-003: Increased Use of Decentralized Health Services**), activities to improve nutrition, ante-natal care, prevent and treat tuberculosis and eradicate polio contribute to the reduction of future disabilities.

## South Africa

### USAID/SOUTH AFRICA RESPONSE TO THE 2005 DISABILITY POLICY REPORT

June 1, 2005

#### **Indicator 1: People with disabilities (PWDs) included in programs or initiatives funded by USAID.**

- **HIV/AIDS and Health:** In October 2003 USAID/South Africa, through the POLICY Project and in partnership with the National Department of Health, provided technical assistance and facilitation at the National Workshop on HIV/AIDS and the Disability Sector. This workshop was conducted under the auspices of the South African National AIDS Council for the Disabled People of South Africa (DPSA). The participants were drawn from all provinces of South Africa and included various forms of disabilities. USAID/SA subsequently provided technical assistance in developing a report from the workshop held on the disability sector, again through the POLICY project. The report was shared widely with South African Government agencies and various NGOs working with the disabled for use as a training tool.
  
- **Economic Growth**
  - The newly-built South African Department of Trade and Industry headquarters, built with USAID/SA assistance as a public-private partnership venture, ensures access to disabled staff and public using the building.
  - A USAID/SA funded biotechnology research group is using PWAs in the planting of *scelectium tortuosum*, a natural medicinal plant, at one of their field trial sites in Calvinia, located in an arid province in South Africa. An NGO known as the Thabo Mbeki Trust for the Disabled is working to strengthen the disabled in this community.
  - A Mission funded small and medium enterprise (SME) development program (known as South African International Business Linkages Project or SAIBL) targets eleven (22%) disabled clients. The program is designed to assist and grow SMEs owned or partially owned SMEs by designated target groups viz. designated as historically disadvantaged black individuals, the disabled and women. Secondly, it is designed to establish links between the SMEs and US based or locally based US multinationals as well as with SA companies, parastatals and other organizations.

#### **Indicator 2: Disabled People's Organizations (DPOs) have increased capacity to provide assistance to PWDs and to advocate successfully for the rights of PWDs.**

- **HIV/AIDS and Health:** USAID/SA, through the POLICY project, provided technical assistance in developing a report from the workshop held in October 2003 for the disability sector. The report contains salient recommendations which were distributed to various Disabled People's Organizations, the Road Accident Fund, the National Department of Education and schools for people with disabilities that were represented at the workshop. The report was also submitted to the National Department of Health and



South African National AIDS Council (SANAC) to facilitate decisions on resources allocations by SANAC for HIV/AIDS activities targeting the disabled across South Africa.

- Economic Growth: As mentioned above (under Indicator #1), the CEO of the Thabo Mbeki Trust for the Disabled is working with the Calvinia community organization for the disabled and is funding the commercial cultivation of the *scelectium tortuosum* plant by disabled people in this community.
- Local Government Services SO: The Isandla Partners in Development in the Eastern Cape Province of South Africa, supported by USAID/South Africa, assisted a municipality in drafting a policy on providing low cost housing to persons with disabilities (February 2003 to July 2004). This policy includes technical housing specifications to use when supplying a house to people with disabilities and requires a 10 percent allocation of all new low cost housing to people with disabilities within the municipality. This will also likely influence policy in all provinces in South Africa.

In FY 2004, 58 additional housing subsidies targeted at people with disabilities were approved by the South African Government to adapt low-income housing to accommodate PWDs. This benefited 58 PWD households or 220 people applying 3.8 people per household (South African Census data.). USAID/South Africa supports non-governmental organizations such as Isandla Partners in Development to facilitate low-cost housing subsidies provided by government.

- Democracy and Governance: Six out of 45 Community Based Organizations (CBOs) that are trained under the DG team's grant to Private Agencies Collaborating Together (PACT) focus on the needs of the disabled, including those with mental disabilities. The overall objective of the PACT grant program is to strengthen these CBOs so that they can participate effectively with their local councils in joint planning and problem solving for improved service delivery. The CBOs are also trained in effective organizational management, leadership and fundraising skills to enable them to access government grants. Apart from providing skills development training for PWDs, these six CBOs also advocate for the PWD's human rights, e.g. user friendly buildings at local government for PWDs and raise community awareness for physical and mental disabilities.
- Regional HIV/AIDS Program (RHAP)<sup>1</sup>: As part of the USAID-funded U.S. Ambassador's Initiative Small Grants in Lesotho (through the Regional HIV/AIDS Program (RHAP)), POLICY Project conducted a three-day training session for *Lesotho National Federation of Organizations of the Disabled (LENOFOD)* on enhancing HIV/AIDS advocacy skills for development NGOs, entitled "*Changes, Challenges and Chances,*" in June through July 2004. Lesotho National Federation of Disabled is the governing body of the disabled consortium in Lesotho. The training explored the concept of advocacy and provided participants with an understanding of the steps required in developing an advocacy campaign aimed at strengthening sectoral responses to HIV/AIDS. As a result of the workshop, participants gained advocacy skills and have an

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<sup>1</sup> RHAP is housed in the USAID/South Africa Mission.

opportunity to work on their own advocacy campaigns, which are critical for the disabled sector.

**Indicator 3: PWDs have access to, and are included in, the staff and activities of each USAID mission.**

- USAID/South Africa's staff selection procedures and its facilities make provision for the inclusion of PWDs.
- USAID/South Africa reviews its programs twice a year and programs for PWDs are noted and reported.
- USAID/South Africa's website is PWD-friendly.

**Indicator 4: USAID missions implement activities in accordance with their own disability plans of action.**

- USAID/SA is in the process of preparing a disability plan of action, but disability is treated as a cross-cutting theme in all relevant procedures and activities.

In the future USAID/SA will require that all outgoing solicitation documents include a description of the extent to which offerors plan to address the special conditions of disadvantaged groups and takes into consideration such factors as disability in proposed activities.

## **Tanzania**

During FY 2005, USAID/Tanzania's Democracy and Governance Program supported two organizations of people with disabilities. Through our implementing partners, two organizations for the disabled, DOLASED and SHIVYAWA (Tanzania Federation of Disabled People's Organization (network of organizations representing all disabled) received Capacity building through training and technical assistance (TA) in organizational development and advocacy. As a result of the new skills that they acquired, both organizations have been able to develop their advocacy work and campaigns more effectively. The two organizations are extremely active and have campaigned in the parliament and to various Committees for amendments on the Disability Legislation and Education laws that are affecting people with disabilities. A grant was provided to DOLASED to help in their campaign. DOLASED was also able to testify at public hearings before the Community Development Committee. Although the amendments are yet to be effected, the process is now participatory and the views of these organizations are being taken into consideration.

Time (pronounced Teemé) Hamad Ali is a 12-year-old girl from the island of Pemba, Zanzibar, off the coast of Tanzania. She is also physically disabled and, until recently, used a “push wheelchair” to go to school. Time’s parents — rural farmers — wheeled their daughter to and from school every day. While Time’s parents considered their daughter the family’s “beacon of hope,” they could no longer afford the time required to take their daughter to school. USAID funds the MKEZA initiative in Zanzibar, which promotes inclusive education and sponsors public forums to increase awareness of the educational needs and rights of children with disabilities. At a February 2005 MKEZA workshop, a teacher described Time’s situation to explain how a physical disability could limit a young, intelligent girl’s education. Workshop participants were visibly touched and dwelled on themes of “moving people with disabilities from consumers to producers,” and the importance of community. The participants affirmed that each member of a community needs to contribute for it to truly prosper. Reflecting on Time’s predicament, one participant wondered out loud, “What could we do for Time?”

In a show of solidarity that would make Time’s dream come true, the 30 participants dug into their pockets and produced the equivalent of \$53. They handed the money to Time’s teacher with instructions to purchase a tricycle, exercise books and a school uniform. A week later, Time was back at school, and riding to and from independently on her tricycle. Later, the community raised enough funds to construct a ramp at the school to provide easier access for the disabled. Time’s story produced a ripple effect on Pemba after a teacher who attended the MKEZA workshop described Time’s case to the community. The teachers, parents and management committee of another school noticed the difficulties faced by one of their physically disabled students. This young boy had to limp for several kilometers to school and often arrived late. Within days, half the funds for another tricycle had been raised and the community made a promise to meet the full target soon.

## West Africa Regional Program

INDICATOR # 1: USAID's West Africa Regional Program deal with issues and challenges to the development of West Africa that can best be tackled at the regional level. It therefore works primarily with regional intergovernmental organizations and at a macro rather than a micro level to effect change whereas work with PWD seems best dealt with at bilateral level. Therefore none of our Strategic Objectives by design targets nor systematically addresses the concerns and needs of PWD.

This holds also for our SO that aims to improve the enabling conditions for peace and stability in West Africa. Two activities aimed at mitigating the consequences of war – one located in the north of Sierra Leone and the other in the Casamance border region of Senegal and Guinea Bissau – happen to have beneficiaries who are victims of torture and war and of whom some of are physically disabled. However, neither of these activities specifically targets or tracks PWD.

The activity in Sierra Leone provides trauma counseling services to victims (male & female) of the sub-regional war that engulfed Sierra Leone and Liberia; reintegration of those counseled into community life via referral to other community, district and national services; and sensitization of gender based violence.

The activity in the Casamance region aims to build peace by providing alternatives to mercenary activity for youth through the establishment of small businesses; engaging community members, both residents, internally displaced people and refugees in community development and income generating activities; and engaging in cross border peace building activities.

INDICATOR # 2: Again, none of our activities, which are conducted at the regional level rather than the grassroots level, is involved in building the capacity of PWD or DPO to advocate for their rights.

INDICATOR # 3: No barriers to the recruitment of PWD to its staff exist at WARP. The current building however would have to be modified should PWD be hired. The absence of suitable facilities and services in Accra might be a disincentive for potential employees with children with disabilities to apply in the first place.

None of the activities that WARP undertakes is considered as having particular significance to PWD and therefore no special effort has been made to have them represented in strategy development, proposal review etc.

INDICATOR # 4: WARP has no disability plan of action.

## **Zambia**

Indicators 1, 2, and 3:

Within the context of HIV/AIDS, all of the USAID/Zambia programs and initiatives are assisting people with disabilities - specifically related to HIV/AIDS. I refer you to the USAID/Zambia Annual Report and the U.S. Mission to Zambia Country Operating Plan for the "Emergency Plan" for a full explanation of these activities.

We do not have recent information regarding specific interventions that our partners are doing to assist people with disabilities other than those related to HIV/AIDS. However, it is useful to note that the majority of Zambians live in rural environments where multiple story dwellings and commercial buildings are rare. The relative disadvantages that these affected people face are much less than similarly disabled people may encounter in more urbanized countries. Therefore, the need for a comprehensive plan to assist people with non-HIV/AIDS disabilities is a low priority compared to the assistance that USAID and the Emergency Plan is providing to mitigate the problems that people face as a result of HIV/AIDS.

Indicator 4:

The USAID Mission in Lusaka, Zambia is presently all on a single level with ramps for the one step up to the door ways. This seems to accommodate all disabled individuals who visit or work at the Mission. We will soon be building a two storey annex to accommodate staff who are working on the HIV/AIDS pandemic. The design for this building includes an elevator to accommodate people with disabilities.