

First Annual Report on Implementation of the USAID Disability Policy

**Submitted to the Administrator
December 23, 1998**

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Executive Summary

Following is a report on the progress towards implementation of the USAID Disability Policy. The Policy encourages the use of existing Agency resources for the inclusion of people with disabilities (PWDs). This report details the activities of USAID management and the Team for Disability Policy since promulgation of the Policy in November 1996. Based on the self-reporting by missions and offices, the report details current sensitivity and plans to include PWDs in mission activities. Based on these reports, five Agency goals have been recommended.

Previous USAID Experience with Disability

During 1996, the Bureau for Program and Policy Coordination, Center for Development Information and Evaluation (PPC/CDIE), commissioned the Casich Report to assess USAID activities benefiting people with disabilities. The Casich Report found that while many activities were taking place that would benefit people with disabilities (PWDs), USAID budget-coding and information systems did not capture many of these as such. The Patrick J. Leahy War Victim's Fund (the Fund), as a Congressional earmark, was the major activity cited as including people with disabilities. Also benefiting from Congressional earmarks, USAID had an impressive record on disability prevention.

The Fund, established in 1989, has been a significant contributor with \$45 million spent in 14 countries during its first eight years. The Fund's early activities were focused on providing prosthetics and orthotics to victims of conflict. The fund was successful and innovative as it started using local materials, and even its own clients, to provide prosthetics and orthotics quickly and cheaply. Over time, the Fund began to provide rehabilitation services. These efforts opened the door in countries where the Fund had been active to inclusion of people with disabilities in other economic growth related activities.

Other findings of the Casich Report are:

• USAID has funded projects targeting specific disabilities, including the treatment and prevention of blindness and special education and vocational training for the physically and mentally handicapped.

"Vocational education and training programs designed to assist the disabled have been included in mobilization and reintegration projects, both as components of larger projects directed toward the disabled and as stand-alone activities."

"Income generation activities have been part of a few projects."

"Recent activities in the New Independent States (NIS) and Latin America and Caribbean (LAC) have, through training in organizational linkages, been designed to build the advocacy and management capabilities of local organizations representing the disabled, and increase awareness of the needs of the disabled in society."

"Several active USAID participant training activities have not only been designed to provide training in fields relevant to the disabled, but also, in a number of cases, specifically recruited disabled individuals for training."

"USAID has funded the training of special education teachers and policy-makers and provided training, technical assistance, and equipment to the organizations that work with special needs children."

"USAID has served the disabled by strengthening the institutions and systems which serve these populations."

The Casich Report clearly indicates that inclusion of people with disabilities is entirely consistent with, though neither systematic nor the measured in USAID activities.

History of USAID Disability Policy

In September 1996, Administrator Atwood appointed an Advocate for disability with a mandate to form a team that would draft a policy of inclusion of people with disabilities (PWDs) in USAID activities. A team was formed consisting of members from each of the Regional Bureaus, the Global Bureau (G), the Bureau for Program and Policy Coordination (PPC), the General Counsel's Office (GC), and the USAID Disability Advocate. Global Bureau Assistant Administrator Sally Shelton-Colby led this team.

With the understanding presented in the Casich Report, the Team began to work. The Team's efforts took place in the context of several management reforms

that were being implemented at USAID. A major effort to use more participatory methods in the drafting, design, and implementation of activities and country strategies was underway. An effort to tie activities to performance measures was in its infancy. A new computer-driven management reporting system was being designed to decentralize decision-making and reduce *ad hoc* reporting requirements. It was clear that a new policy could not impose more reporting requirements on USAID missions. In a period of declining resources, it was also clear that the policy had to fit within activities that were ongoing. There would be no new funding.

These design constraints fit very well with the Team's understanding of what it would take to implement an effective policy. It was recognized that the needs of PWDs are the same as the needs of other constituencies with whom USAID works. Segregation of PWDs in USAID activities would tend to increase discrimination among our ranks and in the countries we serve. Consistent with our participation efforts, the Team recognized that to be effective, programs must be constructed to include PWDs at all stages of implementation.

A policy meeting all these criteria was sent to Administrator Atwood for his approval in November 1997. This Policy was cleared by USAID bureaus and benefited from the comments of missions and our development partners. This Policy was approved by the Administrator and is now being implemented.

First-Year Status Report (1997-1998)

This first year has been one of increasing awareness. An Advisory Team for Disability Policy was formed consisting of members from each of the geographic bureaus, PPC, G, and GC. The Team meets periodically to focus on specific activities that will further the implementation of the Policy. Team members report to their respective bureaus on specific actions and activities requested by the Team.

Each Geographic Bureau Assistant Administrator wrote to his or her Mission Directors requesting a report on how the Mission intended to implement this Policy. The Assistant Administrator of the G Bureau made a similar request of the G Bureau Office Directors. To date, 28 of 72 potential mission reports have been received. Five of six G Bureau offices have responded. Appendix 1 to this report summarizes the contents of those responses.

The reports demonstrated a varying level of commitment to this Policy by the missions and Global Bureau Offices. A majority of Missions failed to report at all. A few Missions provided very thoughtful Mission-level policies. Some observations can be derived from the reports. These observations are confirmed by visits with the

Missions and conversations with Mission Directors.

- 1) Missions with programs that are largely NGO-driven already include the participation of organizations that represent PWDs. These organizations exist and are growing. Support of these organizations fits easily within the USAID goal of strengthening civil society. As a rule, PWDs are the last to receive education and other services in developing countries. Because of this historic discrimination, many organizations of PWDs need support in organizational development. Disability-related organizations, as is the case with many civil society organizations in emerging democracies, need to develop financial management, organizational and advocacy skills.
- 2) Where the contracting mechanism is broad, it tends to be more inclusive. The ENI Bureau's Omnibus RFP opened the door to the participation of several organizations which provided services and opportunities to PWDs. Through this mechanism, USAID supported the organizational strengthening of the All Russia Society for the Disabled, among other activities.
- 3) Where the Fund has been active, PWDs are included in some ongoing programs, but this is not consistent. It should be noted that the Fund activities are frequently segregated from Mission activities. When the Disability Advocate attempted in 1997 to visit a country which was a major recipient of the Fund', the Mission reported that they were involved in no activities involving PWDs.

The Team will be working with the G Bureau to increase awareness and provide possible areas for special emphasis. PWDs will tell you that the most important issue facing them is economic empowerment. Therefore, the Team will work closely with the Office of Economic Growth to develop a strong action plan to address these needs.

As noted above, our most inclusive activity with PWDs comes at the mission level in democracy programs. We are somewhat concerned that the plan from the Office of Democracy and Governance (G/DG) calls for working with and training current partners but does not address the need to include people with disabilities and the organizations that represent them as partners.

The Office of Human Capacity Development (G/HCD) has gone beyond the planning stage to the development of a new policy to include people with disabilities in participant training activities. This new policy not only encourages inclusion, it makes inclusion more possible by stating that missions are allowed to pay for accommodations that make participation by people with disabilities possible.

Many of the individual plans cite the need for sensitivity training. This training was promised in the original Plan of Action. This is a need that is as relevant today as it was when the policy was promulgated. The Office of Human Resources (M/HR/TD) has recently put in place a contract that will develop all of the Agency's basic training. The Team has met with the new contractor and received assurances that sensitivity to people with disabilities will be included in the modules for leadership, teamwork, and leadership development.

Activities of the Agency Team for Disability Policy

The Agency Team for Disability Policy has participated in a variety of activities to increase the outreach and understanding of this policy. The Coordinator has participated in staff meetings in several Washington offices, including the Office of Population (G/POP), G/HCD and the Bureau for Humanitarian Response (BHR). In February 1998, she visited southern Africa where she attended an executive board meeting of the Pan-African Federation of the Disabled (PAFOD), a confederation of 43 different country level organizations of people with disabilities in Africa. The Coordinator and members from G/HCD and PPC have been involved in the formation of The Interagency Working Group on Disability and Development (IWGDD), a group that involves other U.S. government organizations, other donors and PVOs that work with PWDs in developing countries. The Team member from PPC spoke on a panel at the Regional Meeting of Rehabilitation International in Hong Kong. The Coordinator and members from G/HCD served on the steering committee of the Fifth World Congress on Children with Disabilities. The Coordinator has worked with a variety of international disability organizations to encourage NGO awareness of the Policy. Also in December of 1998, the Coordinator presented the USAID Policy at the Fifth World Assembly of Disabled People's International -- an event which is reported to have had 1400 participants with disabilities from 90 countries. To assist missions with the implementation of the Policy, our partner organizations are now linked to the new Disability Policy Web Page.

The Coordinator met with Executive Officers at their regional meetings in Washington D.C. to encourage them to assure that meetings with PWDs could take place in USAID missions. EXOs were specifically asked to make missions accessible where such accessibility could be inexpensively achieved.

In September 1998, the Team Coordinator was allowed to increase the amount of time dedicated to this role from .3 FTE to .8 FTE. This increased commitment has received much support within the disability community.

The Disability Team managed a booth at the 1998 Worldwide Mission Directors Conference. The Coordinator also spoke at one of the breakfast table discussions that were arranged for more detailed conversations with Mission Directors. Eleven of 72 Mission Directors took advantage of these opportunities. Mission Directors who did not avail themselves of these opportunities were mailed a complete package of the new disability-related information that was handed out at the booth. The Team hopes to see a positive response from the field as the information is reviewed by Mission Director's and distributed to their mission project officers.

Recognition of the USAID Policy

USAID is recognized as a leader for its development of this policy. Secretary of State Madeleine Albright made a promise in July of 1997 that USAID would be coming forth with a policy of inclusion of PWDs in its development activities. The Policy has been called a model within the IWGDD. Discussions have been broached with the World Bank to offer assistance in developing its own policy. Eunice Kennedy Shriver has met with the Deputy Administrator to discuss USAID activities with children with disabilities. The Administrator has received letters from Secretary of Education Richard Riley and Sen. Edward M. Kennedy inquiring about our implementation of this Policy. Secretary Riley has further offered the assistance of Assistant Secretary Judith Heumann in developing activities that will further the aims of the Policy. The Team worked with Heumann's office to support participation in the Fifth World Assembly of Disabled People's International held in Mexico City in December 1998.

In May 1998, USAID was given an award by The World Institute on Disability, a partner NGO that works with PWDs internationally, for its development of this Policy.

Conclusion and Recommendations

This is the beginning of what must be a sustained effort to change perceptions. There is a perceived, and often real, reticence to deal with people with disabilities and to include them in development projects. Where people with disabilities have been included in our activities, they have made a significant contribution.

To further the agenda of the Disability Policy, some distinct goals should be put in place. It can be argued that the slow pace of implementation can be blamed on the vagueness of specific activities expected.

In that regard, the Team proposes the following set of goals to give direction to

the next year's implementation efforts:

1. Every mission will have a specific disability plan by the end of calendar year 1999.
2. Eighty percent of missions will have at least one contact organization in the disability community.
3. There will be an increase in the involvement of PWDs in USAID activities as measured by self-reporting, and a survey of activities in at least three organizations.
4. Training on disability and sensitivity to disability will be a part of the regular training program for leaders and for leadership development.
5. PPC/CDIE will commission an evaluation of the impact of inclusion of PWDs on the overall implementation of at least one of the five USAID strategies.

Based on last year's activities, the Team has every confidence that implementation of this Policy and the achievement of these goals are reasonable and attainable throughout USAID. We have found no particular resistance to the principle of inclusion. We accept as our mission continued efforts at outreach and education within USAID and with our development partners. We have seen that where people with disabilities are included in our efforts, our impact is strengthened.

We appreciate the efforts of USAID staff this year and look forward to an even more successful second-year of implementation.

USAID Disability Activities in 1997-8
Summary of Operating Units' Reports

- AFRICA -

Ethiopia - This mission has prior experience with the War Victims Fund and promises to continue its advocacy efforts on behalf of people with disabilities. USAID has taken advantage of the Ambassador's Self-Help Fund to support activities on behalf of people with disabilities. Over the past two years, 10 percent of the projects in the Self-Help Fund have supported these organizations.

Kenya - USAID/Kenya reports that the Mission is committed to the inclusion of Kenyan people with physical and cognitive disabilities in the implementation of its programs. The mission's Democracy and Economic Growth objectives have identifiably benefited some people with disabilities. USAID/Kenya's third strategic objective focuses on decreasing fertility and the risk of HIV/AIDS. Disabled Kenyans are clients who require these services just like anyone else, and who the Mission will assist to ensure that these services are easily accessible to them.

On August 7, 1998, a bomb explosion outside the American Embassy in Nairobi resulted in 213 deaths, destruction of buildings, businesses and infrastructure, as well as injury and suffering to thousands--about 600 people were hospitalized while over 6,000 were treated

for various injuries. The explosion resulted in 213 deaths. Many of the victims who survived the blast suffered either eye, limb, facial or spinal injuries. In order to meet the special needs of these people, USAID/Kenya developed a new special objective. Under this special objective, the Mission will work closely with Kenya Society for the Blind, the Kenya Society for the Physically Handicapped, Operation Recovery, mental health institutions and the Kenya National Association of the Deaf to address special concerns of people who were permanently affected physically. Specifically, we offer psychological counseling, reconstructive surgery, and follow-up.

Madagascar - To the extent feasible and appropriate, the Mission plans to consult with appropriate disability organizations and disabled persons to ensure that the disability concerns are considered under relevant objectives of its program. The Mission will also consult with partners, contractors and grantees in relevant program areas (child survival, reproductive health, family planning, food security, population, human rights, and microfinance) to ensure that people with disabilities have access to USAID-funded activities, that their rights are respected, and to the extent feasible, that the host country government fosters an enabling regulatory environment. The Mission also plans to provide training on programming for people with disabilities to relevant staff and to share training materials with partners.

Namibia - The Mission's plan of action outlines an approach that integrates disability issues into the overall program. The Mission's commitment extends from design and implementation, to advocacy for and outreach to people with disabilities. Four mutually supporting Strategic Objectives (SO) include activities that address concerns of disabled persons. For example, through the education SO, the Mission promotes inclusion of children with physical or mental disabilities to the maximum extent feasible. In setting objectives, each SO team will determine the best ways to consult with the disabled and with those who advocate on behalf of, or provide services for

individuals with disabilities. Copies of the plan will be distributed to all extended SO Team members. Grantees and contractors will be encouraged to provide relevant training to their staff.

South Africa - USAID/South Africa has provided funding for a study visit to the United States (November, 1998) for a group of six governmental and non-governmental policy makers involved in the development of anti-discriminatory legislation in South Africa to learn more about American disability legislation and its implementation. The study visit is built around three principal objectives: 1) to provide the delegates with an understanding of the Americans with Disabilities Act (ADA) and its integration into government development strategies, planning and programs; 2) to facilitate discussions of mutual interest and concern among South African policy makers and their American and United Nations counterparts; and 3) to demonstrate the ADA's implementation at all levels. Importantly, USAID/South Africa supported the drafting of the South African Employment Equity legislation. The recently enacted bill specifically provides for the protection of persons with disabilities. Also, the Mission, through its Business Representation, Organization, and Development Project, funds the Disabled People of South Africa organization which helped train 19 workers from seven provinces in micro-enterprise management. The Mission also supports MODE (Medunsa Organization for Disabled Entrepreneurs) which provides vocational and business training to persons with disabilities and their families. In supporting the development of the Youth Policy 2000, USAID, through its partners, ensured that young people with disabilities attended. Participation of young people with disabilities was influential; a section of the policy specifically speaks to the needs for strategies of support and assistance to ensure access and opportunity.

Tanzania - The Mission will begin the process of inclusion by surveying its current

portfolio to see if there are ways to make programs more accessible; will inform U.S. PVO partners about the policy; and will work with host country counterparts to raise awareness. The Mission recently sponsored an outstanding individual with a visual impairment for a Masters degree in the United States. The trainee will contribute to the attainment of the Mission's Civil Society and Governance SO. This was a groundbreaking sponsorship, and has helped pave the way for other persons with disabilities to be supported as participant trainees. The Mission also has taken stock of accessibility to and in the Mission building. The review found many accessibility features, and identified other features that need to be improved.

Uganda - USAID has actively assisted the Government of Uganda in developing a nationwide program to include people with disabilities in the development process. Most notably, the Mission was a major donor in supporting the development of Uganda's 1995 Constitution, which protects people with disabilities. The Mission has also supported work with orthopedic, orthotic and physical therapy services, and has provided training to demobilized soldiers, many of whom are disabled. Future plans include codification of the Laws of Uganda which include statutes for the protection of people with disabilities, and for assisting children who are traumatized or maimed as a result of conflict. The Mission will also strive to liaise with local disabilities organizations, and will do its best to incorporate the interests of the disabled in the National Programs of the Education and Health sectors.

- ASIA AND THE NEAR EAST -

Cambodia - Since assistance to the Cambodian people was initiated in 1986, there has

been a strong focus on mine victims. As the program expanded, this focus was broadened to include not only mine victims, but also disabled people in general, including victims of polio and other diseases. In 1996, it was recognized that the plight of the disabled in Cambodia warranted special attention and a separate special objective was initiated.

The Mission's current program includes de-mining support, vocational training, mental health training, provision of prosthesis and orthoses, information and employment referral services and community-based rehabilitation programs for both war and mine victims, polio survivors and victims of other disasters.

The Mission is also supporting the Disability Action Council which is a structure and mechanism that will assure appropriate coordination, implementation, monitoring and evaluation of policies and programs related to social, physical, cultural and economic development of the disabled.

USAID is also supporting, indirectly, the drafting of the law to protect the rights of persons with disabilities. USAID is sensitive to the abilities of disabled Cambodians with regard to its hiring practices and recent renovation efforts in the USAID office within the Embassy compound have promoted accessibility.

Laos, Burma, and Vietnam - The War Victims Fund supports the provision of prosthetics and rehabilitation in these countries.

Indonesia - Upon issuance of the Policy paper, the Mission ascertained several in-country factors that affect the disabled. First, those living in rural areas have much less access to services than do those living in urban areas. Second, the Government of Indonesia supports disability programs, primarily through local NGOs aimed at

reintegration into society, income generation job placement and the like. Third, Government policies on disabilities could be better enforced. Last, the economic crisis will most likely take a toll on disability programs. The Mission outlined no plans for the inclusion of the people with disabilities in USAID activities.

Jordan - The Mission reports that issues regarding disability are receiving increased attention in Jordan. Some members of the royal family have publicized and championed the cause of the disabled in Jordan. Local charitable organizations are engaged directly in programs to support Jordan's disabled population. Since 1990, USAID has provided support to organizations providing vocational education and training to people with disabilities. USAID programs that focus on health and family planning provide an opportunity to work with people with disabilities.

Sri Lanka - Within the strategic objective "Enhanced Economic and Social Opportunity for Disadvantaged Groups," the Mission works with local NGOs to assist physically and mentally disabled victims of war and physical abuse. Support for this activity comes from the War Victims Fund and the Displaced Children and Orphans Fund.

West Bank and Gaza - The Mission reports that, although services to the disabled are limited, there has been some progress as a result of local advocacy efforts supported by USAID. The Palestinian General Union for the Disabled, assisted by a U.S. NGO, has developed an advocacy agenda, prepared draft legislation and presented its concerns at a "lobby day" with the Palestinian Legislative Council.

EASTERN EUROPE AND THE NEW INDEPENDENT STATES

Under the Communist systems in Central Europe and the New Independent States, individuals relied on broad-based consumer subsidies and state or state-owned enterprises rather than market forces to obtain needed services. Government or state-owned enterprises provided almost all services and redistributed income fairly evenly. As a result of the inception of the transition from a state-controlled economy to a free market economy, a number of dislocations have occurred. The changes have touched the lives of people creating groups vulnerable to unemployment, decreased social services, and increased poverty. The disabled are especially vulnerable populations in the ENI region and these groups feel changes most strongly. A portion of USAID's assistance in the ENI region helps disabled populations to become independent and live more productive lives. Nearly all such assistance is through U.S. Private Voluntary Organizations (PVOs). In many instances, these PVOs sub-granted to local non-governmental organizations (NGOs) specializing in assistance to disabled people. These PVOs provide humanitarian assistance, technical assistance, and training aimed directly at these targeted groups. Local NGOs have also benefitted from training sessions provided by our implementing partners. USAID also provides assistance to individuals with disabilities or associated NGOs as an outgrowth of projects in such sectors as health and social sector, NGO development, and labor.

ENI has directed a substantial amount of support for the disabled, which is not surprising given the war-related injuries that affect many ENI countries, e.g., the Balkans. However, assistance to the disabled is primarily focused on social sector reform programs that are a fundamental part of ENI's strategic framework. The information that follows shows USAID's activities in the ENI region that support persons with disabilities, including PVOs, local NGOs, and prime implementing partners with projects that address disability issues as a natural outgrowth of their activities.

Armenia - USAID-funded activities include prosthetics to civilian war victims; job skills training for the disabled; public awareness campaign on children with disabilities; disabled children's social services; rehabilitation for civilian war victims; human rights training of trainers; booklets on rights of the disabled; and training programs for NGOs specializing in assistance to disabled people. These activities were funded through the Armenian Assembly of America's NGO Center project. Approximately \$80,210 were expended under this project.

Azerbaijan - With such organizations as Association Design of Invalids of Azerbaijan; Organization of War Invalids and Families of War Martyrs; Disabled Women's Group for Equal Rights and Opportunities; Association of Hemophilia Patients; and the Center of Youth and Health, USAID has funded in excess of \$21,240 to support people with disabilities. Activities include training for the unemployed disabled; translation and distribution of special brochures and treatment recommendations for hemophilia sufferers; computer and English courses for children with disabilities; professional and vocational retraining courses for disabled war veterans; publication and distribution of brochures regarding hygiene, personal health and first aid in a Baku orphanage for the deaf; and the establishment and maintenance of a regional network of disabled women's groups. Most of these services are provided through an umbrella grant to Save the Children. Save the Children distributes its funding to other U.S. PVOs which execute services to these individuals with disabilities.

Bulgaria - USAID's work focused on supporting children who have been abandoned and are mentally or physically handicapped. Work also includes a Center for Independent Living where financial, training, and technical assistance include improving human resource management; volunteer and social workers recruitment; carrying out a more precise assessment of needs of the disabled; and developing programs which meet these needs. The Democratic Society for Safe and Healthy

Working Conditions prepares proposals to supplement and harmonize the regulations for labor safety with the standards of those in Western European countries through activities involving and participation of the public and NGOs, including those who deal with the work environment problems of disabled people. The Bulgarian Association for Psychotherapy and Psychological Consulting received grant funds to: 1) confront and discuss the traditional public attitudes and behavior patterns toward people with disabled sight; 2) to search for long-term solutions by establishing partnerships between major public institutions dealing with the problems of the targeted group; and 3) focusing its efforts on achieving an agreement with the Cabinet to take immediate action to solve some of the most urgent social problems of the people with visual impairments. These activities are funded through USAID's Democracy Networks (DemNet) Program for Grant Assistance to NGOs. DemNet has contributed approximately \$40,000 to assist the NGOs under this program. The Catholic Relief Services' project "Bread to Unemployed" supports disabled in social institution. This grant donated approximately 93,051 loaves of bread over a seven month program at an estimated cost of \$30,000.

Bosnia-Herzegovina - USAID's work has focused on reconstruction of war damaged facilities and strengthening of local NGOs. For example, funding for the American Refugee Committee Reconstruction Projects helped cover the cost of repairing the Reumal rehabilitation center in Fojnica. During recent periods of turmoil, the center was the sole rehabilitation institution open at all times to all citizens regardless of their ethnicity. Through the International Rescue Committee NGO Development Program, USAID has provided \$690,000 since 1994 to 13 local NGOs that provide services to relieve suffering and enhance the lives of the mentally and physically disabled.

Georgia - Under the USAID-funded ISAR project, activities include a booklet published to help mothers identify disabilities; a book prepared for mute children

learning to read Georgian; activities involving physically and mentally handicapped people in agriculture to help them feed themselves; and training programs to train NGOs to better serve people with disabilities. USAID provided in excess of \$9,000 for these activities. Under the UMCOR project in Georgia, UMCOR implemented a War Victims Fund activity for battered women to receive treatment, e.g., plastic surgery, psychological counseling.

Hungary - Through a grant with the Department of Health and Human Services, USAID funded \$125,000 in an activity with an indigenous NGO that focuses on children with disabilities. Through small grants to NGOs, under the Democracy Networks Program, USAID has funded over \$50,000. These grants are not specifically earmarked for NGOs with disabilities themes, but are based on a review of organizations' names such as 'Self Help for the Disabled Foundation'. The Democracy Networks Programs also funded the Center for Civic and Municipal Innovation which published a book on "The Role of Non-Profit Organizations in Local Employment". This grew out of a conference held in November 1997 on the same topic. The book devotes 100 pages to the issue of employment opportunities and regulations for the disabled. The publishing cost \$3,000.

Kazakhstan - USAID funds have supported local NGOs in support of the disabled. Numerous organizations have also benefited from training sessions provided by Counterpart Alliance for partnership, USAID's implementing partner. Services under this project included such activities as professional training of children and teenagers with disabilities; support services to the Center for social, medical, pedagogical, and psychological services; support of a social rehabilitation center for disabled persons in the Auezov district; pedagogical services to children with cerebral palsy; training and medical centers for diabetics; law on special education; and training NGOs that specialize in disabled people. USAID's funds for these services were in excess of

\$71,624.

Kyrgyzstan - In Kyrgyzstan, USAID funded training for NGOs specializing in services for disabled people. Such NGOs include Ak-Ilbirs Sport and Health Club for Disabled People; Chernobyl Association; Kyrgyz Society of the Blind and Deaf; Adilet Employment Center, Alay Raion; Afghanistan Veterans Union; Balykchy Society of Disabled; Chui Oblast Charitable Fund of the Disabled for the Afghanistan War; Ibarat Association of Talented Disabled People; and Veterans of War and Labour Council of Armed Services. These services were provided through the Counterpart Consortium grant. USAID funds for these services were in excess of \$14,736.

Slovakia - A plan of action was not provided by the Mission, however, USAID/Slovakia did cover in FY 1998 the cost of travel for four members of the "Chance for Every Child" Civil Association to attend the 5th International Congress on Services for Children with Disabilities in Washington, DC. One member of the delegation was a featured speaker on a panel of young persons with disabilities at this conference.

Ukraine and Belarus - USAID is working to help develop sustainable Ukrainian and Belarussian NGOs capable of providing social services to people with disabilities. Working with a consortium called Counterpart Alliance for Partnership, USAID provides seed grants on a competitive basis to selected NGOs, provides training on techniques of NGO management to a broad group of NGOs, and provides technical training to increase the level of professionalism of NGO staff and the quality of services they deliver to their clients. Counterpart is working under a two-year \$4.5 million cooperative agreement, and as of June 30, 1998, 34 grants have been awarded. Typical of these grants is the work underway by the Society for People with Learning, Emotional and Behavioral Disabilities ("Djerela"). USAID funds will create a multi-

disciplinary team capable of training parents, children and young people. Another grant to the Association "Derevo Zhyttia" Tree of Life will be used to teach the visually impaired computer and Internet skills as well as English. The grant will also be used to implement fee-for-service business in translation and publishing.

Uzbekistan - Through the Counterpart Consortium grant, USAID-funded services include computer training for disabled persons; training parents of epileptic children on how to provide home rehabilitative care; establishment of an office of legal support, job placement, financial support and social adaptation training for the disabled; an informational newsletter on diabetes and health; and disabled people's NGO training. These services were in excess of \$86,621.

- LATIN AMERICA AND THE CARIBBEAN -

Bolivia - The Mission's PROSALUD program that is aimed at the delivery of primary health care to low income families has a disability program that provides for workshops in Riberalta and Santa Cruz. The program includes the provision of services for prosthesis and orthoses for low-income patients. PROSALUD plans to expand these services to Oruro and Cochabamba with the aim of eventually providing these services throughout its growing nation-wide network. In addition, the Mission's Title II program serves food to a number of disabled children under the Maternal Child Health component.

Dominican Republic - USAID/Dominican Republic has two grants that work with individuals with disabilities.

Under the PVO Co-financing Project (417-0247), USAID is providing \$130,000 to the

Asociación Dominicana de Rehabilitación (ADR) with ADR furnishing \$81,000 in counterpart to support job training and employment for people with disabilities. The purpose of the program is to increase and facilitate employment opportunities for people who are physically impaired and/or suffer from mental retardation who reside in Santo Domingo, San Cristóbal and La Romana. This will be accomplished through training and placement services to help beneficiaries find employment with local businesses and/or initiate their own microenterprises. ADR expects to train 372 physically and mentally impaired people in order to facilitate their integration into the labor market within a period of three years. Job training offered includes woodworking, clothing manufacture, shoemaking, baking, upholstering, electronics, brake repairs, auto mechanics, refrigeration, word processing, watch repair, and agricultural training.

The objective of the second grant, amounting to \$27,000 with ADR putting up \$44,000 in counterpart, is to alter national policies to promote hiring of persons with disabilities and to promote their rights. The grant is funding national fora on disabilities issues and financing public campaigns to promote the rights of persons with disabilities. Under the grant that is perhaps a model for future USAID work in disabilities, ADR has sponsored national fora with a wide range of government and civic leaders that have produced a very positive local response.

Ecuador - USAID/Ecuador has utilized the Special Development Activity Authority (SDAA) to finance a series of activities directly benefiting children, youths and adults with disabilities, especially in the area of vocational training.

The Mission has a number of activities benefiting the disabled, including:

-- An excess property medical equipment donation recently received by the Mission included items such as beds and wheel chairs which have been donated to NGOs for

the disabled.

-- In 1996, the PVO Latin American Corporation for Development (CLD) held a series of meetings with fifty local NGOs involved in democracy and justice sector-related activities that resulted in the formation of a "Coalition of NGOs Promoting Democracy and Justice." On November 14, 1996, this coalition presented to the Government of Ecuador National Congress a document on justice and democracy which includes a series of requests, suggestions, and policy proposals for the GOE to consider for implementation. One of the document's sections relates exclusively to "equal opportunities for the disabled" and details a series of key actions that must be taken by the GOE to improve the situation of this group. To develop the specific proposal, CLD consulted extensively with the local NGO Ecuadorian General Foundation, which has a long history in the country working with individuals and groups with disabilities.

-- The GOE Justice Sector Coordinating Unit (ProJusticia) recently approved a small grant to the Ecuadorian General Foundation (a) to reform the existing "Law for the Disabled" that was approved in August 1992 and (b) to propose new policies for the consideration of the Special Committee in charge of implementation of the law. The USAID project coordinator within ProJusticia helped secure approval of the proposal for the disabled.

-- Many NGOs that have received SDAA funding are involved in advocating for and providing services to people with disabilities over a wide geographic area. FASNARM (Guayaquil) and the Ecuadorian General Foundation (Quito) are devoted to the provision of therapy and education for people with disabilities as well as to policy and legal aspects. FASNARM has prepared and submitted to the President's Office a 26-page report on the needs of the disabled which seeks GOE attention and specific action on the matter.

As for the future, USAID/Ecuador will continue to emphasize and reinforce actions

and plans carried out by partner NGOs that are intended (a) to improve the policy/legal framework to address the problems of the disabled and (b) to improve the quality of services provided to them. A number of specific interventions are proposed:

-- In health and family planning, the Mission through prevention activities targeting the poor will improve prenatal care and reduce high risk pregnancies which will lower the chances of physical and mental damage to newborns.

-- The Mission will provide technical skills training to individuals and groups that are mentally or physically disabled to enable them to generate incomes on their own.

-- APROFE, under an agreement negotiated with FASINARM will provide education and MCH services to individuals with disabilities.

-- Under a project proposal to the Municipality of Quito, Banco Solidario, a local micro-finance institution supported by USAID/Ecuador, will provide credit to individuals with disabilities that live in the Quito metropolitan area.

-- CLD plans to continue coordinating the work of the Coalition of NGOs Promoting Democracy and Justice in order to encourage adoption within the new GOE administration of the recommendations related to disabilities in the document on justice and democracy.

-- CEPAM, the leading NGO working on women's issues in Quito and Guayaquil, will collect statistics on battered, disabled women who seek legal, medical, psychological and social work services at the Women and Family Comisarias--the GOE legal offices for dealing with domestic violence. The statistics collected by CEPAM and other organizations working with it throughout the country will be utilized to support placement opportunities for these people. For its part, CIDES, the leading NGO in Community Mediation, also will start collecting statistics on its disabled clients in order to deliver these data to other NGOs and organizations working to promote policies and activities benefiting individuals with disabilities.

Jamaica - While USAID/Jamaica has recognized the need for special efforts toward the self-development of the disabled and the potential for them to participate effectively in the achievement of national development goals, it does not have an activity that is dedicated exclusively to the needs of the disabled. However, the disabled community receives support through many of its development activities. For instance, the Uplifting Adolescents Project includes interventions and grant funding for "special" populations, and the new education activity (New Horizons for Primary Schools) includes an intermediate result for the assessment and referral of children with disabilities. The Mission also has provided (a) training for the disabled through the Caribbean and Latin American Scholarship Program and (b) funding for community efforts through its SDAA intervention.

LAC Regional - Under LAC's regional participant training activity--Cooperative Association of States for Scholarships, 100 individuals with disabilities have received scholarships to study in the United States since 1989. The program has trained 95 deaf students from Central America and the Caribbean in a variety of computer-related areas and one blind student from Haiti in teaching methods. The program also has trained nearly 30 sign language interpreters to facilitate communication and advocate for deaf people in their home countries; virtually all the interpreters are now teaching deaf children. In addition, the program has successfully integrated persons with physical disabilities such as amputees and post-polio victims into its regular training activities.

Nicaragua - Over the past seven years, Nicaragua has been involved with a number of projects that benefit people with disabilities. Department of Defense Humanitarian Assistance has provided medical supplies and equipment to a number of private and public sector organizations that work with the disabled. For example, the Mission has provided medical supplies and plaster cast materials to a local NGO called Pedro

Arauz Palacios War Victims Association. This group serves people who were wounded in the war and their families by operating medical clinics, child feeding centers, and technical training schools.

Since 1990, the Denton Amendment Program has been used to transport over 3 million pounds of humanitarian goods from the United States to Nicaragua. A large portion of these items has been donated to the Ministry of Health and to local PVOs which are working with war victims and other disabled groups.

During the past year, Mission staff has been encouraged to meet with organizations that are working with the disabled community to consider ways to integrate activities that benefit the disabled into the Mission's portfolio. In this regard, meetings have been held with the PVO Physicians Against Landmines to discuss the work that needs to be done in Nicaragua and to exchange ideas about improving the lives of disabled people throughout Central America.

As for the future, USAID/Nicaragua will continue to work with PVOs/NGOs and the Denton Amendment Program. On the health side, the Mission is designing a new program that will support three of the country's poorest departments. In these departments, the Mission will ensure that issues related to the disabled are addressed and that quality services are provided through the public network of facilities. In addition, USAID/Nicaragua plans to solicit proposals from three PVOs for service delivery in its focus departments; through these grants, it will ensure that information on services available for the disabled is disseminated.

GLOBAL PROGRAMS

Center for Democracy and Governance - The Center's strategy provides for the Center

to work alongside Missions and non-governmental partners to heighten awareness of the importance of broad participation in the political process; expand access to political positions; promote equitable laws, policies and practices; and, to build regional and international solidarity among disadvantaged groups. An example of a relevant Center-sponsored activity is the support provided to the International Foundation for Electoral Systems which, at its first general Assembly in Puerto Rico, sponsored sessions on "Promoting Disabled Citizen's Access to the Political Process." Civil Society Strategies guidance being prepared by the Center is expected to be as applicable to Mission assistance for groups advocating the rights of disabled people as to any other group. The Center will consult with grantee partners such as The Solidarity Center of the AFL/CIO to request information on existing efforts by the grantees to promote the participation of persons with disabilities.

Center for Economic Growth and Agricultural Development - All grant documents and contracts will contain language consistent with the spirit of the American Disabilities Act. The Center will also support appropriate staff development activities in order to promote the inclusion of disabled people into its programs.

Center for Human Capacity Development - The Center led or participated in a number of major international meetings and planning groups promoting the integration of children and adults with special needs into education at all levels. For example, representatives of the Center were founding members of the International Working Group on Disability and Development, a collection of leading donors, public and private organizations, advocacy groups, international organizations, and U.S. government agencies. USAID's Disability Policy has been used as a model for several other donor agencies.

The Center has established working liaison activities with other U.S. government agencies

in order to tap expertise, technical assistance, training capacity, and materials that exist on inclusive education for use in development activities abroad.

The Center recently developed policies and guidance that will ensure that people with disabilities are fully considered and supported through Agency-funded participant training. A special section of ADS 253 was drafted and field-tested to assist Missions to include persons with disabilities in their training programs.

Other Center activities include ensuring that all USAID-conducted or funded HCD in-service training activities for headquarters and/or Mission staff address disability issues. The Center also looks for "success" stories about inclusion in USAID field programs and features them in the Center's communication vehicles, including the HCD Report. A special issue of the HCD Report was devoted entirely to disabilities issues and program opportunities.

Center for Population, Health and Nutrition - Center programs help prevent disabilities through good maternal nutrition, antenatal care, safe delivery services, immunization and provision of vitamin A. The Patrick J. Leahy War Victims Fund focuses on addressing the long-term needs of the physically disabled, especially those civilian victims of war-related phenomena such as landmines, unexploded ordnance and polio. The Center's Action Plan includes activities with a continued focus on interventions that prevent disabilities. Where feasible the Center will assure that disabled persons have access to PHN-provided services; raising awareness among PHN partners; and improving the awareness and commitment of the Center regarding inclusion of people with disabilities within all aspects of the Center's programs. Typical of the activities under the plan is the "Displaced Children and Orphans Fund" which is in the process of developing a program of assistance for handicapped children in Vietnam with an emphasis on "educational and social inclusivity" for disabled children. The Center

also plans to encourage partners to generate ideas on how to promote the intent of the disability policy.

Office of Women in Development - Working with the Department of Education and the International Labor Organization, the Office will provide technical support for a training program for disabled women from developing countries who wish to develop micro-enterprises. The Office will also continue a series of discussions with Mobility International (MIUSA), and will brief MIUSA staff on how to develop proposals for USAID funding.

War Victims Fund
Recipient Countries through 1998

Afghanistan

Angola

Cambodia

El Salvador

Ethiopia

Laos

Lebanon

Liberia

Mali

Mozambique

Sri Lanka

Tanzania

Uganda

Vietnam

Appendix 3

U.S. Agency for
International
Development

Policy Guidance

USAID DISABILITY POLICY PAPER

Bureau for Policy and Program Coordination
U.S. Agency for International Development
Washington, D.C. 20523
September 12, 1997

Footnote

1. The National Council on Disability (NCD) is an independent federal agency which was established to promote policies, programs, practices and procedures that guarantee equal opportunity for all individuals with disabilities and to empower individuals with disabilities to achieve economic self-sufficiency, independent living, and inclusion and integration into all aspects of society, and to provide an annual report to the President and the Congress. The NCD issued a report on August 1, 1996, entitled, "Foreign Policy and Disability" which asked whether the United States maintains a coherent disability policy within its foreign policy and found in the negative. In fact, the report concluded that "those responsible for creating and implementing U.S. overseas policies and programs generally lack awareness of disability issues, cannot articulate our national policies with respect to people with disabilities, do not incorporate the interests of people with disabilities into U.S. foreign policy objectives, and do not see the importance of U.S. disability advances and achievements for people with disabilities in other countries." The NCD recommended:

- ?creating a comprehensive foreign policy on disability to advocate for people with disabilities through activities on international levels;
- ?extending U.S. disability law by legislation or executive order to include unambiguously the international operations of the U.S. government;
- ?employing domestic standards of nondiscrimination in U.S.-sponsored international activities;
- ?training U.S. foreign affairs agencies and their contractors to plan for programmatic accessibility; and,
- ?establishing the principle that no U.S. international activity should have a lower standard of inclusion than its domestic correlate.

Bureau for Policy and Program Coordination (PPC)
U.S. Agency for International Development
Washington, D.C. 20523
September 12, 1997

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USAID Disability Plan of Action
"Mandatory Reference"

