



PEOPLE WITH DISABILITIES
PARLIAMENTARY ASSOCIATION

REPORT ON THE EVALUATION OF MPS WORK

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I would like to express my sincere gratitude to the Members of Parliament representing People with Disabilities in Uganda, for having entrusted me with the responsibility to undertake the evaluation of their work since they were elected into Parliament. To me, this was an invaluable learning opportunity concerning the work of MPs, and I have personally benefited a lot from the issues and ideas that came out of the exercise.

I wish to most sincerely acknowledge with thanks the financial support from Danish Council of the Disabled (DSI) and NUDIPU, without which this exercise would not have taken place. Thank you for your continued support towards the efforts of people with disabilities in Uganda.

My thanks also go to the participants of various regional workshops, and to the stakeholders in disability for your commitment in participating in this exercise. Your active participation and ideas generated during the exercise is a source of encouragement to the MPs.

ABOUT THIS REPORT

This report contains the findings of the evaluation which emanated from the various workshops and meetings held during the exercise.

The report highlights strengths and achievements of the MPs so far, as well as constraints and challenges faced in their work. Recommendations have been summarized in section 4 of the report.

The report is presented in the following format:

- Section 1 Executive summary
- Section 2 Introduction
- Section 3 Evaluation findings
- Section 4 Evaluation recommendations
- Section 5 Consultants observations and comments
- Section 6 Conclusion
- Section 7 Appendices

Section 1: EXECUTIVE SUMMARY

1.1 Introduction

This summary contains the main highlights of the evaluation. The details are contained in the main body of the report, which includes the evaluation findings and recommendations.

1.2 People with Disabilities Parliamentary Association

This is an association of Members of Parliament representing people with disabilities in Uganda. The Association was formed in 1996 as a specific interest group in Parliament soon after they were elected. The association's main objective is to improve on the quality of life of people with disabilities in Uganda through influencing formulation of laws and policies in favour of people with disabilities. The association's work has been funded by the Government of Uganda, the Norwegian Association of the Disabled (NAD) and the Danish Council of the Disabled (DSI).

1.3 What the PWDs Parliamentary Association has done

The association has been involved in a number of activities including participation in parliamentary sessions and committees, organising consultative meetings and visits to the constituencies to explain government policies and seek their input, including undertaking sensitisation workshops for councillors with disabilities and leaders of district unions. The association has been influential in promoting disability issues both at national and international levels.

1.4 Why this evaluation?

The participation of people with disabilities in the Parliament of Uganda is a new development in the history of PWDs in the country, and this came as a result of NUDIPU's lobbying and advocacy work, in addition to the efforts of various stakeholders in the disability field, who played an important role in creating awareness on disability issues. This new development however came with the challenges of dealing with an issue at policy and decision making level which had limited backing due to inadequate information on disability issues. The MPs wanted to use the evaluation exercise to assess their performance to date, with a view to identify areas of improvement. Through the evaluation, MPs intended to seek the input of their constituencies and stakeholders in the disability field in analysing issues related to their work and planning for the future.

1.5 The evaluation methodology

The evaluation began with the development of the proposal and the Terms of Reference (TOR) by the MPs in close collaboration with the consultant. The proposal was submitted to DSI via NUDIPU who agreed to fund the exercise. Six (6) regional workshops bringing together key leaders and councillors of people with disabilities were conducted to collect information. This was followed by a one day workshop for MPs to analyse the collected data and identification of the key issues from the evaluation. Stakeholders in disability were invited to a one day workshop to receive a summary of the evaluation findings and to seek their input to the evaluation.

1.6 What achievements have been made by the MPs

MPs have made great strides in the area of legislation, lobbying and advocacy, awareness creation, and mobilisation of people with disabilities to participate in local government councils. Other areas where MPs have made some considerable progress is in the area of training of councillors and leaders of people with disabilities, advancing women issues and networking with donors to support programmes in their constituencies. The achievements are reflected in the increased number of Acts of Parliament with provisions on disability, the increased representation of people with disabilities in Local Government Councils which caters for gender balance, and the positive attitude towards people with disabilities by government including the appointment of the Minister in charge of Disability and Elderly affairs as well as a Resident District Commissioner who are people with disabilities. Efforts are being made to establish a National Council on Disability.

1.7 Constraints and challenges encountered by the MPs

The evaluation took note of the various constraints, which have impacted on the effectiveness of the MPs work and these include:

- Lack of adequate resources to service very large constituencies
- Lack of support staff to assist in data collection and analysis
- Lack of a comprehensive government policy on disability or a White Paper on disability.
- Perceived role conflicts with NUDIPU
- Lack of an inclusive structured national organisation of women with disabilities in Uganda.
- Sign Language programmes are not developed in most rural areas, and its inclusion in the training curriculum of teachers and schools for the deaf countrywide is still a very big challenge.
- Inaccessibility of public and private buildings
- High expectations of the electorate regarding personal support from the MPs.
- The pathetic situation of vocational rehabilitation centres in the country which are not functional.

- Lack of special equipment to facilitate the participation of the blind such as brailers and braille paper.
- High costs of orthopaedic appliances which make them unaffordable to the majority of the people who require the service.

1.8 What next after this evaluation

The recommendations of this evaluation are to be used to develop a three year strategy plan and budget which will be submitted to funders for consideration. The recommendations have been based on the key weaknesses and challenges which have been identified during the course of the evaluation. The evaluation report will be shared with the constituency through NUDIPU District Unions as well as funders and stakeholders in disability. Most importantly the evaluation report will be used as a working guideline for improving the work of MPs.

I would like to stress that the evaluation came up with a number of recommendations which need to be addressed as a matter of urgency such as the establishment of the National Council on Disability, the formulation of the Government White Paper on disability, the establishment of the Policy / Research unit and recruitment of staff to support the MPs, clarification of the roles of MPs and councillors vis avis the role of other organs of NUDIPU, and the need for improved communication and coordination between MPs and NUDIPU secretariat.

Section 2: INTRODUCTION

2.1 Background

The climax of the political achievements of the National Union of Disabled Persons of Uganda (NUDIPU) began in 1995, when for the first time in the history of the country people with disabilities under the auspices of NUDIPU were recognized to take part in the then Constituent Assembly (CA), a body which was charged with the responsibility of debating and promulgating the Draft Constitution of the Republic of Uganda. The NUDIPU CA delegate, the Late Eliphaz Mazima worked very hard and managed to influence other CA delegates to entrench provisions in the National Constitution in favour of people with disabilities.

Among other disability provisions in the Uganda Constitution, Article 32 provides for the state to take affirmative action in favour of marginalised groups on the basis of gender, age, disability or any other reasons created by history, tradition or custom for purposes of redressing the imbalances which exist against them. Article 78, section (c) of the Constitution also provides for representation of people with disabilities in Parliament and other statutory bodies.

The Movement Government in Uganda emphasizes the participation of the marginalised groups such as the Youth, Women and People with Disabilities in political governance and decision making at all levels, right from Local Council 1 at village level through to Local Council 5 at district level, including Parliament at National level. This is provided for in the 1995 Constitution of the Republic of Uganda and in the 1997 Local Government Act.

Participation of People with disabilities in Parliament and other decision making levels by councillors is a new development in the history of Uganda. It was greeted with excitement given the very unique opportunity that it presented. On the other hand, MPs had to take deliberate efforts to learn the tactics of survival and procedures in Parliament so that they could gain support for the issues they were advancing on disability.

The experience which has been shared during this evaluation represents a mixture of strengths and opportunities for improvement in the work of MPs. The MPs are expected to make concerted efforts to address the concerns and threats that need to be guarded against.

2.2 People with Disabilities Parliamentary Association

Section 3 of this report, outlines the major achievements made and the challenges encountered during the work of MPs. One of their achievements has been the formation of People with Disabilities Parliamentary Association, an organisation which was formed to enable the MPs work as a team rather than as individuals. This is in line with other

Parliamentary interest groups such as the Young Parliamentary Association, the Buganda Parliamentary caucus etc.

The association was formed in 1996 and has the following members:

Hon James Mwandha - Chairperson
Hon Hood Katuramu - Secretary
Hon Margaret Baba Diri- Vice Chairperson
Hon Alex Ndeezi - Treasurer
Hon Florence Nayiga Ssekabira - Member

2.3 The main objects of the association among others include:

- to advocate and promote equal opportunities for people with disabilities in Uganda in the areas of housing, transport, health, education, employment and other social services.
- to initiate and influence policies and laws in favour of persons with disabilities.
- to lobby and influence plans and budgetary provisions for disability programmes both at national and local government levels.
- to mobilise resources to facilitate development projects in the constituencies.

2.4 The Association's main activities among other things include:

- ◆ participation in the Parliamentary sessions /debates.
- ◆ participation on Parliamentary Committees assigned to deal with specific issues, such as Social Services, Presidential Appointments, Rules and Privileges, etc.
- ◆ organising consultative meetings with their constituencies, as well as facilitating them to initiate development projects.
- ◆ participation in other NGOs activities including decision making.
- ◆ organising training workshops for leaders and councillors representing People with Disabilities.
- ◆ production and distribution of a quarterly newsletter.

2.5 Who has funded the MPs work ?

MPs have benefited from financial support of the following:

- ✓ Norwegian Association of the Disabled (NAD)
- ✓ Danish Council of the Disabled (DSI) / NUDIPU
- ✓ The Government of Uganda

2.6 The evaluation terms of reference (TOR)

- To identify successes and challenges faced by the MPs in their work, as well as making recommendations for improving on the challenges.
- To review the Five-Year Strategy Plan made by the MPs in 1996, with a view to come up with a revised three-Year Strategy 1999-2001.
- To seek the views of the constituencies on issues they expect MPs to address in their work.
- To generate views and ideas on how the office of the Minister in charge of Disability and Elderly Affairs could be utilised to meet the needs and aspirations of people with disabilities in Uganda.
- To explore ways of improving communication between the MPs, NUDIPU organs and the Ministry in charge of disability affairs.

2.7 How will the results of this evaluation be used?

MPs plan to use the findings of the evaluation to:

- develop a three year strategic plan
- share the MPs successes, challenges and plans with the constituency and funders.
- act as a guide to develop realistic manifestos and guide-lines for their work.

2.8 The evaluation methodology

The evaluation exercise was facilitated by an independent Consultant Ms Macline Twimukye, who has been working in the field of disability and development for nine years. The evaluation methodology was as follows:

- The evaluation began with the development of the Terms of Reference (TOR) which was followed by desk study of MP reports, proposals, strategic plan and manifestos.
- Six (6) regional evaluation workshops were conducted, bringing together leaders of district unions and councillors representing PWDs in various districts in Uganda.
- A one-day workshop was held for members of Parliament to discuss and analyse the findings of the evaluation.
- A one - day workshop was organised for MPs and the stakeholders in disability work to share with them the findings of he evaluation, and to seek their input to the report. (See the list of participants to the various workshops as an appendix)

Section 3: EVALUATION FINDINGS

Introduction

This section of the report covers the main findings of the evaluation exercise, it evaluates what has been achieved by the MPs, while identifying challenges and constraints arising from the work as well as concerns raised during the evaluation.

3.1 Legislation, Advocacy and lobbying

Strengths / achievements

The evaluation noted that MPs have excelled in influencing policies and laws in favour of people with disabilities in Uganda. These policies include

- ✓ Local Government Act (1997), where 47,000 local councillors were elected to represent people with disabilities at all Local Council levels, from LC 1 – LC5.
- ✓ Movement Act (1998), where NUDIPU has five representatives of People with Disabilities in the National Conference of the Movement, in addition to the five MPs representing PWDs in Parliament. People with Disabilities also have one representative in the National Executive Committee of the Movement.
- ✓ Uganda Traffic and Road Safety Act (1998), where people with disabilities are now allowed to get a driving license.
- ✓ Uganda Communications Act (1998), provides for promotion of research into the development and use of communications techniques and technologies including those which promote accessibility of hearing impaired people to communication services. MPs managed to influence government to provide simultaneous Sign Language translation of the main News Bulletin in English at 8.00 P.M, on Uganda Television daily.

The evaluation noted that MPs have created awareness on disability issues in Parliament, and this is manifested in the way other MPs always mention People with Disabilities among other marginalised groups such as the youth and women.

Another achievement attributed to the MPs is their success in lobbying Government to establish a Ministry in charge of Elderly and Disability affairs. The Presidential appointments of a Minister and a Resident District Commissioner (RDC) for Hoima District is a clear indication of the change of attitude towards people with disabilities on the part of the Movement Government. On record, the President has been quoted referring people with disabilities as a whole “tribe” which cannot be ignored.

Through lobbying initiatives by MPs and some leaders of the disability movement in Buganda Kingdom, people with disabilities in Buganda were given representation in the Buganda Parliament (Lukiiko) and Owekitibwa (Hon) Kassim Yawe Musoke, represents

people with disabilities in Buganda. The evaluation found out that there is a very good working relationship between Hon Musoke and the MP representing central region.

It was observed during the evaluation that Uganda is now a model country in as far as disability issues are concerned, given that it is the first country in Africa to appoint a Minister who has a disability to be in charge of Elderly and Disability Affairs. Uganda has the largest number of MPs and other policy makers representing people with disabilities at various levels of political governance in the whole World.

MPs have lobbied for improvements in accessibility of Mulago Hospital, and the Ministry of Health now has a plan to train Sign Language interpreters to be employed by the Ministry.

MPs have influenced more donors to come into the country, for example, some MPs from Britain visited Uganda, and they were impressed with the country's approach to disability issues. The British MPs committed themselves to re-examine their policy on disability back home and lobby for some changes.

MPs have been influential in advocating for eradication of poverty among PWDs. Some people with disabilities have benefited from the Entandikwa scheme, more efforts are being made to ensure that People with Disabilities can benefit from the existing credit schemes being run in the country by other agencies.

MPs have participated very actively on Parliamentary Committees such as Presidential Appointments, Social Services, Rules and Privileges, Statutory Bodies and Government Enterprises, Agriculture Animal Husbandry and Fisheries, and Public Service. On each of these committees, there is an MP representing people with disabilities. Hon James Mwandha is the Chairperson of the Statutory Bodies and Government Enterprises.

Constraints/ challenges encountered in legislation ,lobbying and advocacy

While the efforts of the MPs in the area of legislation, lobbying and advocacy have been commended, the evaluation noted that there have been some constraints in the following areas:

- lack of a comprehensive Policy on disability or a Government's White Paper.
- the problem of inaccessibility of public and private buildings.
- lack of a policy on employment and economic empowerment of people with disabilities.
- lack of adequate information and empirical data on disability issues in Uganda.
- Sign Language development at national level as a responsibility of Government has not taken off the ground.
- lack of government funding and budget for disability programmes where people with disabilities are directly involved.

A concern was raised regarding the Local Government circular which demands that all councillors who are civil servants should relinquish one of their duties. People with disabilities felt that this provision was a disadvantage to them, given the fact that the very people who are able to articulate the issues and concerns of people with disabilities are at the same time civil servants. A request was made for this condition to be repealed in favour of people with disabilities. (See last recommendation on legislation, lobbying and advocacy on page 25)

3.2 Education

Strengths /achievements

In the field of education, MPs have managed to influence the transformation of Uganda National Institute of Special Education (UNISE) into an Act of Parliament, which seeks to promote government commitment towards the Salamanca Statement on Inclusive Education. Uganda is a signatory to the Salamanca Statement on Inclusive Education, and efforts are being made by the state to conform to its ideals and implementation on the ground. UNISE is now autonomous and funded by government like any other institution. Through the Universal Primary Education (UPE) which is being sponsored by government, MPs influenced a provision which allows one out of the four children to be sponsored by the state to be a disabled child. It was also reported that UNISE has transcribed into brailled some text books that are commonly used in Primary and Secondary Schools in Uganda for the benefit of the blind and visually impaired children.

It was observed that with the influence of the MPs, more special education units have been established and annexed to the main schools. In an effort to improve on the education of deaf children, UNISE has started a sign language programme to train trainee teachers of the deaf in Sign Language. It should be noted that this is the first time government is training student teachers in Sign Language. The challenge however is how to utilise those who have been trained, and ensure their deployment to different districts. EARS in cooperation with UNAD offers Sign Language training to teachers of the deaf who have little signing skills but are already employed as teachers of the deaf.

At university level, Makerere University has established a disabled students scheme to look into their needs and recommend appropriate action. For example, additional marks in form of affirmative action have been allowed to disabled students to facilitate entry into University. However, this policy is not documented, and as a result it is not widely known that students with disabilities can benefit from this facility. On a positive note, the evaluation found out that guides for the blind and Sign Language interpreters for the deaf students are now paid for by the University.

Constraints/ challenges encountered in education

On the other hand, there are genuine concerns which still need to be addressed to improve on education of children with disabilities. Among the concerns expressed include:

- inaccessibility of the school environment especially for children with physical disabilities with specific reference to classrooms and toilet facilities.
- lack of adequate teaching aids such as braille reading and writing materials.
- lack of trained teachers in special needs education, especially sign language.
- sign language is non-existent more especially in rural areas.
- no Secondary schools for the deaf in the whole of Uganda, and only two primary schools for the deaf exist in the country.
- high rate of drop outs as a result of poor educational facilities which are not favourable to children with special needs in education.
- there is no law which compels parents to take their children with disabilities to school if they intentionally refuse to do so due to their negative attitudes against the children.
- lack of a formal policy on affirmative action for disabled students entry points into University as the case is for female students.
- EARS programme in some districts is not very clear, and representatives of people with disabilities are not invited to attend EARS committee meetings.
- Lack of financial support or bursaries to support the education of poor children with disabilities and children of poor parents with disabilities.

3.3 Assistive devices/ mobility appliances

Strengths /achievements

The evaluation took note of the vital role played by the MPs in mobilising orthopaedic appliances for people with disabilities in their constituencies. A total of 240 wheelchairs, 500 walking sticks and crutches and other general appliances were distributed by the MPs with support from Denmark.

MPs also were influential in advocating for the rehabilitation of the Gulu Orthopaedic Workshop which had been vandalised by the rebel insurgency in the North.

Some MPs have been very active in the mobilisation of landmine survivors who have been transferred to Kumi District for fitting of artificial limbs.

MPs have lobbied for increased budget for Mulago orthopaedic workshop and satellite workshops upcountry. It was reported that government has approved an additional 20 million shillings through the Ministry of Health for orthopaedic services in the country for the 1999 financial year.

Some able bodied MPs have donated some wheelchairs and white canes to people with disabilities as a result of the influence of other MPs. For example the Jinja District woman MP donated some wheelchairs and white canes to People with Disabilities.

Constraints / challenges encountered in assistive devices

Although there has been some contribution made by the MPs in the area of providing assistive devices to people with disabilities, the challenges are still enormous as outlined below:

- the cost of orthopedic appliances are prohibitive beyond the means of the majority of the people who require them
- the budget provided by Ministry of Health for orthopedic services is still very limited compared to the demand of the services. According to Mulago Orthopaedic workshop, there is a funding gap of 76%, which in turn reduces production capacity to 25%. There are over 40,000 people with disabilities who need the service, but only a very small percentage can actually access the service.
- “orthopaedic rehabilitation ranks among the least according to the Ministry’s priorities, compared to epidemics like malaria, cholera, aids purporting that rehabilitation is not a cure to a person with a disability,” said Dr Alice Nganwa Senior Medical Officer, Ministry of Health.
- Handicap International, OXFAM and USAID who were involved in supporting the orthopaedic project withdrew their support citing administrative problems, and since then no substantive funder has been secured to co –finance the production of orthopaedic appliances.

3.4 Women issues

Strengths / achievements

The achievements recorded in advancing women issues were attributed to the active participation of women with disabilities who are members of Parliament. There has been an increased number of disabled women representatives in political decision making bodies of the state. For example, there are 45 women with disabilities at LC 5 level, 13 women with disabilities at LC 4 level and 893 women with disabilities at LC 3 levels in the country. It is estimated that out of 47,000 councillors representing people with disabilities in Local Government Councils about 40% are women .

Women members of Parliament in conjunction with NUDIPU and the Disabled Women’s Network and Resource Organisation (DWNRO), have secured funding from the Danish Women Movement (KULU) to provide training to women councillors representing people with disabilities. The first national workshop was held for LC 1V and LCV lady councillors, while training for LC 111 and LC11 women councillors will be held at district levels.

Women MPs have been encouraging women to participate in the mainstream activities of the women’s movement, such as the International Women’s Day, the implementation of the Beijing Platform for Action and other mainstream women activities etc. The evaluation noted that there has been increased consciousness of gender considerations in

government and Disabled People's Organisations (DPOs). NUDIPU, UNAB, and UNAD have clear gender policies.

The MP representing women with disabilities visited mainstream women NGOs such as FIDA, NAWOU and FOWODE to sensitise them about the issues of women with disabilities. This has resulted in increased involvement of women with disabilities in the activities of other women organisations. The MP has also been able to visit some districts to consult with the women.

Constraints / challenges encountered in advancing women issues

It has been noted with concern that women with disabilities have no vibrant, autonomous national organisation of their own in Uganda. While the evaluation recognizes the existence of some women organisations such as Disabled Women's Network and Resource Organisation in Uganda (DWNRO) and the Uganda Disabled Women's Association (UDWA), these do not appear to have adequate structures and mechanisms for reaching and representing the interests of all women with disabilities in Uganda. Women with disabilities in Uganda still lack a co-ordinated voice of their own, to advance their issues and promote constructive debates around them more effectively than the existing fragmentation of organisations working in isolation.

Another concern raised by women with disabilities is that the existing laws of affiliation are not favourable to women with disabilities in as far as getting maintenance support from the fathers of their children is concerned. The amount of money which the law provides for maintenance is very insufficient and cannot cater for the needs of a child. It was also noted with concern that majority of women with disabilities are sexually abused and yet they are not aware of their rights and how to go about it. Most women with disabilities have no access to legal aid support to present their cases to court.

Given the size of the disabled women's constituency which is national, and the fact that the MP (women with disabilities) is now a Minister, efforts should have been made to utilise the Political Assistant to implement some of the constituency work on her behalf. The absence of disabled women's structures through which to channel messages and seek feedback has been one of the hindering factors in advancing disabled women's issues.

Women with disabilities expressed their disquiet about the lack of initiative among women members of Parliament to improve on the poor performance of women organisations in the country. It was observed that women MPs have not shown interest in the existing organisations of disabled women, and as a result when internal problems have cropped up limited or no intervention has been made by the women MPs. Women with disabilities felt that their fellow disabled women MPs are supporting the formation of new organisations instead of strengthening the existing ones.

Women with disabilities also noted that the education of the disabled girl child is still an uphill struggle, and called for concerted efforts to address this issue.

3.5 Awareness creation and information flow

Strengths/ achievements

It was observed that MPs have done tremendously well in the area of awareness creation, and this is manifested by the level of support they get from allies and supporters in Parliament. Most MPs are now conscious of the needs of People with Disabilities among other interest groups. President Yoweri Museveni commended the work of MPs when he once said,”in our Parliament, the authentic voice of people with disabilities is loud and clear. The voice is doing a lot to sensitise the population on the special needs and rights of disabled persons”

MPs have been able to raise funds to produce a quarterly Newsletter, as a means to share information with their constituencies and the general public about their work. The first issue of the Newsletter came out in December 1998. In addition to the newsletter, MPs have used radio and newspapers to create awareness on disability issues and share information on their work.

MPs were able to convince the Social Services Committee to visit UNISE, so that they could have a better understanding of what goes on at the Institute. Following the visit, UNISE bill was passed in Parliament without any difficulty.

MPs organised sensitisation workshops for district leaders working in collaboration with stake holders such as Ministry of Health (Disability Desk), Ministry of Education, and Ministry of Gender, Labour and Social Development. Four (4) regional workshops were held and they covered 28 districts.

Some of the MPs representing people with disabilities have officiated at several functions where they have been invited. In some cases, MPs have also been invited to present papers and participate in international conferences and study tours. MPs have visited Mauritius, Zimbabwe, South Africa, USA, Denmark, Norway, and other countries.

MPs have been very active in the planning and actual holding of celebrations to mark the International Day of the Disabled , 3rd December. Each MP has taken it upon themselves to organise activities in conjunction with NUDIPU whenever the day is celebrated in their constituency.

Through the active participation of some of the MPs in international meetings, Uganda has been recognised by DPI for its exemplary approach to disability issues. President Yoweri Museveni has been requested to spearhead the process of lobbying for the declaration of the African Decade for People with Disabilities with other African Heads of States.

Constraints/ challenges encountered in awareness creation

The following points were advanced as constraints and challenges in awareness creation:

- The newsletter was not widely distributed, and many people did not receive a copy.
- Some District authorities are not yet sensitised on disability issues, and more often they do not support disability concerns and proposals presented to them for consideration by disabled councillors.
- The frequency of radio and newspaper coverage by MPs is not defined, and efforts in this area have been rather sporadic.
- Sensitisation workshops for district leaders did not cover all the districts.
- MPs have not made regular visits to their constituency to consult and share information on their work. Written reports and some copies of the Acts of Parliament with provisions on disability have not been shared with District Unions and Councillors.

It was noted however that visits to the constituencies are affected by Parliamentary schedules which are more often very tight.

3.6 Capacity building

The evaluation found out that MPs organised training of councillors representing people with disabilities in the four regions of Uganda at LC 4 and LC5 levels. The councillors who participated in the evaluation testified that the training gave them more impetus to strive for success in their work.

Some MPs have contributed seed money for District Unions to open bank accounts. All the eight districts in the northern region have benefited, and the amount of money contributed is 100,000/= (One hundred thousand shillings) per district.

Some MPs have also networked groups of people with disabilities to funders. For example in Shema sub-county in Bushenyi District, people with disabilities managed to raise 4.8 Million Shillings through a fundraising initiative undertaken by the MP western region. In Apach District, the group of people with disabilities got Shillings 200,000 for coffee growing from Coffee Development Board, while Ikwera school of the disabled got equipment to aid the education of blind children. The MP for North fundraised Uganda Shillings 400,000/= (four hundred thousand) as a contribution towards the construction of an office block for District Disabled Persons of Lira (DDPL).

This evaluation noted the tremendous effort made by the MPs during the mobilisation of people with disabilities during the Local Government Council elections, where a total of 47,000 councillors were elected to represent people with disabilities at various Local Council levels.

It was noted during the evaluation that MPs intervened to save NUDIPU during the 1997 management crisis. As a result, two MPs are now members of the NUDIPU Board, and one of them is the current NUDIPU Chairman.

MPs representing people with disabilities have demonstrated a strength on their part by forming a Parliamentary Association, with a view to field disability issues in Parliament as a unified group. The MPs have managed to create a strong voice in the house along side other marginalised groups such as the youth and women. In a statement, President Museveni in his speech read on his behalf during the celebrations to mark the International Day of the Disabled held in Mbale in December 1998, said...."if we do not have the means to realise the rights of people with disabilities, we should at least have the will to do so."

MPs have also promoted inter-district collaboration through regional sensitisation workshops.

Constraints/ challenges encountered in capacity building

While the evaluation commends the efforts made by the MPs in capacity building, it was noted with concern that some MPs when they visit their constituency they tend to always be in a hurry, thereby not giving adequate space for burning issues to be raised and give a listening ear.

Another major constraint affecting the effectiveness of the work of the MPs, is the size of their constituencies which are very big. Government facilitation for the MPs to visit their constituency is not commensurate with coverage. MPs representing PWDs cover regions and yet they are given the same resources as those MPs who represent a county or even sub-counties.

It was also noted with reservation the unwieldy expectations of the electorate on their MPs, which is in a way a manifestation of the poverty situation facing people with disabilities. The advent of people with disabilities election into Parliament gave rise to a new wave of demands from the electorate, which ranges from personal problems such as requests for transport refunds, school fees to more complex requests such as buying land or building a house. The electorate is in some instances very unrealistic given the limitations of the MPs in as far as these demands are concerned. MPs have been put in tight positions and they have in most cases been compelled to fork out money from their pockets to give to the electorate. This situation is however not sustainable and may work against the MPs in the event of their failure to honour some of these requests. The practice may also corrupt and weaken the position of the electorate against the MPs in as far as reporting and accountability is concerned.

The MPs have since their election to Parliament been lamenting about lack of empirical data on disability issues to support their arguments and debates in Parliament. Lack of support staff particularly in the area of data collection and analysis is long overdue.

MPs themselves have no regular system of reporting on their work, in almost all situations documentation of their work has been done rather sporadically. It is difficult to remember all what they have done unless efforts are made to document this in form of regular reports.

Although it was noted that District Unions were formed all over the country as an achievement, some district unions are now redundant and have no clear direction. The pace of supporting some of the districts by NUDIPU has been slow. In connection with mobilisation and formation of district unions, MPs noted that it was an extremely demanding and challenging process, given that most of the people with disabilities in the remote rural areas were learning about NUDIPU and disability issues for the first time.

Sign Language training programmes have not reached all districts, and training of councillors has not been extended to lower levels such as LC 2 and 3.

It is a genuine concern of people with disabilities that efforts to curb insecurity in the North and some Western parts of the country have fallen short of meeting the expectations of the masses who bear the blunt of this terrorism. People with disabilities condemn these barbaric acts, which do not only kill but also maim innocent civilians. It is the view of the electorate that MPs with support from their allies should be more active in peace initiatives, and pressurise the security organs of the state to expedite security measures in order to safeguard the country from the insurgency.

It was also raised that some MPs make pledges which they do not honour, while it was echoed in all workshops that they have failed to fulfill their manifestos.

3.7 MP/NUDIPU relationship

Strengths/achievements

The MPs as one of the organs of NUDIPU is considered a strength, which came as a result of the tireless lobbying efforts of NUDIPU. The MPs dully acknowledge that their existence is dependent on a strong NUDIPU, and they have demonstrated a commitment to see NUDIPU grow from strength to strength. The fact that two MPs are members of NUDIPU Board of Directors signifies a well intended harmonious relationship between the two organs. By and large, save a few sentiments as will be recorded later in this report, the relationship has been good, and there is potential for it to improve for the better.

Constraints / challenges encountered in MP/ NUDIPU relationship

The perceived role conflict between NUDIPU and the MPs is an issue which was made vehemently clear and loudly during the evaluation. The major problem emanating from poor communication between the MPs and NUDIPU secretariat regarding plans, achievements and even challenges. It was noted however, that in the aftermath of the NUDIPU crisis, MPs saw a missing link in some of the programmes which were being

carried out by NUDIPU, such as training of councillors and production of the newsletter. At the same time, MPs had an obligation to ensure that councillors who had been elected are given the right guidance and skills that would assist them in their work. In doing so, there was a serious communication gap between the MPs and NUDIPU secretariat. It is the view of the secretariat that training of councillors and hiring professionals to carry out the training by the MPs was done in a manner that was not transparent, thereby undermining their role as NUDIPU technocrats.

The evaluation took note of the concern that the disagreements and perceived conflicts between MPs and NUDIPU at National level would spill to the districts, given that the district councillors and district leaders (unions) look forward to the national level for guidance and support. It was noted that there is a problem of unclear roles of the MPs among the electorate, and that the sooner this is addressed the better. The same concern applies to the roles of councillors vis a vis that of District Unions.

Another notable concern which is stifling the NUDIPU/ MPs relationship is competition for the same funds and for similar activities. The best example that was given is production of the Newsletter. Secondly, NUDIPU secretariat felt that MPs were being selfish in pursuance of their political agenda, irrespective of its effects on NUDIPU. It was cited for example, that the funds for this evaluation were drawn from NUDIPU budget with the approval of the funders, a situation which did not augur well with some members of the NUDIPU Board and the Secretariat. The evaluation further noted that NUDIPU and other stakeholders in disability still have a fear of positive competition, which in a way should be promoted to increase resource allocation than limit it to a single entity or organisation. (See consultant's comments on page 33)

This evaluation also took note of the pertinent question of whether NUDIPU's role and direction is still valid given its political advancement. The question of how the MPs and NUDIPU roles could be made more complementary than conflicting is still an issue which has to be tackled at great length. In any case, should NUDIPU attempt to control the work of MPs entirely when it does not control the work of its other organs like the District Unions? This is food for thought! (See consultant's comments on page 33 on branches or affiliates)

Notwithstanding the above, the issue of who the MPs are accountable to still needs to be discussed in subsequent fora. The MPs believe that they should report to the constituency while NUDIPU feels they should report to the Board. It should be noted that efforts made by NUDIPU to resolve this issue during the clinic which was held on 13th February 1999 has not yet born any fruits, given the post clinic reservations expressed during this evaluation. What is the way forward? (See recommendation on MP/NUDIPU relationship on page 29)

It was expressed as a threat to NUDIPU if the MPs go ahead with their plans to establish a policy unit and employ its own secretariat, citing that this would create a parallel organisation against NUDIPU. In any case, NUDIPU plans to establish a policy unit specifically to support the work of MPs and efforts are already underway to fundraise for

this, including recruitment of a Policy /Research Officer. A question was raised as to why MPs do not utilise the office given to them by NUDIPU.

3.8 Ministry of in charge of Elderly and Disability Affairs

Strengths / achievements

The participants to this evaluation commended the President for appointing a Minister in charge of Elderly and Disability Affairs, and for making Uganda the first country in the whole World to make such a move. Uganda is a model country in disability issues, and the establishment of this Ministry represents a potential for great strides in improving the situation of people with disabilities in this country.

It was noted that the ministerial appointment came as a result of the active participation of Members of Parliament representing people with disabilities, and these efforts need to be re-enforced with practical guidelines and ideas on how people with disabilities can utilise this Ministry.

Given that the Ministry is relatively a new establishment, the evaluation concentrated on generating ideas on what people with disabilities and stakeholders expect the Ministry to achieve, among other things. The participants suggested that the Ministry should:

- ❖ undertake a needs assessment exercise in each district, with a view to come up with programmes which will benefit people with disabilities.
- ❖ revive the operations of vocational training centres including reviewing the syllabus in order to improve on the quality of the training. New training courses such as computers and use of modern technology should be introduced at vocational training centres. There is however a genuine concern that districts which house vocational centres may not have capacity to sustain their running costs.
- ❖ coordinate all disability programmes with stakeholders and Disabled People's Organisations (DPOs), through memos, consultations/ meetings sharing of reports and action plans, including resolving conflicts within these organisations as and when necessary.
- ❖ act as a watchdog to ensure any laws being formulated are disability conducive and ensure effective implementation of laws and policies in favour of people with disabilities in the country.
- ❖ spearhead the finalisation of the formation of the National Disability Council, and share information with people with disabilities on its composition and functions.
- ❖ capable people with disabilities with qualifications should be recruited to serve in the Ministry, if possible the Commissioner for Disability and Elderly should be a person with a disability.

- ❖ lobby the private sector and government parastatals to employ people with disabilities, and a quota system should be introduced to encourage employers to take on disabled persons.
- ❖ lobby the Ministry of Local Government to employ Sign Language Interpreters at Sub-county and district levels, and in major public places such as the Courts of Law, the Police, Post Office and major Hospitals.
- ❖ develop programmes for elderly disabled persons such as day care service centres, and the Local Government Act should provide for representation of older persons on the councils.
- ❖ encourage Ministry of Health Disability Desk to develop more training programmes on reproductive health and reproductive rights of women with disabilities. Information on the programmes of the Disability Desk should be shared with NUDIPU membership.
- ❖ work very closely with Ministry of Education to ensure that more special education teachers are trained, and that the teaching service curriculum has a component of special needs education.
- ❖ make a provision in the ministry's budget to subsidize the cost of orthopaedic appliances for people with disabilities, given the high cost of these at the going market price. Over 40,000 people with disabilities need the appliances and yet they cannot afford to purchase them.
- ❖ the ministry should also lobby for a national budget to support NUDIPU, UNAD and UNAB programmes, including bursaries for the education of poor children with disabilities and children of poor disabled parents.
- ❖ lobby for support to displaced people with disabilities from war torn areas, through networking with relief agencies, and the Ministry in charge of disaster preparedness.
- ❖ lobby for a percentage of Entandikwa to benefit people with disabilities, both in NUDIPU structures and outside of it.
- ❖ establish programmes to reach people with disabilities who are not members of any organisations and those who were retrenched, including access to Functional Adult Literacy Programmes
- ❖ lobby for funds to carry out a national census of people with disabilities by age, sex and disability category.
- ❖ ensure that CBR programmes are spread to all districts.

Section 4: EVALUATION RECOMMENDATIONS

This section of the report covers the main recommendations arising from the evaluation. The recommendations have been differentiated with the same sub headings used in the evaluation findings for ease of reference.

4.1 Legislation, lobbying and advocacy

It was recommended that MPs should endeavour to influence policies and lobby for the following laws:

- ◆ MPs should ensure that the process of establishment of the National Council on disability including drafting and tabling the bill in Parliament is finalised.
- ◆ That all public buildings should be adapted to have a provision for access by people with disabilities, and that any new buildings should as a matter of policy be accessible to people with disabilities.
- ◆ On Communications Act, a provision should be made to make some telephone booths accessible to wheelchair users. The existing booths are very high, and it is difficult for a person using a wheelchair to use them.
- ◆ A Government White Paper on disability should be drafted by the Ministry in charge of Elderly and Disability Affairs, and presented to Parliament for debate and approval. Indications have been made by the Danish Council of the Disabled (DSI) that they are willing to support the process of developing the White Paper.
- ◆ A policy on Employment of people with disabilities should be formulated making provision for employers to formalise a quota system reserved for people with disabilities. The Policy should provide for government to employ job placement officers who would work hand in hand with organisations of people with disabilities to identify people with disabilities with qualifications in need of employment.
- ◆ MPs should lobby for a national budget to be provided for disability programmes. Such a budget should incorporate conditional and unconditional grants to organisations of people with disabilities, and other stakeholders in disability.
- ◆ MPs should establish a policy /research unit which should be based in Parliament so that it can work with other researchers who are based there and use their services and equipment. This evaluation strongly recommends this action to be expedited as a matter of urgency.
- ◆ Government should put in place mechanisms for supporting the development of Sign Language in the country, in collaboration with Uganda National Association of the Deaf (UNAD). District Councils should be lobbied to provide a budget for Sign Language training programmes in their districts.
- ◆ That MPs should lobby government to transcribe into Braille the Constitution and all Acts of Parliament with provisions on disability for the benefit of blind persons in the country. Blind councillors strongly requested for this support as it affects their performance because the existing legal documents are only in print.

- ◆ That MPs should review existing laws and Acts of Parliament to make them disability responsive.

Regarding the issue of councillors who are civil servants, the evaluation recommends that MPs should take this matter up with the authorities concerned, so as to seek an amendment to the Local Government Act, which would allow people with disabilities to remain civil servants while they at the same time serve as councillors. With exception of councillors who are members of the Executive Committee, who earn a salary, other ordinary councillors receive just an allowance which would not be adequate for them to live on, a situation which has compelled most councillors with disabilities to resign from their respective councils.

4.2 Education

It was reported that EARS Programme in the Ministry of Education has brailled different text books for use by blind and visually impaired children. The evaluation recommends that these books be made available to all schools where there are blind children, and districts authorities should be encouraged to contribute costs towards these books. Regarding lack of involvement of PWDs in EARS programmes in some districts, the evaluation recommends that MPs and NUDIPU talk to EARS headquarters staff with the view to improve on the situation.

In accordance with the Salamanca Statement on Inclusive Education to which Uganda is a signatory, MPs and NUDIPU should lobby government to train more teachers in special needs education. Efforts should be made to deploy trained teachers in special needs education to all districts.

Deaf people in Uganda note with concern that there is no single Secondary School for deaf students in the country. Even the existing primary schools for the deaf are privately owned and funded by NGOs. It is strongly recommended therefore that government establishes primary and Secondary Schools for the deaf at least one in each region, so that they can be able to qualify for higher institutions of learning. It was observed that whereas the provisions of the Salamanca Statement still stands, it is important to make differentiation in special cases where total integration may not be totally applicable.

Another matter of concern which was raised is the lack of braille reading and writing materials. MPs and UNAB should lobby government to provide funding for braille equipment and materials to be provided to those who need them. EARS as a responsible authority in this should be requested for support to the schools, including lobbying for recruitment of special needs education teachers in the districts.

It was noted as a matter of concern that there is a high rate of school drop outs of children with disabilities from the UPE programme due to problems they encounter such as long distances from home to school without mobility appliances in the case of physically disabled children, and lack of sign language in case of deaf children. It is recommended therefore that an analysis of the situation on children with disabilities under UPE

programme be carried out, with a view to establish their number by sex and disability category, so that their specific needs could be established and provided for.

Heads of schools should be sensitised about the need to make the school environment accessible to children with physical disabilities. Parents with disabled children should be sensitised about the need for them to take their children to school. If necessary the Children's Statue (1996) should be used as a tool to remind parents about their obligation. Able bodied children in schools should be sensitised on the needs of disabled children, with a view to promote peer support and confidence building among children.

Regarding affirmative action for disabled students, MPs should lobby government to formalise a policy on additional marks for disabled students to facilitate their entry into University and other higher institutions of learning.

4.3 Employment and economic empowerment

The evaluation noted that there has not been any comprehensive policy regarding the employment of people with disabilities in Uganda. As a result, most people with disabilities are the last to be hired and the first to be fired. Recommendations on improving access to employment of people with disabilities include:

- ◆ lobby organizations providing credit schemes to include people with disabilities who want to set up income generating projects.
- ◆ encourage employers to take on people with disabilities on trial basis, so that if they perform well they can employ them permanently. Sensitization workshops for major companies such as MTN, Celtel , Uganda Telecom Co. Nile Breweries, Coca-Cola, etc. should be organized to impress upon them the need to employ people with disabilities.
- ◆ lobby government to introduce tax incentives for companies which employ people with disabilities.
- ◆ lobby government to reserve a percentage of its workforce to people with disabilities provided they have the right qualifications for the job.
- ◆ Counseling and career guidance services should be established by NUDIPU and the Ministry in charge of disability affairs for disabled youth.
- ◆ MPs should examine the bill on employment in order to ensure that it has provision for people with disabilities.

4.4 Capacity building

It was recommended that MPs should make an effort to assist their constituencies to develop capacity especially in the areas of lobbying, advocacy through training programmes. MPs are expected to visit their constituencies regularly at least once a year in all districts they represent. An exception was considered for MP for women with disabilities who should visit at least half of the districts in a year.

On fundraising, it was recommended that MPs participate in fundraising events organised by people with disabilities in their constituencies and invite other MPs to support them.

The evaluation recommends that MPs should encourage NUDIPU and other stakeholders to organise exchange programmes for leaders of people with disabilities in different constituencies. It was also recommended that MPs should endeavour to visit other constituencies other than their own so that people with disabilities get to know them much better.

It was noted that some districts are redundant and lack direction, given the rather hurried nature in which they were formed so that they could participate in the local council elections. It is recommended that NUDIPU should now focus on strengthening its District Unions, including organising training programmes for councillors representing people with disabilities. Some of the training needs identified include, planning, proposal writing, budgeting, speech writing and public speaking techniques etc.

Regarding the size of the MPs constituencies which are very large compared to other MPs who represent a county, it is recommended that MPs lobby for more representation of people with disabilities to at least 2 representatives per region, taking into account gender balance. This would mean that regions would be divided into two sub-regions such as North West and North East, while there would be no need for one MP representative for women with disabilities. In addition, MPs should fundraise for logistical support to enable them reach their constituency more regularly. MPs are also urged to make more use of the existing structures such as councillors and district unions as well as stakeholders working in their constituencies.

In view of the persistent demands of the electorate for personal assistance from the MPs, it is recommended that the roles of the MPs as a political organ whose primary responsibility is to influence provision of services to people with disabilities be clarified to the electorate. The misconception that MPs have accumulated a lot of wealth and emancipated themselves needs to be cleared, so that a more developmental approach to the problems faced by people with disabilities is used as opposed to welfare approach. I am reminded by this recommendation of a common saying that "...you give a person fish and you feed them for one day, teach a person how to fish and you feed them for life". I would like to stress therefore that donations by MPs should be directed to development projects than to individuals.

It is unfortunate that MPs in Uganda are not given adequate resources to do their work including secretarial services and research officers as is the case in other developed countries. This evaluation strongly recommends that MPs should as a matter of urgency employ a secretary and a Policy / Research Officer to support them in their work. Organisations like NAD and DSI who have been briefed about this need should be followed up to seek their approval for funding for the MPs policy unit.

It is recommended that training programmes for councillors be decentralised to lower levels such as LC2 and LC3. Most of the training carried out so far has been concentrated at LC4 & 5.

Regarding the issue of insecurity in the country, MPs should be more active in peace initiatives, including pressurising government to find peaceful means of resolving the conflicts affecting the state. During the celebrations to mark the International Day of the Disabled, MPs in conjunction with people with disabilities should organize a peaceful demonstration denouncing war and insecurity in the country.

It was noted that some MPs make pledges which they do not fulfil, a situation which dismisses MPs as mere politicians who are professionals in making empty promises. This evaluation recommends that MPs should be frank with their electorate whenever unrealistic requests are made to them, and endeavour to fulfil what they commit themselves to provide.

4.5 Women issues

The evaluation takes note of the sentiments made regarding the absence of a strong autonomous organisation of women with disabilities, with structures that are representative of all women and democratic in nature. It is recommended that a Consultant be hired to undertake a situation analysis of existing organisations of women with disabilities in the country and recommend a way forward. There are two possibilities of dealing with the issue:

- a) Organise a national representative meeting of women with disabilities so that they can discuss their situation and form a new organisation.
- b) Explore possibilities of strengthening DWNRO to become a fully fledged national organisation of women with disabilities in Uganda.

Recent discussions with authorities from the Danish Council of the Disabled (DSI) indicated that the organization would be willing to fund a consultant to look into women issues, as well as facilitating a national workshop to chart the way forward for women with disabilities in Uganda. The onus is on the women to make this a reality.

It was found out during the evaluation that countless interventions had been made by the MPs and NUDIPU to resolve the internal conflicts in UDWA with no success. I would like to recommend that UDWA be advised on possibilities of forming a smaller organisation of women with disabilities in Kireka, possibly with a new name and a specific coverage depending on their capacity. This organisation may seek affiliation to the forthcoming national women's organization if efforts in this direction bear any fruits.

Regarding support to women with disabilities to seek maintenance for their children, this evaluation recommends that MPs lobby for a review of the existing laws of affiliation, with a view to seek redress where problems have been encountered. NUDIPU, MPs and

women with disabilities organisations should lobby for legal aid support for women with disabilities whenever they have a case to put to court.

Workshops on legal rights education should be organised to sensitise women with disabilities about their rights. Disabled women organisations and NUDIPU Gender Programme should spearhead the process of organizing the training.

Women participants to the evaluation recommended the formation of women committees at district levels. It was noted that the constituency for MP women with disabilities is national, and in the absence of structures at district level, it would be impossible to adequately handle the issues of women meaningfully. Now that the MP for women has support staff, there is need for to delegate some of her constituency work in the field to her staff.

A workshop should be organized to sensitize other women members of Parliament on the issues and concerns of women with disabilities, including legal aid service providers.

4.6 NUDIPU/ MP relationship

A) Communication

A number of issues surfaced during the evaluation which speak volumes of the perceived conflict between the two. There is a problem of poor communication between NUDIPU secretariat and the MPs. This evaluation recommends the following measures:

- ◆ Regular meetings between the MPs, NUDIPU Board and Secretariat should be organised to iron out some of the misunderstandings that may crop up from time to time.
- ◆ MPs should make an effort to visit NUDIPU offices regularly so that communication between them and the secretariat can be improved. MPs could use the opportunity of visiting NUDIPU offices to get information on some of their constituency concerns which may have been brought to their attention via NUDIPU.
- ◆ MPs should share information on their plans, activities, achievements and challenges with NUDIPU secretariat, so that they can in turn share with the District Unions.

B) Roles of NUDIPU organs and reporting

The roles of MPs and councillors should be clarified through organizing more workshops on the roles of various organs in NUDIPU. There is need to follow up on the NUDIPU clinic held on 13 February, 1999 so as to analyse more critically the roles and reporting relationship between the MPs, councillors and other organs of NUDIPU. Given the different views regarding who the MPs should report to expressed during the evaluation, I recommend that for the time being, MPs should continue reporting to their constituency until the next General Assembly, when the issue could be further discussed and resolved.

C) Competition for same funds

NUDIPU staff expressed their concern about a potential threat to funding of NUDIPU activities if the MPs continue to request for support from the same funders to undertake similar activities as those run by NUDIPU. The examples given were training of councillors and newsletter production. The evaluation found out that funders do not mind about this, given that they view their support to the MPs as support to NUDIPU. Funders believe that the work of MPs represent part of NUDIPU's advocacy work which should be supported, and NUDIPU's budget has not been affected by the support the MPs have got from funders. In the light of this therefore, I would like to recommend that MPs should make concerted efforts to share information with NUDIPU secretariat concerning the proposals they have submitted to funders and for what purpose. What is important to note for the future is that the work of MPs should be complementary rather than conflicting with NUDIPU.

It should also be noted that the MPs Newsletter acts as an information tool for them to reach their constituency specifically focussing on the work accomplished, challenges encountered and future plans. This was decided by the MPs given the difficulties they faced due to lack of resources to cover large constituencies. The NUDIPU newsletter on the other hand serves as an information tool on disability in general, and NUDIPU activities in particular. From the evaluators point view, both newsletters are necessary, and funds permitting they should continue to be produced even more regularly.

D) NUDIPU's role and direction

The evaluation raised an important question regarding NUDIPU's primary focus in the future given its growth and political advancement. The evaluation recommends that workshops be organised involving all NUDIPU's constituent parts, to examine the role of NUDIPU vis a vis its member associations and its component organs. It is evidently clear that NUDIPU's future lies in the strength of its District Unions capacity to take on some of the programme work, while the center focuses on coordination and networking with stakeholders in addition to its lobbying and advocacy role.

E) MPs own secretariat and a policy /research unit

NUDIPU secretariat and some members of the Board strongly feel that MPs should not establish their own secretariat, purporting that it would divide NUDIPU. This evaluation recommends that the MPs policy unit should be based in Parliament, where MPs can easily have access to information they need as opposed to NUDIPU offices. Besides, Parliament has set up a Research Unit with 15 or more researchers based at Parliament. The Research unit has all the basic infrastructure they need for their work including access to the internet. There is no doubt that it would be to the MPs advantage to tap into the already existing system in Parliament, including submitting a proposal for support to USAID who are the funders of the research unit at Parliament.

Regarding the research unit being planned by NUDIPU to support the MPs, the evaluation recommends that this be put in place and extended to support councillors representing people with disabilities. There should be close collaboration between both units for coordination and sharing of information.

E) Vision 2025

The evaluation noted the important process which has been going on in the country regarding Uganda's Vision for the year 2025. I would like to recommend that NUDIPU makes an effort to share information about this especially on the views of People with Disabilities with the District Unions.

4.7 Awareness creation, information collection and dissemination

The evaluation noted that the MPs Newsletter was not widely circulated, given the limited number of copies which were produced. It is recommended that more copies of the Newsletter be produced and the mailing list expanded. Information about the mailing list should be shared among all the members of the group for purposes of updating it from time to time.

In order to improve on the work of Councillors representing people with disabilities, sensitisation workshops on disability issues should be organised for different District Councils, so that they can be able to support disability issues in council debates.

MPs should make an effort to improve on the newspapers and radio coverage of their work. The evaluation recommends that there should be at least a consolidated article in the Newspapers once a month covering what has been done and achieved by the MPs as a group. Regular radio and T.V Programmes should also be organised to supplement the newspapers.

In order to improve on information collection and dissemination between the MPs and the constituency, it is recommended that MPs work very closely with District Unions within their constituency for purposes of information collection and dissemination.

People with disabilities who participated in this evaluation recommended that sensitisation workshops be organised to enlighten them on the forthcoming referendum. MPs in conjunction with NUDIPU should make this a priority for this financial year.

In conclusion, MPs were cautioned to guard NUDIPU jealously, so that they can use their political muscle to strengthen NUDIPU. I would like to echo this observation by noting Jasmine Whitebread's remarks in her farewell speech to NUDIPU, that NUDIPU faces a challenge of making a clear distinction between politics and management. It should be noted that NUDIPU needs all its constituency parts to prosper and there is need for respect for each of the organs roles and contribution in the attainment of NUDIPU's objectives.

4.8 Ministry of Disability and Elderly Affairs

A number of ideas have been noted from the evaluation regarding the role the Ministry is expected to play in advancing services for people with disabilities in the country. Section 3.8 above has the details. In view of the ideas generated, it is hereby recommended that a special consultative workshop is organised involving all the stakeholders and the disability movement to further build on the ideas which have come out of this evaluation. These ideas will form the basis of the Ministry's core program of action.

4.9 Vocational training for people with disabilities

There is a general outcry among people with disabilities and stakeholders in the disability field concerning the pathetic situation of Vocational Rehabilitation Centers in the country. Most centres have since been idle due to lack of funding, and the buildings are dilapidated and require renovation. It is strongly recommended that the Ministry takes responsibility to revive the vocational training programmes, while efforts are made to prepare the districts to take on the responsibility in future in line with the decentralisation system of governance. Given the limited training facilities for people with disabilities in the country, MPs and NUDIPU should lobby other training institutions to include people with disabilities.

4.10 Assistive devices/ mobility appliances

In view of the difficulties faced by people with disabilities regarding the high costs of orthopaedic appliances, this evaluation recommends the following:

- ◆ That MPs in conjunction with NUDIPU put pressure on Government through the Ministry of Health to provide a realistic budget for orthopaedic appliances. The current level of budget provided by Ministry of Health is far short from meeting the demand for orthopaedic appliances in the country.
- ◆ MPs and NUDIPU should organize sensitization workshops for high ranking Ministry of Health officials, with a view to influence them to consider medical rehabilitation of people with disabilities as very vital to the lives of those who require the service.
- ◆ MPs and the Ministry in charge of Elderly and Disability Affairs should lobby Government to solicit for financial support from donors to supplement the Ministry's budget for production of orthopaedic appliances.

5. CONSULTANT'S OBSERVATIONS AND COMMENTS

5.1 Introduction

This section of the report covers the consultant's observations and comments which emanated from the issues raised during the course of the evaluation. I have singled out some key contentious issues which I felt needed to be highlighted in my observations.

5.2 Competition for same funds

I listened with interest the concerns of NUDIPU regarding competition for the same funds with the MPs. I would like to emphasise that in fundraising donors give people and fundable ideas and not institutions. I believe that NUDIPU will continue to attract funding as long as it continues to be transparent and accountable to its funders and in its operations. On the other hand, it is also fair to appreciate that NUDIPU cannot operate like a "Government of Disabled People" through which all disability funding should be channeled. The observation I make on this issue is that there is need to recognise that disability work is astronomical and there is no way it can all be accomplished by a single entity like NUDIPU. MPs, Government, and stakeholders have a role to play, and this calls for financial resources.

5.3 NUDIPU constituent organs are they branches or affiliates?

This evaluation gave me an insight to ask a very pertinent question regarding NUDIPU members. It occurred to me that NUDIPU needs to differentiate whether its member organisations are branches or affiliates. I dully understand from my involvement with NUDIPU that NUDIPU members are affiliates who are autonomous and are responsible for developing their own programmes and fundraising for them. There is an element of confusion when NUDIPU treats its constituent parts as though they were branches which means that the centre would be responsible for their functional capacity including providing personnel and finances. The reason I am raising this is because there were concerns expressed during the evaluation that NUDIPU should not attempt to control single handedly all its constituency parts, but should focus on coordination and collaboration among its organs. The MPs particularly are concerned why NUDIPU wishes to control them as an organ and yet it does not control its other constituent parts.

5.4 Perceived role conflict and "hijack" of NUDIPU role by the MPs

I heard very loudly and clearly that MPs have hijacked the role of NUDIPU especially in fundraising , newsletter production and training of councillors. I take note of the concerns raised which implied that MPs were doing this to strengthen their political muscle. For all intention purposes, there is need for the roles to be clarified and activities defined in accordance with each organ's role. As an evaluator, I have no reservation about the newsletter production by the MPs because it addresses the crucial issue of information flow and dissemination. On the other hand, training of councillors should be the

responsibility of NUDIPU to organise while MPs could be called upon to facilitate the training given their experience in political decision making and advocacy work. Given the current scenario where many people going into training of councillors, NUDIPU has to ensure that there is effective coordination among the various players in training .

NUDIPU also needs to be vigilant about conflict of interests at other levels other than the MPs alone. For example, I was meant to understand that the Ag. Director who participated in this evaluation is a Board member of NUDIPU, who was appointed irrespective of the fact that there were other qualified full time staff members who could have assumed this role. Is this not conflict of interest of the highest order? NUDIPU should learn to avoid being accused of creating “Jobs for the boys” at the expense of its credibility, professionalism and integrity.

5.5 MPs own secretariat

The issue of whether MPs should establish their own secretariat or not is another borne of contention which needs to be resolved amicably. The expressed fear that this would weaken NUDIPU needs to be allayed. The MPs secretariat will have a specific function to play in supporting their work, and it's the MPs themselves best placed to manage such a resource related to their work. The notion that this should be a NUDIPU controlled resource / staff assumes that NUDIPU will have direct responsibility of their management and this pinpoints to effectiveness and relevance of the service that MPs require. I imagine that this situation would be very difficult if the MPs have no direct control of the staff meant to do their work. As recommended in section 4 of the report, the MPs policy unit should be based in Parliament for ease of reference and quick consultation.

5.6 Training programmes and use of professionals

NUDIPU has reached a stage where it faces a momentous task of coherence and cohesion and the need to strengthen its professionalism cannot be over emphasized. NUDIPU cannot afford mediocrity at this stage of its development for the sake of utilising ONLY people with disabilities. It is high time NUDIPU moves away from activists enthusiasm to upholding professionalism and integrity. It is very vivid in my mind that some PWDs were not happy with MPs when they hired professionals to carry out training of councillors. The vexing question however relates to NUDIPU 's capacity to handle all aspects of training without seeking external expertise. This attitude if it continues will only re-enforce segregation of people with disabilities and thwart the efforts being made in capacity building. I also take note that MPs erred in the way information about the training was concealed until the very last minute, a situation which led to suspicions and mistrust.

5.7 Communication and information flow

The intention of this evaluation is not to pass judgement in the negative sense, but in this respect, I wish to diagnose that communication between the MPs and NUDIPU left a lot to be desired. The major cause of some of the conflicts is lack of adequate information

and this issue needs to be addressed with a lot of energy and expediency it deserves. The absence of regular meetings between various organs in NUDIPU to iron some difficulties as they crop up from time to time needs to be given serious attention. At this stage, I wonder if NUDIPU could revive the annual Representatives Meeting to address the issue of communication from the headquarters to the grassroots at least once a year.

5.9 Individual views and opinions vis avis organisational views.

I wish to echo some of the sentiments made during the course of this evaluation about some of the issues raised regarding the perceived conflicts between NUDIPU and MPs. One of the concerns for example is the extent to which an individual's opinions should be taken as the rule of the majority. I wish to elaborate on this by giving an example of the NUDIPU clinic that took place on 13 /02/99, at the end of which, it was unanimously agreed that MPs could establish their own secretariat, fundraise for their activities provided they give information to NUDIPU. I was astounded when the very issues which were discussed and resolved in the NUDIPU clinic surfaced again during the evaluation. The question of individualism vis avis organisational views needs to be given ample consideration in future when issues of contention are discussed in NUDIPU. In my view, to allow individual opinions to constitute the overall organisational view is a fallacy.

5.10 MPs as NUDIPU Board of Directors

I have serious reservations about the current arrangement in NUDIPU where MPs are represented on the Board of Directors as policy and decision makers. I appreciate that this move was taken during the 1997 NUDIPU upheaval, and in the aftermath of the crisis, MPs really played an influential role in restoring the organisation on track. Now that plans are under way to recruit a substantive Director, who assuming other factors constant will lead the organisation into the new millenium, will it still be necessary for MPs be on the Board? Is there no conflict of interest with this kind of arrangement where MPs could be attempted to make policies and decisions in their favour? I am not saying this has happened so far, but do we have guarantees that it will not happen in future?. My recommendation is that MPs should have a representative on the Board with the Ex-officio status.

5.11 National Council on Disability

I am informed that the process to finalise the establishment of the National Council on Disability has been slow, and while the Norwegian Disability Council are very eager to support, progress on the ground has not been up to the expectations. This evaluation recommends that matters concerning the establishment of the National Council by an Act of Parliament be executed expeditiously. NORAD for example has been keeping funds for the National Disability Council since last year, which has not been utilised due to lack of concrete progress and proposals from this end.

6. CONCLUSION

I wish to conclude this report by saying that it has been an interesting exercise and on my part, I have enjoyed listening to the issues raised and putting them down in this report. The MPs equally appreciated the value of this exercise and in their words they made the following remarks:

- ◆ We are all the time learning , and we should be courageous enough to appreciate that we do not know as much as we think we know (Hon James Mwandha)
- ◆ This exercise has been helpful to me, I now know what the people expect me to do (Hon Florence Ssekabira)
- ◆ The challenge of education and economic empowerment of people with disabilities still haunts all of us Members of Parliament (Hon Alex Ndeezi)
- ◆ People have been very frank in the issues they have raised, it is up to us the MPs to improve on the weaknesses (Hon Margaret Baba Diri)
- ◆ This has been a successful exercise, it should have been carried out even much earlier. (Hon Hood Katuramu)

7. APPENDICES

1. List of participants
2. Newspaper cuttings
3. List of abbreviations used
4. Evaluation Programme

GLOSSARY OF ABBREVIATIONS USED IN THE REPORT

1. PWDs - People with Disabilities
2. MPs - Members of Parliament
3. TOR - Terms of Reference
4. NUDIPU - National Union of Disabled Persons of Uganda
5. DSI - Danish Council of the Disabled
6. CA - Constituency Assembly
7. NGOs - Non Government Organisations
8. NAD - Norwegian Association of the Disabled
9. DWNRO - Disabled Women's Network and Resource Organisation
10. LC - Local Council
11. UDWA - Uganda Disabled Women's Association
12. DPOs - Disabled Peoples Organisations
13. UNAB - Uganda National Association of the Blind
14. UNAD - Uganda National Association of the Deaf
15. EARS - Education Assessment Resource Centres
16. UPE - Universal Primary Education

LIST OF PARTICIPANTS OF THE EVALUATION WORKSHOPS

Northern Region

1. Ayia Palma Lilly
2. Agovule Cecilia
3. Adraka Wilson
4. Opoka Gabriel
5. Janet Amulla
6. Adrali Olego
7. Orichi Isaac
8. Anyama Saulo
9. Ataka Margaret
10. Orachi Yakobo
11. Francis Adongo Alli
12. Sidonia Ogaba
13. Opio John
14. Susan Akomele
15. Ben Alwodo
16. Rashid Opori
17. Margaret Odot
18. Moses Odongo
19. Mary Ewucu
20. Abonyo Agnes (guide)

District

- Adjumani
Moyo
Arua
Nebbi
Nebbi
Moyo
Moyo
Adjumani
Arua
Gulu
Apach
Kitgum
Lira
Lira
Lira
Lira
Apac
Lira
Lira
Lira

Eastern Region

21. Kayanga Elizabeth
22. Gubi Samuel
23. Kyomala
24. Amuge Saforoza
25. Opio Keneth (guide)
26. Kakai Sarah
27. Joshua Kidon
28. Mutagobwa F.
29. Hon James Mwandha
30. Ekrutoi Thomas
31. Kyakulaga John (observer)

- Iganga
Jinja
Jinja
Soroti
Soroti
Tororo
Moroto
Kamuli
MP
Katakwi
Kampala

Western Region

32. Ngirumpaste Dasan
33. John Mulumba
33. Twinomujuni Joash
34. Rutakyengyerwa Emmanuel
35. Kiggundu Jocylene
36. Mugyenyi Jopheth
37. Rashidi Irumba
38. Asiime Eunice Mugabi
39. Nyandera John
40. Byaruhanga John (guide)
41. Kabona Rosemary
42. Baluku Peter
43. Kaseregenyi Wilson
44. Hon Hood Katuramu

Kisoro
Kibaale
Ntungamo
Kabale
Rukungiri
Bundibugyo
Hoima
Mbarara
Kabarole
Kabarole
Kababrole
Kasese
Masindi
MP

Central Region

45. Nsamba Joseph
46. Haji Wamala
47. Kazibwe Stephen
48. Kinubi Francis
49. Mukooza Kiwunda
50. Nsereko Meddie
51. Hon Kasim Yawe Musoke
52. Haruna Ssendagire
53. Lubega Kigudde
54. Florence Mukasa
55. Barry Peter Oluoch
56. Ssalongo Byekwaso
57. Joe Ssekitoroko
58. Hamsati Muvule
59. Erisa Ssentamu
60. Buule David
61. Rwakashenyi Salongo
62. Atwine Jesca (guide)
63. Buule Joseph (guide)

Kalangala
Kampala
Kiboga
Kampala
Luwero
Rakai
Kampala
Kampala
Nakasongola
Kampala
Kampala
Mukono
Kampala
Kampala
Mukono
Kampala
Ssembabule
Kampala
Kampala

Women workshop

64. Chandiru Francis
65. Nalubega Afuwa
66. Kakai Rose
67. Katusime Robina
68. Agovule Cecilia
69. Ayia Palma Lily
70. Mary Bizike Nalongo
71. Florence Mukasa
72. Akomele susan

Kampala
Kampala
Jinja
Masindi
Moyo
Adjumani
Kireka
Kampala
Lira

73. Asimwe Eunice Mugabi
74. Aber Grace
75. Betty Kinene
76. Kakai Sarah
77. Betty Kwagala
78. Florence Kyomala
79. Sarah Kazibwe

Mbarara
Gulu
Mpigi
Tororo
Kabarole
Kampala
Kampala

Stakeholders workshop

80. Hon Florence Nayiga
81. Hon James Mwandha
82. Hon Alex Ndeezi
83. Hon Margaret Baba Diri
84. Hon Hood Katuramu
85. Maria Kangere
86. Edward Kasolo Kimuli
87. Henry Mukasa
88. Agnes Kalibala
89. Aliphonse Nkusi
90. Fred Lukabwe
91. Francis Kinubi
92. Benon Ndaziboneye

Minister of State
MP
MP
MP
MP
COMBRA
UNISE
Observer
ADD
USDC
UNAB
UNAB
NUDIPU

REF: EVAL2202.9MT

Proposed schedule of events for the evaluation of the MPs work

1. Desk study of information (documents) made available by the MPs
4th – 5th March 1999
2. Data collection from the Constituencies
 - a) Northern region 13-14 March 1999
 - b). Western region 16-17 March 1999
 - c) Central region 20 – 21 March 1999
 - d) Eastern region 27 –28 March 1999
 - e) Women 22 – 23 March 1999
3. Evaluation workshop 9 –11 April 1999
4. Briefing of the MPs of the evaluation findings for analysis 13 April 1999
5. First draft report 20 April 1999
6. Final report 30th April 1999

Actions

To agree on the criteria for selecting participants for constituencies.

The MPs to avail the relevant information such as Manifestos, newsletter, reports on their activities ,plans etc.

The MPs to inform the constituencies of the planned evaluation. A letter to this effect to be circulated to the constituencies.

To assign the responsibility of organising the local meeting place to some one on the ground.

The MPs to formalise the contract of service for the consultant.

To agree on the number of the copies of the reports to be produced. — 20

Consultant to develop the evaluation workshop programme.

MPs to decide on the venue for the evaluation workshop and make a booking.

More children with disability are going to school, thanks to Ikwera Negri Primary School

Apac's new hope for the disabled

THANKS to the Education Assessment and Resource Services, there are now more schools for the disabled. That is why of the 316 pupils at Ikwera Negri PS, 250 have various disabilities. The school was started in 1985 by Sandriano Nyanga, a specialist teacher in disability. Denis Ochwich reports



DENIS OCHWICH

RECOGNISED: P5 pupils of Ikwera Negri PS during a lesson. Centre is Jennifer Ajok who uses her feet to write.

IN the past, many disabled children were not going to school. Parents considered them useless and thought there was no need to send them to school. Today the story is different. With the establishment of Uganda National Institute of Special Needs Education (UNISE) and the department of Education Assessment and Resource Services (EARS), by the Ministry of Education, the community is getting sensitised on the rights of the disabled. More disabled children are now going to school. As a result, a number of vocational and primary schools for the disabled are being opened in the district. Ikwera Negri Primary School in Aduku, Apac district. The school which is mixed boarding, currently has 250 disabled children out of a total of 316 pupils. "Most of these children had been abandoned. But we are bringing them hope."

says the school's Deputy Headteacher, Mr Sarafino Ochaka. "Parents have a negative attitude towards disabled children," he notes. The school has children including the physically handicapped, mentally retarded, impaired hearing and those with multiple disabilities. Ikwera Negri PS was founded in 1985 by Sandriano Nyanga a specialist teacher on disability. It began humbly with only P1 but eventually other classes followed. The school first took part in the Primary Leaving

Examinations (PLE) in 1996. "We admit children from the whole of northern region including West Nile. The offices of EARS at each district know where the disabled children are, and they direct them," he says. The school now aided by government, is headed by Sister Agnes Driciro. Although it was initially intended for only those with disability, a few abled ones are now being admitted. Ochaka says: "The able bodied ones are admitted to help the disabled. They

wash their clothes, bath them, take them to the toilet and give other assistance." To create a sense of unity, the physically handicapped study in the same class with the abled ones. "The disabled ones are excelling in class," Ochaka says. "We are proud of our good academic performance." "We are competing with other schools. Since 1996, all our pupils who sit PLE pass," boasts the deputy school head. Last year all 26 PLE candidates passed, he adds. At least 20 of those who

have completed their primary education at the school enrolled in vocational centres. Others are pursuing their secondary education. In the 1996 PLE, the best boy and girl in both Lira and Apac districts, Armstrong Otto and Rose Adong respectively, came from the school. Otto is now in S3 at Comboni College, Lira, while Adong is in S3 at Sacred Heart SS, Gulu. Ochaka says the school plans to introduce a vocational wing so that after P7 the children can start vocational training such

as carpentry, shoe making and tailoring, straight away. But one of the major problem the school is facing is lack of specialist teachers for sign language. Out of a total of 19 teachers, only one, Irene Mary Alaba, is a specialist from UNISE. Other problems include lack of funds. "We appeal for assistance from the district and non-governmental organisations (NGOs). Our objective is to train disabled children to become self reliant," Ochaka says.

The school which is currently being supported by Christian Children's Fund (CCF) also has a problem of feeding and accommodation. There are enough classrooms but dormitories and teachers' houses are inadequate. "We are forced to limit the intake because of accommodation problems," Ochaka laments, adding that each disabled child pays a fee of sh70,000 per year while the abled ones pay sh45,000 per term. They also contribute beans and posho in kind. Ochaka says some children are being sponsored by the district rehabilitation department, while others are being sponsored by NGOs. "But some parents just dump the children here and stay for a year without following them up," he says. "Parents still need a lot of sensitisation. They should start treating disabled children equally with their able-bodied colleagues. They are all important," he concludes. But the sun continues to shine on Ikwera Negri Primary School.

'Some parents dump their children here and stay for a year without following them up'

Monday, March 29, 1999

Funds cripple orthopaedic unit

By Milton Olupot

LACK of funds has crippled the the National Orthopaedic workshop at Mulago Hospital, the head of the Orthopaedic Department, Dr. Edward Naddumba, has said.

Briefing the Minister of State for Disabled and Elderly, Mrs. Florence Naiga Sekabira, Monday, Naddumba asked her to appeal to government to narrow the gap to help the over 40,000 persons with disability who need physical rehabilitation.

Naiga, who was visiting the hospital to acquaint herself with the medical rehabilitation services to people with disabilities, expressed concern when she was informed that there was a funding gap of 76%, reducing the production levels to as low as 25%.

Naddumba said the workshop had been operating under the co-funding from Oxfam, ICRC, USAID British Red Cross Society and Handicap International who have since left.

The workshop provides simple appliances to the disabled patients to aid mobility.

Payment of staff, purchase of materials, repairs and maintenance of machines, have been affected.



ARTIFICIAL LIMB: Naiga at Mulago hospital last Monday.

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Din

Amend Local Govt Act — disabled

Participants at a one-day workshop to evaluate the performance of MPs for disability after 3 years in office have called for the amendment of the Local Government Act to accommodate the interests and human rights of persons with disabilities.

They also called for monthly salaries to councillors instead of allowances which are inadequate.

The workshop held in Arua, April 6 was organised by the National Union for Disabled Persons in Uganda (NUDIPU) and attended by two representatives each from the districts of Moyo, Arua, Nebbi and Adjumani.

They recommended that regional constituencies for MPs with disability be reduced to district level.

They also recommended that government should be more serious with security to reduce disability.

They called for more financial and material support for disabled persons in Uganda.

Disabled Day for Arua — MP

MP for the disabled Northern, Margaret Baba Diri has disclosed that International Day of the Disabled in Uganda will be celebrated in Arua, December 3.

She was addressing a workshop to evaluate the performance of disabled MPs in Arua, April 6.

She disclosed that she has received 300 iron sheets on behalf of northern Uganda disabled persons as a contribution towards schools' rehabilitation.

She said the iron sheets will be shared among the districts in her constituency with Lira, Gulu and Arua getting 50 each.

Arua LC-V representative for the disabled, Joseph Drasi suggested that funds for the disabled be channelled through their district unions but not under district directorates.

Consultant for disability and development, Macline Twimukye facilitated the workshop.

Women sensitised on taxes

Vurra LC-III secretary for women, Dina Batimbaya has said many people consider graduated tax as a punishment to men.

She was part of a seven-person team that is sensitizing the masses on the benefits of taxes.

Addressing people in Ringili, Nyio and Ejupala markets recently, she noted that women are the back-bone of agriculture which constitutes the main source of household income.

Vurra LC-III vice chairperson, Evelyn Obiale said men should look at women as partners but not rivals in decision making and domestic resource management.

She disclosed that under decentralisation policy, 65 per cent of revenue is now retained in the sub-county.

All stories by Dawin Dawa

In Arua