

**NATIONAL UNION OF DISABLED PERSONS OF UGANDA  
(NUDIPU)**

**PROPOSAL ON**

**TRAINING AND EDUCATION OF YOUNG PEOPLE WITH  
DISABILITIES IN UGANDA**

**SUBMITTED TO**

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## BACKGROUND

### 1.1 Introduction

The National Union of Disabled Persons of Uganda (NUDIPU) is an indigenous umbrella NGO of persons with disability that brings together all categories of disabilities including the physically, sensory and mentally impaired people. It was formed in Nov. 1987 by the then existing associations of persons with disability which came together to break the tradition that tended to divide them along medical lines and resolved to work in coalition.

NUDIPU's mission is to create a unified voice of persons with disability in order to advocate for equalisation of opportunities, involvement and participation in policy planning and implementation of disability programs in close co-operation with the government, NGOs and the general public. The main purpose is to influence the provision of services in favour of persons with disability in Uganda. It protects the interests of all people with disability regardless of their age, gender and category of disability and advocates for equal rights, participation and access to opportunities like any other citizen of Uganda.

The current membership of NUDIPU is the 56-district coalition organisation referred to as District Unions. Besides, there are National Uni-disability organisations that are associate members of NUDIPU. These are Uganda National Association of the Blind (UNAB) and Uganda National Association of the Deaf (UNAD).

NUDIPU currently undertakes the following programs in line with her mission;

**Advocacy and lobbying:** targeting policy makers at various levels, undertakes research into political, economic, social and cultural trends and how they affect persons with disabilities, writing of position papers and press releases as well as establishing a data bank on the number of persons with disabilities in the country. It is aimed at influencing state policy and provision of services to persons with disabilities. To date under this program, NUDIPU has registered among others the following achievements:

- 5 Members of Parliament to represent PWDs in the National Legislative Assembly.
- Awareness creation through newsletter publication, radio and TV programmes, sensitisation workshops for policy makers, and use of print media to produce information on disability issues.
- Secretaries for disabilities on all village and parish councils in the country.
- A total of 47,000 political representatives in political governance.
- Improved PWDs participation in the establishment of Community Based Rehabilitation (CBR) Programme, which is a government initiative to deal with disability issues.

- Influenced Parliament to enact laws with provisions on disability which include UNISE Act, the 1998 Land Act among others.
- Integration of disability provisions in the national constitution and its related Acts for instance Parliamentary Elections Statute 1996, the Children Statute 1996, Others are Local Government Act 1997, the Land Act 1998, the Rules of Procedure of Parliament, the Uganda Communications Act 1997, the Uganda Traffic and Road Safety Act 1998 and the Movement Act 1998, UNISE Act.

**Networking and Co-ordination:** This is a strategy that is used in advocacy to interface with players in government organs both at national and local levels, NGOs and CBOs through meetings and workshops for purposes of co-ordination, information sharing and training to maximise the use of limited resources available in the provision of services to persons with disabilities in the country.

**Gender and Development:** involves HIV/AIDS education, legal training, family planning, gender and training of resource persons and awareness raising. The program is intended to enable NUDIPU make and implement, right from national to membership level, gender responsive programs and bring women with disabilities to the fore-front to advocate for their rights and get involved in decision making processes within the Disability Movement and eventually penetrate public life. This program led to the birth of the National Union of Women with disability in Uganda. NUWODU is now a reliable partner in promoting gender equity in NUDIPU programmes. It should be noted however, that this program has not been implemented for the last three years due to lack of support despite its importance to people with disabilities in Uganda.

**Capacity Building:** involves recruitment of staff at the centre and appraising them, provision of training to the leadership both at NUDIPU Board and membership level. Exchange programs, formation of District Cross Disability Coalitions in districts, continuous implementation and monitoring and evaluation of NUDIPU key areas. The program aims at building capacity at both the centre and at membership levels by increasing the efficiency and effectiveness of personnel. This is done through equipping these leaders with skills to enable them manage their own organisations and meet challenges they encounter from time to time.

To-date NUDIPU has acquired competent, skilled and experienced staff in key positions at national level and at the same time acquired assets for the implementation of the stated programs.

**Economic Empowerment:** involves the provision of skills in Start and improve Your Business (SIYB) for persons with disabilities that intend to be entrepreneurs. NUDIPU links PWDs entrepreneurs with micro finance institutions, including government programs to enable persons with disabilities access credit. The program is intended to create self-reliance and self-

employment among persons with disabilities. It also attempts to mitigate negative attitude of employers who have always equated disability with lack of ability to perform. Among other things it has build self esteem and dignity of a person with disability as a full contributing family man/woman in society. Provide persons with disabilities with an opportunity to gain experience in managing loans, as a process of preparing the person to get permanent access to credit institutions.

It should be noted that all the above programs are implemented in a general manner that is without special emphasis of any category of PWDs like the youth.

## **1.2 The Analysis of the position of youth with disabilities**

The entire population of Uganda is about 24 million people of which 58.5% comprises of the youth. Of the 24 millions, PWDs constitute approximately 2.5 million people, which implies youth with disabilities are approximately 1,457,500.

Attempts to establish a separate organisation of the Youth with disabilities has always met snag arising out of lack of organisational development skills, lobbying and advocacy. The youth generally have not adequately been mobilised into the disability movement ( to identify and play their roles in contributing towards promoting the growth of the disability movement). The level of awareness on disability issues is inadequate and this limits their involvement in NUDIPU and the wider community development activities. The District Union structures as an opportunity for realisation of their decentralisation processes. They however have concerns that:

- The youth are not represented on the district Union Executive Committees.
- The special needs of the youth are not reflected in the activities of district Unions and yet NUDIPU is not doing much to ensure participation of the youth with disabilities especially the blind and deaf in district union activities.

NUDIPU is proposing a strategy to improve the participation levels of youth with disabilities not only in the disability movement but also in the entire country. These will be possible by building the capacities of the youth with disabilities in:

- Leadership: to efficiently and effectively manage their Associations
- Lobbying and advocacy: to articulate the concerns of PWDs
- Democratic process: to appreciate the process of democracy in organisations and institutions.
- Communication: effective communication as a system of sharing information
- Team building, visioning, policy development: to strengthen internal being of organisations.
- Project management: to get skills of fund-raising, resource management and planning.
- Constitutionalism; appreciate constitutional processes, existence of policies and systems to moderate or govern processes.

- Organisational development and the challenges of growth involving conflicts

#### **1.4 Why District Unions**

At the time of their formation, District Unions' roles were perceived to among others include:

- a) Serve as full members of NUDIPU thus obliged to electing through their delegates to NUDIPU's General Assembly and the National Electoral College for the election of Board of directors and MPs representing people with disabilities in Parliament respectively.
- b) Mobilising people with disabilities to participate in the development process of their communities thus political, social and economic activities in their Districts.
- c) Lobbying and advocating for equalisation of opportunities, service delivery, policy influence in favour of people with disabilities in the districts.
- d) Networking and collaborating with NGOS, Local Governments and donor agencies working in their Districts for inclusion of and service delivery to PWDs.
- e) Co-operating with Councillors for people with disabilities in order to influence policies and budgets in favour of PWDs in the districts.
- f) Providing information that is relevant to the development of PWDs to policy makers, people with disabilities, and the general public.

#### **1.5. The obligations of NUDIPU towards the District Unions**

As full members of NUDIPU, District Unions have certain direct benefits expected from NUDIPU as are determined by the provisions in the constitution. Some of the obligations are however implied in the relationship between the two. These include among other things:

- a) Building the capacity of District Union, including their leaders and Development Committees, through training in leadership skills, financial management, lobbying and advocacy skills, fund-raising and provision of information.
- b) Lobbying government and NGOs for funding to support the activities of District Unions.
- c) Receiving reports on key advocacy issues from the District Unions, taking these up with relevant authorities at national level, and giving feed back to the unions on action taken.
- d) Providing information to District Unions on decisions of the Board of Directors that have a bearing on the activities of District Unions and their members.
- e) To carry out their needs assessment aimed at developing programmes and services for disabled people at the district.

- f) Providing leaders of District Unions with assistive devices to facilitate their movement to facilitate their mobilisation role.
- g) Giving timely feedback to District Unions on reports generated at district and lower levels.
- h) Supporting and promoting the development of democratic practices and values in District Unions, including carrying out regular elections, promoting accountability, etc.
- i) Supporting District Unions to develop sound management and administration systems for effective and efficient management.
- j) Linking up the district unions to other development partners both within and without the district.
- k) Supporting District Unions in the area of conflict resolution.

### **1.7 Statement of the Problem**

Time immemorial youth with disabilities have been isolated, their rights as individuals to development violated and their potential contribution to society neglected. NUDIPU emphasises democratic system of governance where leaders of PWDs right from the village to national levels go through a regular voting mechanism. Governance is decentralised with local governments being autonomous and responsible for implementation of their own programmes. To enable representatives of PWDs in these councils to articulate issues and influence policies and service delivery in favour of persons with disabilities, their capacity to do so must be built and strengthened.

At the time of formation of the district unions in 1996-98, there was great excitement that the needs of PWDs were finally, going to be practically addressed at the various local levels. Their roles of ensuring that the needs of people with disabilities are taken care of in the local development plans are not adequately handled. Youth with disabilities based on the above do not have adequate capacity to participate actively and articulate concerns of PWDs effectively to a level of sustaining and consolidating the achievements of the disability movement.

The effective and active participation of YWDs has been hindered by lack of adequate skills in negotiation, lobbying and advocacy, Constitutionalism, team building, organisational development, planning and other related yet critical skills to influence policies and program implementation in favour of PWDs.

In some districts where youth have emerged as leaders say in position of chairperson or Councillors often than not, have failed to submit required plans to the Local Government or any other donor that could be ready to support them. This has been due to lack of adequate skills to undertake needs assessment and identify actual needs of the persons with disabilities hence excluded from the planning process. They lack strategies to bring organisations on board by ensuring strong democratic constitutions that guide their memberships during

meetings and General Assemblies. Inadequate skills to fundraise for support of their programme activities and lack of an established system and resources to govern organisational processes. These have failed to make allies with whom to network and collaborate in meeting the needs of PWDs and the District Unions. Even conflicts solving is still a challenge.

The net result of the above problems is that the District Unions neither have the capacity to plan and manage, nor the resources to implement programmes. Thus they continue to be weak and not sufficiently relevant to the needs of their membership.

There is need to build the capacity of youth with disabilities to handle disability related issues so as to ensure effective and efficient response to the needs of persons with disabilities as part of the development process. This will help in consolidating what has been achieved so far and safe guard against losing them due lack of sustainable mechanisms of drawing Government attention as well as that of service providers. This would negatively impact on the quality of life of persons with disabilities.

NUDIPU through this proposal seeks to raise financial and moral support from the Operation Day's work (OD) be able to training and educate YWDs in Uganda as a way of establishing an efficient cadre of youth that would take over for today's Councillors in the future.

### **1.8 Program Target Beneficiaries and Coverage**

The project is planned to benefit the youth with disabilities through NUDIPU membership at the centre, district Unions and their lower levels.

### **1.9 Purpose`**

Project is planed to contribute to poverty reduction by empowering youth With Disabilities now for future councillorship roles in local government in Uganda. People with disabilities represent the poorest number of society with little access to or control of resources to ensure effective participation in the local democratic process as future Councillors and voters, the need to build the capacities of Youth with Disabilities now is crucial. In order to instil abilities for future influence of development priorities and expenditure in the interest of PWDs this project is very important. Full participation of Youth With Disabilities in civil life and in local democracy is thus an essential pre-requisite for the achievement of economic and political empowerment in future.

The PWDs Councillors are inefficient and ineffective due to luck of status, information, experience that makes them fail to contribute effectively to Council business. There are concerns that such faults translated into lack of confidence, undermining of PWD Councillors thereby jeopardising the potential position of

future candidates and perception in Councils thus eroding participation and effectiveness.

The purpose of this project is therefore, is to build and strengthen the capacities of the YWDs for active participation in the development process which is low currently mainly because of lack of opportunities and oversight by society. The youth with disabilities in Uganda face double discrimination first as youths and secondly as having a disability. There is much progress needed about YWDs if NUDIPU is to sustain and consolidate the achievements that have made NUDIPU a leading DPO in Africa and a world model.

### **1.10 Goal Statement**

Many youth with disabilities should be seen more active and effective actors in the development process in Uganda now in preparation for future councillorship responsibilities in the disability movement of Uganda. NUDIPU's goal is to facilitate YWDs with information, knowledge and skills to gain recognition for greater heights in future both within and without the disability movement.

### **1.11 Hypothesis**

YWD can be assisted through skill and knowledge acquisition to realise effective and sustainable participation in the disability movement and the communities where they live, for better standard of living.

### **1.12 The Project Strategy**

A combination of National and Local interventions will be employed. Election of Councillors for PWDs is due this year, therefore the project will work directly with the existing Youth with Disabilities Councillors at all levels of Local Government that will have got the opportunities to be elected and YWD who are potential candidates in future Local government elections. Low education and inadequate relevant skills limit the inability for YWDs to actively and efficiently participate in the Ugandan social economic and political decision.

The above scenario puts the future of NUDIPU/ Disability movement in Uganda at jeopardy if no attention is focused on the YWDs. For a bright future to hold for the disability movement, training and education of a substantial number of youth cadre to take over for today's Councillors in the future is very enormous.

More specifically at lower levels, NUDIPU is interested in strengthening the capacities of the youth on district unions by providing skills in team building, communication, visioning, planning, policy and process development and also equipping the district unions with skills in fund-raising and resource



management. The training and education program focusing on youth with disabilities will be in two components:

### **2.1.1 Training**

This will involve training of the youth in relevant skill in an attempt to strengthen and consolidate the future achievements of NUDIPU. It will go further to ensure representation of the youth on district union to improve on mobilization and taking care of concerns of the youth. The component is linked to ensuring sustainability of the district Unions in an attempt to respond directly to needs of PWDs at lower levels. The implementation of the component will enhance confidence and the required skills of youth as future leaders of PWDs so as to increasing their participation in socio-economic, political and development activities.

Building capacities of the beneficiaries will boost the disability movement through adequate participation in decision making, development of their potential to enable them identify their need, abilities and potential and how to go about utilizing them. This will entail establishing a training information system regarding training needs and existing opportunities. The aim will be to generate more information and adequately share it for positive impact in the lives of PWDs.

YWD will be mobilized at district levels to have two members (female and a male) on the District Union if there is none. The two will gather at national level to form a national forum from which a National youth committee will be elected considering the disability categories and regionalisation. This means having a ten member committee consisting of the chairperson, treasurer, secretary, 4 regional representatives and representatives of the major disability categories (deaf, blind, physically impaired).

### **Immediate Objective 1**

- 1) To equip the YWDs with relevant knowledge and skills that will enable them increase their participation in social economic and political activities now in preparation for greater future tasks.
- 2) Mobilize Youth with disabilities toward the formation of a National Youth Committee.

### **Output**

- 1) Within the three years the organizational capacities of the YWDs in the area of democracy, constitutionalism, advocacy etc. improved

- 2) The youth NUDIPU structural leaders and Councillors acquired basic skills in management, fundraising, policy development, leadership, etc. skills .
- 3) A National Committee for Youth with disabilities established and operationalised

### **Project Activities**

The activities will be implemented at two levels

#### **District Activity:**

- Action Learning - YWD are Councillors, trainers facilitated to put into practice indicating what they have learnt.
- Civil Education and networking
- Coaching in methods through which YWD can "cascade" their knowledge and skills to others
- Training - Electoral system, Counsellors roles, Campaigning skills, self-determination, etc.
- Organise youth exchange programmes.
- Organise debates of youth Councillors to provide relevant information on lobbying and advocacy, public speaking, etc, skills
- Mobilising YWDs to elect to representatives to be co-opted to the District Union ( only if there are no youths on the district Union)

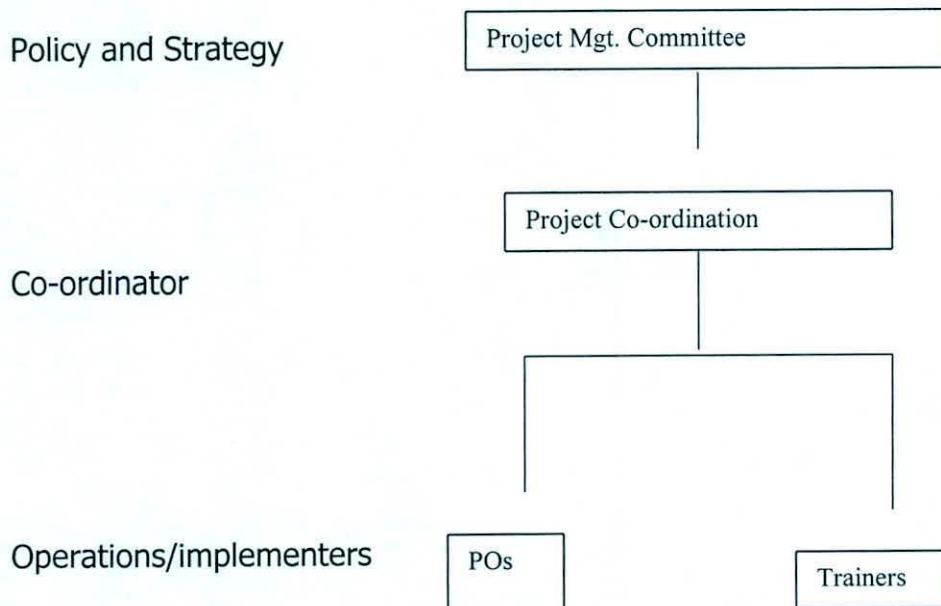
#### **National**

- Procuring and transcribe relevant legal, policy and other documents in accessible languages and format use by YWD.
- Research in Electoral Process: Identify barriers to YWD participation in elections.
- Conducting training needs
- Develop training objectives and plan with the district unions and Subcounty Associations.
- Identify trainers and organise training of trainers workshops
- Develop/Preparing training materials
- Identifying youth trainees
- Conduct training sessions/workshops.
- Identify local organizations and other supportive institutions and their services and network this to YWD groups
- Developing strategies and implementation mechanism in major areas of the needs identified and implement the strategies
- Organize formal and informal meetings, seminars, workshops and conferences to design strategies for collaborative efforts (extending services to PWDs).

- Develop monitoring and evaluation tools to assess impact of the district and Subcounty implemented activities.
- Support the formation of a national youth disability committee
- Develop national disability guidelines to promote and assist YWD mainstreaming in local government.
- Documenting and disseminating project results, experiences throughout the country
- Organise an annual youth with disabilities conference on "Listening to the YWDs" with the purpose of "reviewing Project performance.
- Data collection on a regular basis
- Acting as mentors
- Conduct monitoring and evaluations visits to district.

### Proposed Project Management Structure

#### ROLES



### The Project Management Committee (PMC)

The membership of the project management committee will include;

- NUDIPU management staff
- Rep. of NUDIPU Board of directors
- 2 co-opted members from relevant Institution (where applicable).

The specific roles of the project management committee will mainly be:

- Providing policy and national level accountability.
- Develop technical advise and guidance, civic education
- Accounting for project resources.

This will meet bi-annually to also consider and approve overall strategy and plan and review progress report. The major goal of the committee will be to ensure that the project achieved its stated objectives, promoting and publishing project work.

### **Project Co-ordinator (PC)**

The PC will be a secretary to PMC. H/she will co-ordinate project activity implementation, resources, Expertise, responsible for the achievement of the project outputs within the budgets and time scales contained in its logical framework.

## **2.2 Sustainability**

Concentration of activities in selected districts is designed to achieve a self sustaining support network by engaging a good number of current Youth Councillors and others who will continue to pass on knowledge and skills to successive generation of youth moving into local politics.

At national level publicising the impact of more effective Youth involvement in district will offer role models for the next election. In the event of withdraws of affirmative action for PWDs in Ugandan politics, the project will have caused a permanent change, by breeding a cadres of Youth with skills, knowledge and experience, which will be used to favourably complete in the mainstream politics.

The group of highly skilled - project trainers located in different districts will be able to support further initiatives at lower levels in the country. The Project will lobby for capacity building of new Councillors every other beginning of term of office, this will mean councils progressively committing resources to train Councillors at different level and to finance civic education that should continue beyond the end of the project.

At District level, NUDIPU plans to involve local government resources. The Community Development Officers will be incorporated in project activities to continue certain activities beyond the life-span of the project. Trained youth will be encouraged to take up active roles in the continuing development of the project in part as role models that will encourage a continuing influx of new and motivated participants. Efforts will be made to seek for YWDs representation on various organisations in the disability movement such as NUDIPU Board and other DPOs where possible for practising what they will have learnt from the

project. This will possibly promote youth competition for political positions at various levels.

### **2.3 Time Frame**

The program is planned to run for three years effective from when funding will be accessed.

### **2.3 Assumptions Factors**

- The YWDs who will show enthusiasm and maintain a reasonable degree of commitment.
- Political stability prevails to offer favourable environment for project implementation.
- Stakeholders will co-operate and collaborate.
- The YWDs will appreciate and welcome the projects.

### **2.4 Monitoring and Evaluation**

Monitoring will focus on operation, performance, results and impact of the program activities, assessed and measured by qualitative and quantitative indicators. This will involve Nation wide information capturing and dissemination, Action Plan development, indicator checks through progress & Financial Reports review meetings. Bi-annual reports on district progress, which will be consolidated by PC at national level. The report will match progress against the logical framework activities & outputs. The consolidated report will shared with donors. The Project officers and sometimes the PC will make periodical monitoring visits. Monitoring will involve collection and analysis of data in periodical reports and studies. As for evaluation these will mid -term and terminal evaluations.

Further more through regular staff and board of directors meetings the performance of the program will be monitored. For instance in their quarterly meeting, the Board of Directors will among others receive, review and analyse progress and financial reports of the program made according to donor set conditions.

A brief mid - term review will be conducted after 18 months of project implementation to asses the key activities accomplished, prospects for achievements the outputs and propose modification to the project logical framework where necessary. NUDIPU can however undertake reviews at the convenience and request of the donor.

## **2.5 Monitoring Indicators**

- NUDIPU is stable, strong and outspoken cadre of YWDs.
- Increased involvement of the YWDs.
- District and Subcounty leaders knowledgeable of their roles.
- A functional Youth Committee
- Number of DPOs responsive to YWDs.
- Number of YWDs representing other on Boards or committees.
- Positive PWDs behaviour and attitudes towards work
- Increased involvement and team spirit.

## **2.6 Reporting**

Monthly and quarterly reports on key variables and indicators of the program performance during implementation.

## **2.7 Expected Of Donors**

Given the above needs and constraints the Union expects much from different donors. The expectations include:

- Financial and moral support
- Facilitation in form of expertise ( where possible)
- Guidance
- Monitoring and evaluation where necessary.

## **2.8 Budget Details**

## PROJECT LOGICAL FRAMEWORK

Narrative Summary (NS)	Verifiable Indicators (VI)	Means of Verification (MOV)	Assumptions/Risks
<p><b>Goal</b> Many youth with disabilities should be seen more active and effective actors in the development process in Uganda now in preparation for future councillorship responsibilities in the disability movement of Uganda.</p> <p>NUDIPU's goal is to facilitate YWDs with information, knowledge and skills to gain recognition for greater heights in future both within and without the disability movement.</p>	<ul style="list-style-type: none"> <li>➤ At least 280 (5 from each district) YWDs will be involved actively in social economic &amp; political activities.</li> <li>➤ Some YWDs incorporated as members of Boards in various organisation</li> <li>➤ At least 200 YWDs possessing appropriate skills &amp; knowledge for active participation.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Baseline survey</li> <li>➤ Project monitoring report</li> <li>➤ Evaluation survey</li> <li>➤ Case studies</li> </ul>	<ul style="list-style-type: none"> <li>➤ YWDs will be accepted</li> <li>➤ YWDs will offer themselves to take part actively</li> </ul>
<p><b>Purpose:</b> To build and strengthen the capacities of the YWDs for active participation in the development process that is low currently mainly because of lack of opportunities and oversight by society.</p>	<ul style="list-style-type: none"> <li>➤ Skills training provided and impact documented.</li> <li>➤ YWDs seen actively wanting to get involved or involved in the development process</li> </ul>	<ul style="list-style-type: none"> <li>➤ Baseline survey</li> <li>➤ Project monitoring report</li> <li>➤ Evaluation</li> <li>➤ Case studies</li> </ul>	<ul style="list-style-type: none"> <li>➤ Stability in the areas of project</li> <li>➤ Funds will enough</li> <li>➤ Competent trainers available</li> </ul>
<p><b>Outputs:</b></p> <ul style="list-style-type: none"> <li>➤ YWDs' capacities in the field of democracy, constitutionalism, advocacy, etc, improved.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Training Needs assessment report produced.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Report in place</li> </ul>	<ul style="list-style-type: none"> <li>➤ DPOs willing to accommodate YWDs in their organisations</li> <li>➤ Funds for training</li> </ul>

<ul style="list-style-type: none"> <li>➤ NUDIPU structural youth leaders &amp; Councillors empowered with managerial knowledge and skills.</li> <li>➤ A National Committee for Youth with disabilities established and operationalised</li> </ul>	<ul style="list-style-type: none"> <li>➤ A list of NUDIPU leaders &amp; Councillors and other YWDs trained in various disciplines in place.</li> <li>➤ A list of YWDs willing to take on tasks available.</li> <li>➤ At least two YWDs on the District Union</li> <li>➤ A National Youth Committee in Place</li> <li>➤ Operational guidelines for the committee in place</li> </ul>	<ul style="list-style-type: none"> <li>➤ Evaluation reports</li> <li>➤ Report in place</li> <li>➤ List of the you on DUs</li> <li>➤ List of the committee</li> </ul>	<p>available</p>
<p><b>Activities:</b></p> <ul style="list-style-type: none"> <li>➤ Planning workshops.</li> <li>➤ Develop strategic and operational Plans</li> <li>➤ Conduct training needs assessment.</li> <li>➤ Develop training objectives and plan.</li> <li>➤ Identify trainers and organise TOT</li> <li>➤ Develop training materials/ curriculum.</li> <li>➤ Conduct training sessions the field of Councillorship.</li> <li>➤ Identify DPOs &amp; other Organizations to for taking on YWDs.</li> <li>➤ Design a lobbying &amp; advocacy</li> </ul>	<ul style="list-style-type: none"> <li>➤ No. Of Workshops held.</li> <li>➤ Research report available</li> <li>➤ Minutes available containing agreements &amp; recommendations.</li> <li>➤ Needs assessment report in place.</li> <li>➤ A Training curriculum and guide in place.</li> <li>➤ Trainees list in place.</li> <li>➤ Workshop reports and recommendations in place.</li> </ul>	<ul style="list-style-type: none"> <li>➤ Workshop report</li> <li>➤ Research report</li> <li>➤ Research report</li> <li>➤ Mapping report</li> <li>➤ Workshop training report</li> <li>➤ Needs assessment report</li> <li>➤ Training curriculum</li> <li>➤ Empowered YWDs</li> </ul>	



<p>strategy.</p> <ul style="list-style-type: none"> <li>➤ Support the formation of a national youth disability committee</li> <li>➤ Develop national disability guidelines for YWD mainstreaming</li> <li>➤ Document and disseminating project results, experiences nation wide</li> <li>➤ Organise an annual youth with disabilities conference</li> <li>➤ Implementation the strategy in major areas of the needs identified</li> <li>➤ Organize formal and informal meetings, seminars, to share experiences.</li> <li>➤ Develop monitoring and evaluation tools to assess impact.</li> <li>➤ Conduct monitoring and evaluations visits to district.</li> <li>➤ Conduct Awareness raising in disability issues.</li> <li>➤ Evaluate and redesign the training methods where possible</li> <li>➤ Monitoring &amp; evaluation system developed.</li> </ul>	<ul style="list-style-type: none"> <li>➤ No. of DPOs &amp; other organisation responsive of the youth.</li> <li>➤ Training needs assessment report in place.</li> <li>➤ No. of collaborating organisations and stake holders</li> <li>➤ change in YWDs attitudes towards work &amp; active participation</li> <li>➤ Improved involvement &amp; team spirit.</li> <li>➤ Number of research studies undertaken.</li> <li>➤ Number of YWDs trained at the end of the project.</li> <li>➤ Trainer available &amp; ready to deliver services.</li> <li>➤ Number of YWDs co-opted on DUs</li> <li>➤ A functional Committee for YWDs</li> <li>➤ Information dissemination system in lace</li> <li>➤ Youth conference report in place</li> <li>➤ Evaluation methods in place and are in use.</li> <li>➤ M &amp; E System designed</li> </ul>	<ul style="list-style-type: none"> <li>➤ Seminar report</li> <li>➤ Seminar report</li> <li>➤ Training needs assessment report</li> <li>➤ A List of trainers</li> <li>➤ List of youth on DUs</li> <li>➤ List of YWD committee members</li> <li>➤ Documnataion of information stsyem</li> <li>➤ Evaluation &amp; Monitoring reports</li> <li>➤ Monitoring reports</li> </ul>	
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NATIONAL UNION OF DISABLED PERSONS OF UGANDA						
BUDGET						
		YEAR 1	YEAR 2	YEAR 3	TOTAL USHS	TOTAL US \$
1.0	<b>CAPACITY BUILDING</b>					
1.1	Suppor to DU to get 2 YWD to be co-opted on DU	16,800,000	-	-	16,800,000	9,882.35
1.2	Needs assessments	7,000,000	-	-	7,000,000	4,117.65
1.3	Training of trainers	6,560,000	4,460,000	4,683,000	15,703,000	9,237.06
1.4	Training materials	4,000,000	2,000,000	2,000,000	39,503,000	23,237.06
1.5	Documentation	4,000,000	1,500,000	1,575,000	7,075,000	4,161.76
1.6	Training Session	12,000,000	8,000,000	8,400,000	28,400,000	16,705.88
1.7	Suppor training at district level	8,000,000	10,000,000	10,000,000	28,000,000	16,470.59
1.8	Youth conference	12,740,000	13,377,000	14,045,850	40,162,850	23,625.21
	<b>Sub-total</b>	<b>71,100,000</b>	<b>39,337,000</b>	<b>40,703,850</b>	<b>182,643,850</b>	<b>107,437.56</b>
2.0	<b>PERSONNEL COSTS</b>		-	-	-	-
2.1	Salaries and house rent		-	-	-	-
2.1.1	Project coordinator	7,200,000	7,560,000	7,938,000	22,698,000	13,351.76
2.1.2	Project Officers	13,020,000	13,671,000	14,354,550	41,045,550	24,144.44
2.2.0	15% NSSF	3,033,000	3,184,650	3,343,883	9,561,533	5,624.43
	<b>Sub-total</b>	<b>23,253,000</b>	<b>24,415,650</b>	<b>25,636,433</b>	<b>73,305,083</b>	<b>43,120.64</b>
3.0	<b>MANAGEMENT &amp; ADMINISTRATION COSTS</b>	18,400,000	19,320,000	20,286,000	58,006,000	34,121.18
	<b>GRAND TOTAL USHS</b>	<b>112,753,000</b>	<b>83,072,650</b>	<b>86,626,283</b>	<b>313,954,933</b>	<b>184,679.37</b>
	<b>GRAND TOTAL US \$</b>	<b>66,325.29</b>	<b>48,866.26</b>	<b>50,956.64</b>	<b>184,679.37</b>	

NATIONAL UNION OF DISABLED PERSONS OF UGANDA  
BUDGET FOR CAPACITY BUILDING OF THE YOUTH WITH DISABILITIES YEAR ONE

		USHS.	SUB-TOTAL
<b>1</b>	<b>CAPACITY BUILDING</b>		
1.1	Support to district unions to get 2 YWD to co-opt on DUs <ul style="list-style-type: none"> <li>A provision of U shs.300,000/= x 56 district is to be used in each district</li> </ul>	16,800,000/=	
1.2	Needs Assessment <ul style="list-style-type: none"> <li>Organise and conduct training needs assessment workshops in 4 regions. The cost includes consultancy fees.</li> </ul>	7,000,000/=	
1.3	Training of Trainers (20 Trainers + 4 guides & helpers) <ul style="list-style-type: none"> <li>Meals &amp; accommodation Ushs.35,000/= x 24 people x 5 days x 1 per year</li> <li>Transport ushs.30,000/= x 24 people x 1 per year</li> <li>Facilitation Ushs.100,000/= x 5 days x 1 per year</li> <li>Subsistence for staff 3 staff x 5 days x Shs.20,000/= x 1 per year.</li> <li>Fuel (ushs.100,000/= x 1 TOT per year)</li> <li>Interpretation (fees &amp; transport ushs. 540,000/= x 1 TOT )</li> <li>Stationery (U shs.200,000/=X 1 TOT)</li> </ul>	4,200,000/= 720,000/= 500,000/= 300,000/=  100,000/= 540,000/= 200,000/=	
1.4	Training materials <ul style="list-style-type: none"> <li>A provision is made for the production of manuals, handouts and other necessary materials.</li> </ul>	4,000,000/=	
1.5	Documentation A provision of U shs.4,000,000/= is to be used in procuring & transcribing legal, policy & other documents	4,000,000/=	
1.6	8 Training Sessions. <ul style="list-style-type: none"> <li>Training sessions in the 4 regions are to be conducted to strengthen YWDs in leadership skills and to empower them to participate effectively. Each of these training is estimated to cost Shs.3,000,000/=x 4 sessions.</li> </ul>	12,000,000/=	
1.7	Support training at district level A provision of U shs.500,000/= x 56 districts	8,000,000/=	
1.8	Organise an annual YWD conference <ul style="list-style-type: none"> <li>Meals &amp; accommodation Ushs.35,000/= x 70 people x 3 days</li> <li>Transport ushs.30,000/= x 70 people x 2 per year</li> <li>Facilitation Ushs.100,000/= x 2 days</li> <li>Subsistence for staff 3 staff x 3 days x Shs.20,000/=</li> <li>Fuel (ushs.150,000/=)</li> <li>Interpretation (fees &amp; transport ushs.360,000)</li> <li>Stationery (U shs.300,000/=)</li> </ul>	7,350,000/=  4,200,000/= 200,000/= 180,000/= 150,000/= 360,000/= 300,000/=	71,100,000/=
<b>2.0</b>	<b>PERSONNEL COSTS</b>		
2.1	Salaries and house rent for staff for 12 months.		
2.1.1	Project coordinator (contribution to existing PC of U shs.600,000/=x12 months)	7,200,000/=	
2.1.2	Project officers (U shs.1,085,000/=x12 months x 1 Officer)	13,020,000/=	
2.2.0	15% NSSF (Permanent employees)	3,033,000/=	23,253,000/=
<b>3.0</b>	<b>MANAGEMENT AND ADMINISTRATION COSTS</b>		
3.1	Management committee costs		