

NATIONAL PLAN OF ACTION FOR PERSONS WITH DISABILITIES

2001 – 2006



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ABBREVIATIONS

1.	NPPWDS	-	National Plan of Action for Persons with Disabilities.
2.	PWD	-	Persons with Disabilities.
3.	ILO	-	International Labour Organization.
4.	NUDIPU	-	National Union of Disabled Persons in Uganda
5.	NGOs	-	Non-Government Organizations.
6.	IDD	-	International Day for the Disabled.
7.	DPOs	-	Disabled Peoples Organizations.
8.	MGLSD	-	Ministry of Gender, Labour and Social Development.
9.	MFPED	-	Ministry of Finance, Planning and Economic Development.
10.	MOH	-	Ministry of Health.
11.	FAL	-	Functional Adult Literacy.
12.	MFI	-	Micro-Finance Institutions.
13.	IGG	-	Income Generating Groups.
14.	MOES	-	Ministry of Education and Sports.
15.	NCS	-	National Council on Sports.
16.	MOW	-	Ministry of Works, Housing and Communication.
17.	CWD	-	Children with Disabilities.
18.	STD	-	Sexually Transmitted Diseases.
19.	SNE	-	Special Needs Education.
20.	NCD	-	National Council on Disability.
21.	FUE	-	Federation of Uganda Employers.
22.	DEC	-	District Executive Committee.
23.	UTODA	-	Uganda Transport Owners and Drivers Association.
24.	UNATO	-	Uganda National Association of Transport Owners.

NATIONAL PLAN OF ACTION FOR PERSONS WITH DISABILITIES.

1. Historical background:

According to the population statistics for 1990 the global estimate prevalence rate of moderate and severe disability is 10.2%. Using the same percentage, there are over 2.25 million disabled persons in Uganda. However, recent surveys in Europe and Asia estimate the prevalence of those in need of services to 5.8%. Even when you take up this recent survey estimate, Uganda has 1.12 million people who require services.

Although there has been a lot of effort to provide services to Persons with Disabilities by Government in the past, there was still a serious lack of a well knit plan of action to adequately cover all areas of need for Persons with Disabilities in Uganda.

Services for persons with disability have mainly been provided by the Vocational Rehabilitation Institutions established by the then Head of State 35 years ago.

The proclamation made by the Head of State at that time, gave power to the then Honourable Minister to contract an ILO Expert to develop a Vocational Rehabilitation Scheme that included along others:-

- Administrative set up of Rehabilitation section at the Ministry Headquarters;
- Administrative set up of District offices;
- Establishment of 12 rural Vocational Rehabilitation centres to provide skills in Agriculture, Tailoring, Carpentry, Leather-craft, Telephone, Metal work and Handicrafts;
- Establishment of 4 Sheltered workshops to protect jobs for PWDs;
- Establishment of two resettlement homes for disabled beggars and;
- A National disabled Advisory Council to advise the Honourable Minister on services to disabled person.

This proclamation however, has never been revised to suit the present international classification of PWDs.

Besides Uganda has gone through a lot of transformation since that time so much that the present structures and provisions hardly cover all the necessary requirements of Persons with Disabilities.

On the other hand a lot of achievements have been registered during this transformation.

These include:-

- A strong Disability Movement spearheaded by NUDIPU and other NGOs has been developed;
- There is a very strong political will of the political leadership in Uganda to provide for the rights of Persons with Disabilities;

- Persons with Disability have more political representation at national, district, subcounty and village level. They therefore participate in developing policies and creating opportunities which will improve the livelihoods of Persons with Disabilities;
- Government has established a fully fledged Department of Disability and Elderly and has appointed a Minister of State in charge of Disability and Elderly in the Ministry of Gender, Labour and Social Development;
- A National Council on Disability is in the process of being established;

2. The Problem

Despite the tremendous strides already achieved by and for PWDs, there is still a lot of ground to cover in view of the fact that all Persons with Disabilities every where in Uganda should receive services and enjoy equal opportunities in life. The present coverage, has not reached the grassroot PWD nor has it covered all aspects of his life.

A systematic planning process, looking at every aspect of the needs of PWDs and the implications there in is much necessary to ensure that all efforts to provide services to PWDs in Uganda is coordinated, focused and monitored in order to improve their livelihoods.

This National Plan of Action for Persons with Disabilities has been developed by all stakeholders in order to address this gap. All subsequent developments should be able to utilise this plan as a guide as to what should be done in order to improve the livelihoods of PWDs.

The Plan of Action particularly addresses the following problems which have been identified by stakeholders:-

- Poverty amongst PWDs;
- Lack of adequate Medical provisions for PWDs;
- Negative attitudes towards PWDs by service providers;
- Lack of active participation by PWDs in matters that affect them;
- Lack of comprehensive policy on Disability;
- Lack of Disability friendly legal framework for PWD;
- An employment policy that discriminates against PWDs;
- An educational system which is not easily accessed by PWDs;
- A highly inaccessible environment for PWDs in terms of buildings, information and relationships;
- A community which is hardly aware of the rights and capabilities of Persons with Disabilities;
- Lack of organised structural framework capable of coordinating, monitoring and ensuring that the plan is implemented.

3. The Planning Process.

This plan has gone through a number of stages before its completion. The stages include:-

- A consultative workshop of all stakeholders sectors for Disability was held in Hotel Triangle, Jinja. This workshop developed a framework for the National Plan of Action for PWDs.

This frame work covered the following sectors:-

- Social Rehabilitation;
- Health;
- Education;
- Labour/Employment;
- Legal protection;
- Finance;
- Works, Housing and Communication
- Agriculture.

- Six Regional workshops were then organised to consult the District stakeholders in those regions.

The regions included:-

Regions	Districts
West-Nile region	Arua, Nebbi, Yumbe, Moyo and Adjumani.
Northern	Lira, Gulu, Apac, Pader, Kitgum, Moroto and Kotido.
Western	Kyenjojo, Kabarole, Hoima, Masindi, Kibaale, Bundibugyo and Kamwenge.
South-Western	Mbarara, Masaka, Kalangala, Ssembabule, Bushenyi, Kabale, Kisoro, Ntungamo and Rukungiri.
Central	Jinja, Mayuge, Kamuli, Mukono, Luwero, Nakasongola, Wakiso, Kiboga, Mpigi and Kayunga.
Eastern	Mbale, Pallisa, Sironko, Soroti, Katakwi, Kumi, Bugiri, Tororo, Kapchorwa and Busia.

Each Regional workshop made recommendations as to what should be included in the National Plan of Action for PWDs.

- A National stakeholders workshop was organised at Hotel Brovad, Masaka to put together the regional consultations and come up with a Draft National Plan of Action for Persons with Disabilities;

- A National Consensus meeting of all disability stakeholders was organised to reach a consensus on the elements of the National Plan of Action for Persons with Disabilities;
- The National Plan of Action for Persons with Disabilities to be launched by His Excellency the President of the Republic of Uganda;

4. The Principles underlying the National Plan of Action for persons with disabilities

It was agreed in all consultations made on this plan that the following principles should underlie the work to be accomplished by this Plan of Action.

Human Rights

Whatever happens in the name of helping PWDs should observe the International Conventions specifying the Human Rights of every individual human being. If this is observed, needs of PWDs cease to be just needs but their rights which they are entitled to;

Equal Opportunities for PWDs

All PWDs should access equally opportunities available to everybody in society so that they can lead a more meaningful life.

Full Participation

PWDs should be free to participate in making decisions on all matters affecting them and in all activities of the community without any form of discrimination.

Universal Design

Whatever products are being put on the market in society they should be designed in such a way that they can be utilised by everybody irrespective of their inability. There should not be re-course to improvisation. That way an accessible society will be constructed.

Early Intervention

In order to reduce on the impact of disability on PWDs, there should be early intervention as soon as the causes for impairment are recognised. It also implies that preventive measures should always be put in place to avoid circumstances that create impairment.

Disability Mainstreaming

All service provision programmes should mainstream Disability concerns in their activities. This will ensure that PWDs are not forgotten in any programme being designed.

5. Roles of Stakeholders.

Role of Government

The Government of Uganda has the responsibility of implementing the National Plan of Action for persons with Disabilities.

It carries out its responsibility through the Ministries and Agencies responsible for the sectors indicated in the plan.

These Ministries/Agencies are assisted by non-Governmental organizations/ Development partners to implement this plan. The latter can also advocate for the implementation of the plan by Government agencies.

Role of Development Partners

Development partners can help the implementation of the plan by resourcing the activities and by implementing within the Government requirements some of the activities which fall within their Vision and Missions. Above all, they should participate by advocating for the implementation of this plan.

Role of the National Council on Disability

The National Council on Disability has an implied responsibility of coordinating and monitoring the implementation of the plan by all stakeholders. It will advise Government and other stakeholders on areas which need more effort in implementation and on those which are actually being neglected. It will also advocate for the provision of services to PWDs and for the successful implementation of this plan.

It will spearhead the evaluation of the work done and will facilitate the forum for grievances from stakeholders especially PWDs on services that are being neglected.

6. The Vision of the Plan

A United and empowered community of PWDs enjoying equal opportunities in a harmonious environment.

7. The Goal of the Plan

Equalised opportunities and full participation of PWDs in society.

THE MATRIX FOR THE NATIONAL PLAN OF ACTION FOR PERSONS WITH DISABILITIES: 2001 - 2006

SOCIAL REHABILITATION AND DPOs

Objectives	Strategies	Activities	Responsible Agency	Performance indicators	Outputs	Assumption
1. To advocate and lobby for disability friendly policies and laws that guarantees the rights of PWDs by 2006.	<ul style="list-style-type: none"> Awareness raising Support national and international days for PWDs. Strengthen and forming PWDs groups. Mobilisation Theatre in Development. 	<ul style="list-style-type: none"> Conduct media programmes. Hold sensitisation seminars/workshops / public lectures. Training of stakeholders Celebration of PWDs days I.D.D, W.C.D., A.D.D. Budgeting. Awareness raising Registration Training in managerial skills. Forming of new groups. Holding meetings, workshops, seminars and public lecturers. Carry out field visits Role modeling, music dance and drama activities. Sensitisation of PWDs, parents cultural leaders. Meetings with cultural leaders and opinion leaders. 	<ul style="list-style-type: none"> MGLSD Local Governments NGOs. Ministry of Finance, Planning and Economic Development. MGLSD MLG and other stakeholders PWDs MLG Cultural institutions 	<ul style="list-style-type: none"> Media programmes held. Sensitisation workshops, seminars held. Reports training held. Celebrations held Budget drawn and financed. Registered DPOs Trainings held. Groups formed. Meetings held Workshops held Trainings held No. of role models identified and used. Role-plays produced. Shows staged. Meetings held Sensitisation meetings held. 	<ul style="list-style-type: none"> Disability friendly policies and laws in place. PWDs enjoying their rights. Negative attitude towards PWDs changed. PWDs are aware and willing to form groups. Good political environment PWDs will to be models. PWDs willing to participate. Parents and cultural leaders are willing. 	<ul style="list-style-type: none"> Stakeholders cooperate. Participants turn up. Good political will.

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2. To increase by 10% availability and affordability of equipment, materials and devices for PWDs by 2006.	<ul style="list-style-type: none"> Tax exemption of those materials. Use of locally available materials. 	<ul style="list-style-type: none"> Advocating for tax exemption on those materials. Training in skills development. Use of CBR approach. 	<ul style="list-style-type: none"> MGLSD Local Governments MFPED MOH NGOs DPOs MGLSD Local Governments NGOs DPOs 	<ul style="list-style-type: none"> Tax free materials Trained PWDs in skills. Use of locally available materials. Proper maintenance of appliances. 2 trained Instructors and supervisors in place. 	<ul style="list-style-type: none"> Equipment devices and materials for PWDs readily available and well trained. People are willing to volunteer. Good political environment. PWDs are willing to form classes. Materials available and affordable. 	
3. To reduce Illiteracy rate among PWDs by 5% by the year 2006.	<ul style="list-style-type: none"> Training Mobilisation 	<ul style="list-style-type: none"> Training of Instructors and Supervisors of FAL Hold seminars for local leaders. Formation of FAL classes. Mobilising communities for FAL classes. 	<ul style="list-style-type: none"> MGLSD Local Governments NGOs DPOs Seminars held for local leaders. Budget codes allocated. FAL classes formed. FAL committees in place. 	<ul style="list-style-type: none"> Literacy amongst PWDs increased by 5%. FAL materials procured catering for different disabilities. 	<ul style="list-style-type: none"> People are willing to volunteer. Good political environment. PWDs are willing to form classes. Materials available and affordable. 	
4. To access 10% of credit and savings schemes of government and other MFI for PWDs by 2003.	<ul style="list-style-type: none"> Training Funding Mobilisation 	<ul style="list-style-type: none"> Procurement of different FAL materials to cater for different disabilities. 	<ul style="list-style-type: none"> MGLSD MFI Board DPO DPO 	<ul style="list-style-type: none"> DPOs have mobilised resources. Proper identification and management of projects. DPOs access funds. Income Generating Activities initiated. 	<ul style="list-style-type: none"> Favourable policy environment. 	

5.	To establish an update data bank for net working with other stakeholders on issues of disability and devices for PWDs by 2003.	<ul style="list-style-type: none"> Training Baseline survey Record referrals and clientele . Research 	<ul style="list-style-type: none"> PWDs in CBM at parish levels. Carrying out baseline survey. Contact relevant institutions for records. Carry out research on Disability. 	<ul style="list-style-type: none"> MGLSD Local Governments NCD 	<ul style="list-style-type: none"> Data Bank in place. Resource Centre established. Network of DPOs in place.
6.	To promote sports and recreational activities for PWDs	<ul style="list-style-type: none"> Mobilisation Sensitisation Mainstreaming of sports activities and recreational. 	<ul style="list-style-type: none"> Formation of PWDs sports groups. Representation of PWDs in sports councils. Acquisition of sports equipment. 	<ul style="list-style-type: none"> MOES MGLSD 	<ul style="list-style-type: none"> PWDs participating in sports activities.
7.	To assess efficiency and effectiveness of implementing the planned programmes by 2006.	<ul style="list-style-type: none"> Monitoring Evaluation Quality assurance. 	<ul style="list-style-type: none"> Support supervision Field visits. Formation of guidelines and standards. 	<ul style="list-style-type: none"> MGLSD. Local Governments. NCD 	<ul style="list-style-type: none"> No. of visits made. Reports available Guidelines and manuals in place and delivered to all districts.
8.	To Increase participation and involvement of PWDs in community programmes.	<ul style="list-style-type: none"> Training Sensitisation Accessibility to assistive devices. Accessible environment. 	<ul style="list-style-type: none"> Training PWDs in different skills. Meetings/seminars workshops. Provision of assistive devices. Advocating for accessibility. 	<ul style="list-style-type: none"> MGLSD NCD 	<ul style="list-style-type: none"> DPOs are involved in different areas of development and decision making. No. of assistive devices acquired. At least 3% of PWDs are involved in community programmes.

HEALTH SECTOR

Objective	Strategy	Activities	Performance indicators	Output	Responsible Agency	Assumptions
1. To promote early detection, intervention and prevention of disability.	Mobilisation and sensitisation of communities on causes and prevention of disabilities. Sensitisation of communities on the available services.	<ul style="list-style-type: none"> Hold community awareness meetings Conduct Radio/TV talk shows Write newspaper articles. Disseminate information through religious and local leaders, in public places, schools and other institutions. Stage music and drama shows. Produce and disseminate health education messages and posters. Audio tapes. 	<ul style="list-style-type: none"> Reduction in incidences of preventable disabilities. Community meetings conducted. No. of Radio/TV talk shows conducted. No. of newspaper articles published. No. of music and drama shows staged Types and number of health education messages produced and disseminated. 	<ul style="list-style-type: none"> Incidencies of preventable disabilities reduced. 	M.O.H	Resources are available. Communities will Cooperate Security in the country prevails.

Objective	Strategy	Activities	Performance indicators	Output	Resp. Agency	Assumptions
As above	As above	<ul style="list-style-type: none"> Train PWDs and their caretakers/ parents in basic disability management. Identify, refer clients for appropriate services. Detect, access, treat and refer clients as necessary. Educate communities on safe motherhood practices, good nutrition and hygiene. Integrate PWDs in outreach health programmes. 	<ul style="list-style-type: none"> Training carried out. Clients identified and referred. Percentage of population practicing safe motherhood and good nutrition and hygiene. Integration in outreach health activities. 	<ul style="list-style-type: none"> MOH MOH MOH D.P.Os 	<ul style="list-style-type: none"> Relevant services are available and accessible. 	
2. Ensure the provision of accessible affordable and user friendly health services for PWDs.	<ul style="list-style-type: none"> Advocacy and awareness raising. 	<ul style="list-style-type: none"> Lobby MOW to make old and newly constructed health facilities physically accessible to PWDs. 	<ul style="list-style-type: none"> Focussed lobbying meetings with the government held. 	<ul style="list-style-type: none"> Physically accessible health facilities in place. 	<ul style="list-style-type: none"> MOH & DPOs 	<ul style="list-style-type: none"> MOH cooperates
		<ul style="list-style-type: none"> Sensitise and train health workers on disability issues, and sign language. Advocate for affordable health services at all levels. 	<ul style="list-style-type: none"> No. of health workers sensitised and trained. Advocacy and lobby meetings held. 	<ul style="list-style-type: none"> MOH & DPOs MOH & DPOs 	<ul style="list-style-type: none"> Resources available. Government will cooperate. 	

3.	Promote reproductive safe health practices and sex education.	<ul style="list-style-type: none"> • Health education • Quality service delivery. • Proper nutrition. • Family planning and hygiene. • Sex education for the PWDs. • Produce and disseminate publications on the above subject. • Counsel and guide adolescents including CWDs on reproductive health issues. • Conduct talk shows • Encourage mothers to attend antenatal and postnatal clinics. • Use of appropriate technology. 	<ul style="list-style-type: none"> • Conduct Health education sessions on antenatal care. • Seminars and sessions conducted in health units and communities. • Publications produced and disseminated. • Counseling sessions conducted • Talk shows conducted • Mothers attend antenatal and postnatal clinics. • Produce low costs appliances using locally available materials. • Train local artisans in production of simple assistive devices. • Lobby government to subsidise on externally produced and on high cost assistive devices.? 	<ul style="list-style-type: none"> • Reduced incidences of disability in infants. • Reduced maternal mortality rate • Reduction in STD, HIV infection and unsafe abortions. • Safe sexual behavior among the adolescents and youth with disabilities. • PWDs accessing low cost appliances. • Artisans are trained. • Subsidy fund in place. 	<p>MOH</p> <p>MOH</p> <p>MOH</p> <p>MOH</p> <p>MOH</p> <p>MOH</p> <p>MOH</p> <p>MOH</p> <p>Availability of resources.</p> <p>Cooperation of the target population</p> <p>Cooperation of the Media.</p> <p>MOH</p> <p>MOH</p> <p>MOH</p> <p>That Government cooperates.</p>
4.	To ensure availability of low cost assistive devices for PWDs.			DPOS	
	Importation of assistive devices.			<ul style="list-style-type: none"> • Relevant articles on the issue published ? 	

EDUCATION SECTOR

Objectives	Strategies	Activities	Responsible Agency	Outputs	Performance indicators	Assumption
1. To improve accessibility of learners with special needs to equitable and quality education at all levels by the year 2006.	<ul style="list-style-type: none"> Increase knowledge and skills in SNE. Influence change of attitude and practices. Improve performance assessment. Improving Teacher/ Learner environment. Ensuring that CWDs participate in co-curriculum activities. Design accessible school systems Construct units for children with severe disabilities. Provision of instructional materials. Provision of interpretation and Braille services. Including sign language in the curriculum. Measurement/ Assessment of teaching/ learning outcome. Monitoring and evaluation 	<ul style="list-style-type: none"> Universal Teacher training Conduct Research in SNE. Raise awareness /sensitisation. Lobbying and advocacy. Guidance and counseling. One teacher trained in sign language for each school. National service centre providing Braille service. Regulation in place for extra time for children with SNE. Provision of large print for children with low vision during learning and examination time. Gender and Disability disintegrated data on performance. Equal educational opportunities and support given by parents/guardians to all Children. Resource room established in every school to support the education of children with special needs. Friendly interaction and mutual support amongst all children. Barrier free learning environment. 	<ul style="list-style-type: none"> MOES NCD MGLSD 	<ul style="list-style-type: none"> SNE put in curriculum of all TTI and being implemented. At least 3 teachers in all primary and secondary schools trained in SNE at Certificate level. One teacher trained in sign language for each school. National service centre providing Braille service. Regulation in place for extra time for children with SNE. Provision of large print for children with low vision during learning and examination time. Gender and Disability disintegrated data on performance. Equal educational opportunities and support given by parents/guardians to all Children. Resource room established in every school to support the education of children with special needs. Friendly interaction and mutual support amongst all children. Barrier free learning environment. 	<ul style="list-style-type: none"> Increased number of learners by 30%. Increased number of learner with disabilities from one level to another. Retention rate increases. Increased number of learners scoring better grades Increased enrollment of girl-child and marginalised groups of CWDs e.g. children with hearing impairment, visual impairment. Increased participation of CWDs in all aspects of education. Teacher pupil ratio increased 	<ul style="list-style-type: none"> Trained teachers will be deployed appropriately and willingness of the teachers to teach. Awareness/ sensitisation will translate improved attitudes and practices. The current political Will shall prevail.

LABOUR /EMPLOYMENT SECTOR

Objectives	Strategies	Activities	Outputs	Performance indicators	Resp. Agency	Assumption
1. To promote employment opportunities for PWDs in all sectors.	<ul style="list-style-type: none"> Lobby for incentives to employers by Government. Lobby labour union and Appointment Authorities for employment opportunities and conducive employment environment. Sensitise government, private sector and civic society on the conducive employment environment for PWDs 	<ul style="list-style-type: none"> Identify and record institutions willing to employ PWDs; Carry out sensitisation programmes with these institutions. Lobby government to offer incentives to these institutions. Monitor the institutions benefiting from the incentives. 	Increased employment opportunities.	<ul style="list-style-type: none"> No. of willing institutions recorded; Sensitisation workshops held; Types of incentives offered to institutions; No. of visits to these institutions and reports. 	Gen. Secretary, Council, MGLSD, DPOs Council MPs for PWDs. Council, line Ministries, DPOs.	<ul style="list-style-type: none"> Willingness of government to negotiate.
2. To create and increase employment opportunities through self-help projects.	<ul style="list-style-type: none"> Accessibility of PWDs to credit schemes. Educating and linking MF/s and other agencies to DPOs and individual PWDs. 	<ul style="list-style-type: none"> Identify eligible PWDs for credit schemes. Identify willing credit institutions and their conditions attached to their credit schemes. 	Increased opportunities for self employment.	<ul style="list-style-type: none"> No. of eligible PWDs identified. No. of willing credit scheme contacted. 	NCOD, MGLSD	Conducive environment prevailing.

Objectives	Strategies	Activities	Outputs	Performance indicators	Resp. Agency	Assumption
3. To establish a Data Bank of employable PWDs.	<ul style="list-style-type: none"> • Research • Network with stakeholders. 	<ul style="list-style-type: none"> • Monitoring and carrying out baseline survey's. • Need assessment; • Meetings; • Consultancies. 	An operational and use friendly data bank on employable PWDs.	<ul style="list-style-type: none"> • No. of baseline surveys carried out published. • Needs assessment meetings carried out and recorded. • No. of meetings and minutes recorded; • No. of Consultancies carried out and published. 	NCOD, MGLSD	Willingness and Cooperation of the communities and stakeholders..
4. To improve the skills of PWDs and provide them with assistive devices and equipment.	<ul style="list-style-type: none"> • Capacity building; • Provide assistive devices equipment. 	<ul style="list-style-type: none"> • Identification of needed basic skills for PWDs; • Developing, acquiring relevant training materials; • Conducting skills training programmes; • Identifying Institutions capable of providing assistive devices/ equipment. 	Employable PWDs favourably competing in the labour market.	<ul style="list-style-type: none"> • Needed basic skills identified and listed down; • Training materials in place; • No. of training programmes conducted; • No. of capable institutions identified and listed down. 	Sec. Gen., NCOD, MGLSD	Max. cooperation and willingness of training organizations.
5. Create conducive environment for job security and employment for PWDs.	<ul style="list-style-type: none"> • Sensitisation of employers, Policy maker and communities. 	<ul style="list-style-type: none"> • Identification of employers and existing employment policies positive to PWDs; • Carry out sensitisation seminars on attitudinal issues related employment of PWDs. 	A conducive job security environment for PWDs	<ul style="list-style-type: none"> • No. of employers identified and employment policies studies; • No. of seminars carried out in communities. 	MGLSD, Council, DPOs, FUE	Willing of communities and employers to be sensitised.

LEGAL PROTECTION SECTOR

Objectives	Strategies	Activities	By whom	Outputs	Performance indicators	Assumption
1. To develop policies and enact laws that are Disability friendly in order to protect the rights of PWDs.	<ul style="list-style-type: none"> Sensitisation of PWDs and the public on legal professions (career guidance) Promotion of accessibility to legal information ? Carrying out advocacy and lobbying. Participation and inclusion of PWDs. Establishment of mechanism to safeguard the rights of the PWDs. Promote collaboration with enforcement agencies. 	<ul style="list-style-type: none"> Holding meetings, workshops and seminars on legal matters that affect PWDs (for policy makers and implementors at all levels. Using media to produce and publicise legal information. Document and disseminate legal information in different languages and Braille. Using music, dance and drama. Providing legal intervention and services to PWDs. Providing legal education to Policy makers, PWDs and community leaders. 	<ul style="list-style-type: none"> Ministries NGOs DPOs Local Government Stakeholders. 	<ul style="list-style-type: none"> Disability friendly policies and laws protecting the rights of PWDs in place. No. of laws and policies reviewed. No. of individuals and firms interested in provision of free legal service. Physical and active involvement of DPO and individuals in legal practice. No. of cases handled in courts of law. Inclusion of disability matters in Parliament & Cabinet. 	<ul style="list-style-type: none"> No. of participants and records of resolution in meetings. No. of laws and policies reviewed. No. of individuals and firms interested in provision of free legal service. Physical and active involvement of DPO and individuals in legal practice. No. of cases handled in courts of law. Inclusion of disability matters in Parliament & Cabinet. 	<ul style="list-style-type: none"> Political Will and commitment Cooperation and assertiveness and among stakeholders Serious involvement and attachment on legal matters. Good will among communities, PWDs inclusive. Adequate policies from other sectors Committed and qualified staff Adequate facilitation

FINANCE SECTOR

Objectives	Strategies	Activities	By whom	Outputs	Performance indicators	Assumption
1. To mobilise resources for the implementation of the National Plan of Action for PWDs.	<ul style="list-style-type: none"> Capacity building Revolving loan scheme Advocate and lobby for inclusion of disability issues. Placing for autonomous self-accounting status of the council on disability. Rep. On DMC e.g. finance. Formulation of pressure groups e.g. District Executive Committees (DEC). Formulation of strategic plans. Soliciting for donor support. Lobby government for tax exemption on PWD services. Sensitise PWDs about the existing micro finance services at all levels. 	<ul style="list-style-type: none"> Organising lobby meetings with line ministries, parliamentary committee on finance, donor agencies and local government finance committees. Training groups in advocacy skills and formulation of disability sensitive budgets. Investment in income generating activities. Production of low cost assistive devices. Analyse data on government budgetary allocation to disability issues. 	<ul style="list-style-type: none"> Stakeholders DPOs NGOs Line ministries Local Governments NCD 	<ul style="list-style-type: none"> Increased funding for PWD programmes. 	<ul style="list-style-type: none"> Resolutions made during the meetings. 	<ul style="list-style-type: none"> Good Will of the community people with disabilities inclusive. Political Will and commitment. Cooperation & assertiveness of PWDs. Adequate facilitation. Committed and qualified personnel. Friendly and relevant policies.

WORKS, HOUSING AND COMMUNICATION SECTOR

Objectives	Strategies	Activities	Performance indicators	Outputs	Responsible Agency	Assumption
1. To ensure easy accessibility to public and private infrastructure.	<ul style="list-style-type: none"> Review existing regulations to incorporate all accessibility requirements for PWDs. Sensitise the authorities and developers to take into account disability requirements before approving building plans. 	<ul style="list-style-type: none"> Review building regulations. Approve building regulations. Make any public building accessible. Seminars, workshops, media. Advocacy on improvement of already constructed houses, roads and other public places. 	<ul style="list-style-type: none"> Regulations in place. Plans being approved with such. No. of sensitisation workshops Media Reports etc. 	<ul style="list-style-type: none"> Enacted laws implemented. No. of accessible buildings Change in attitude. 	Ministry of Housing	<ul style="list-style-type: none"> Cooperation from all stakeholders.
6. To increase availability of appropriate communication facilities to PWDs.	<ul style="list-style-type: none"> Tax reduction/incentives on importation of such. Lobby private companies to bring in appropriate comm. Equipment for PWDs. Sensitise PWDs about the availability of such. 	<ul style="list-style-type: none"> Policy formulation workshops and direct contact. Workshops and meetings. 	<ul style="list-style-type: none"> Availability of communication facilities in the markets. Meetings. Attendance and participation of PWDs. 	<ul style="list-style-type: none"> No. of appropriate communication facilities in use. Existing reports. 	Cabinet and Parliament	<ul style="list-style-type: none"> Government commitment DPOs and MPs for PWDs.
7. To ensure convenient transport facilities to PWDs.	<ul style="list-style-type: none"> Improve road designs to cater for PWDs, (markings, rails, audio-visual, signals and adequate pavements or walkways for wheel chairs). Lobby for inclusion Of aspects Affecting PWDs. Ensure of enforcement of road standards (<i>coverage of drains, manholes and other inspection pits</i>). Improve public transport means to cater for PWDs (<i>wide doors, ramps, racks audio and visual desin, announcements</i>). Tax reductions on such transport means. Peaceful demos. 	<ul style="list-style-type: none"> Design roads Meetings with relevant authorities. Formal communications. Enforcement of regulations concerning the above. Monitoring and inspection of roads. Hold workshops and seminars for transport organs. (UTODA, UNATO etc.) 	<ul style="list-style-type: none"> Roads designed No. of meetings held concerning such Manholes covered. Monitoring and inspection reports. Reports from Transporters meetings. 	<ul style="list-style-type: none"> Well designed roads. Percentage of covered drainage, pits etc. 	MOW/H/C DPOs	<ul style="list-style-type: none"> Government willingness to invest in PWDs cause. Cooperation from stakeholders.

8. To reduce transport related accidents.	<ul style="list-style-type: none"> • Sensitise transporters to give priorities for required gadgets. • Advocate for well-designed roads. • Enforcement of Road Safety Act. 1998 (<i>speed control</i>). • Air, water, rail transport safety. 	<ul style="list-style-type: none"> • Design roads. • Put-up speed control (humps, road traps etc.) • Sensitisation. • Enforcement of laws by relevant bodies. 	<ul style="list-style-type: none"> • Clear roads with all road signs. • No. of accident cases registered by police. • Meetings and reports. 	<ul style="list-style-type: none"> • Reduced cases of accidents by percentage.

AGRICULTURE SECTOR

Objectives	Strategies	Activities	Outputs	Expected indicators	Responsible Agency	Assumption
1. To incorporate PWDs among national agricultural initiatives.	• Encourage PWDs to get involved and participate in Agriculture	• Training in modern Agricultural skills.	• No. of PWDs with relevant skills in Agriculture	• Trainings held properly.	All Stakeholders	• Political will.
2. To equip PWDs with modern technology skills.	• Education and involvement of PWDs in new and modern farming technology.	• Encouraging PWDs in Agricultural mechanization.	• No. of PWDs involved in Agricultural practices.	• Change observed and identified in Agric. practice.	• Commitment and willingness among communities.	
3. To ensure provision of appropriate tools and equipment for PWDs in farming projects.	• Marketing and sales of farm products to local and international consumers.	• Document and disseminate Agricultural information in local languages and Braille.	• No. of PWDs owning and using land for Agric. practices.	• Land acquired from Agric and community.	• Cooperation.	
4. To ensure food security among community of PWDs	• Storage and preservation of Agricultural products.	• Orient disabled farmers in modern Agricultural practices.	• Recorded food security among PWDs.	• Tonnage and quality of various seeds, available among PWDs.	• Facilitation.	
5. To acquire arable fertile land to PWDs for agricultural Purpose.	• Maintenance of soil fertility and quality seed production.	• Sensitisation and lobbying for land acquisition for PWDs interested in Agric. Industry.	• Method used in Agriculture	• Introduction of PWDs to national Agricultural activities or initiatives e.g. SEND A COW.	• Manufacturing and use of organic manure.	
					• Involvement in micro-finance schemes to acquire loan for purchase of land.	