

UNAPD

UGANDA NATIONAL ACTION ON PHYSICAL DISABILITY



ANNUAL REPORT 2019

AGAINST ALL BARRIERS

INTRODUCTION

Uganda National Action on Physical Disability (UNAPD) is an indigenous single disability non-governmental organization formed by persons with physical disabilities (PWPDs) in 1998 to protect and promote the rights of her members (i.e. PWPDs). The organization is registered with the NGO Board under Registration No. INDR82781631NB, with a physical address on Plot 459 Namasole Road, Kanyanya-Gayaza Road, P.O. Box 959, +256-414-692403, www.unapd.org, info@unapd.org

UNAPD has structures in 38 districts of Uganda code named “District Association” with over 7, 500 registered individual members of different types of physical disabilities. The other category of UNAPD membership are the emerging organizations of persons with physical disabilities like cerebral palsy, little people, brain injury, among others.

For the last fifteen years (15) years, UNAPD has gone through many structural, policy and cultural changes which has enabled her to increase on the number of district membership, capacity to influence policy, programs, practices for the benefit of PWDs, board with diversity of experience, competent and committed staff, donor attraction all aimed at fulfilling her mandate in the country. Of recent, UNAPD is in the process of changing her strategy of advocacy work through her desire to change from the “Project Based Approach” to “Program Based Approach” with the five strategic directions: programs and services, organizational functioning, partnerships and networking, financing, monitoring, learning and evaluation.

VISION

UNAPD vision is “A society where persons with physical disabilities live in dignity”

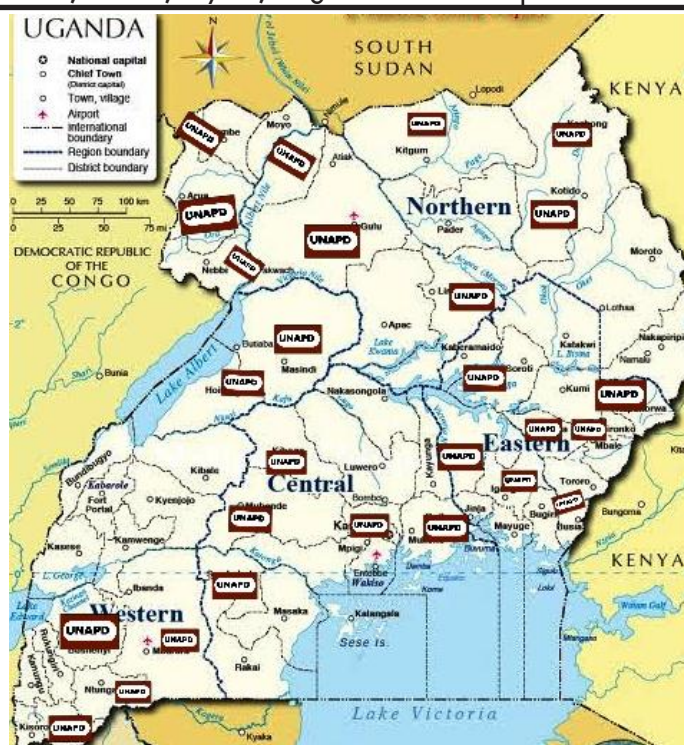
MISSION

“UNAPD exists to advance member efforts in removing barriers that prevent persons with physical disabilities from enjoying their rights through advocacy, capacity building and networking”

ORGANISATIONAL OBJECTIVES

- To promote programs for disability prevention, rehabilitation, social integration for independent living and productivity of PWPDs.
- To advocacy for rights of PWPDs to access medical care, education, employment and other social services in an effort to improve on their quality of their lives
- To create awareness in the general public (including PWDs) on the potentials of persons with disabilities.

CURRENT UNAPD MEMBERSHIP DISTRICTS		
REGIONS	MEMBERSHIP DISTRICTS	CURRENTLY HAS PROJECTS
Central Region	Mpigi, Mukono, Mubende, Wakiso, Kiboga, Masaka, Kampala, Rakai, Sembabule	Mukono, Masaka, Kampala, Mubende, Kasanda and Sembabule
Eastern Region	Iganga, Tororo, Busia, Mbale, Soroti, Nakapiripiti, Bugiri, Bududa, Sironko, Kamuli, Kotido, Kapchorwa, Kaberamaido, Palisa.	Busia, Mbale, Pallisa, Bugiri and Kapchorwa
Western Region	Kabale, Kabarole, Ntungamu, Hoima, Masindi, Kisoro, Bushenyi and Mbarara	Bushenyi
Northern Region	Yumbe, Lira, Arua, Kabong, Gulu, Ajumani, Nebbi, Oyam, Kitgum	Lira, Pakwach and Nebbi



CHAIRMAN'S REMARKS



As the Board Chair, I continue to be energized by the transformation taking place within our members and communities that we serve. 2019 marked the second year in our 4-year term of office which has positively impacted the lives of our membership and entire community of PWDs. The seeds sowed over the years have bore fruit, multiplied and will continue to bring hope and improve on the livelihoods and independent living of PWDs.

It is my appeal to all stakeholders that, for persons with disabilities to thrive, there is need to recognize and enhance their potential by becoming active participants in the decision making forum at different levels. PWDs have the ability to reach their potentials if the working environment is accessible.

I'm thankful for the commitment of my fellow Board members for their tireless efforts of providing guidance, good governance and support to the organization management, membership and partners/stakeholders in an effort of ensuring that UNAPD achieve her set objectives and fulfill her mandate. The membership of UNAPD at different levels for playing a great role of representing the voice of UNAPD at local levels and implementing the different intervention all aimed at promoting the independent living of PWDs at grassroots. Thankful to our esteemed donors/partners who have enabled UNAPD to reach out to her membership through the different projects, such donors include: DHF, Para-port Denmark, Wellspring Philanthropic Fund, DRF/DRAF, OSIEA, VOICE, BLF, among others.

Lastly, great thanks to the secretariat for their commitment and enthusiasm to serve the organization and her membership in an effort of lifting the candle of UNAPD high at different levels of local, national and international.

The Board looks forward to strengthened collaboration with the partners/donors, increased visibility of UNAPD and empowerment of her membership in the coming year of 2020 in an effort of responding to the SDG slogan of "Leave No One Behind". With those few remarks, on behalf of the UNAPD Board, Staff and my own behalf, I would like to wish everyone a nice reading of this report and a prosperous New Year 2020.

MESSAGE FROM THE EXECUTIVE DIRECTOR



Dear readers, , it's always a pleasure to reach out to you through the UNAPD Annual Report to share the happenings of the year, and thanks to all those who give regular feedbacks. The year 2019 has been characterized by several developments which signify the continuous growth of UNAPD at different levels. In the previous years, UNAPD exhibited her capacity to work in consortiums for joint advocacy which was witnessed by the successful implementation of the Capacity Building for Sustainable Development Project (2014 -2018) which composed of DPOs like SIA, BISOU and UNAPD. In 2018 - 2019, UNAPD showed - cased yet another high - bride consortium that brings together 8 DPOs for advocacy of a common agenda through the on-going projected code named "Building Strategic Alliance for Disability Rights in Uganda"

This unique project uses the strategy of "caucuses" composed of DPOs in three thematic areas of livelihood, Accessibility and Disability Sports, as a think tank for strategic advocacy interventions. The project has strengthened the unity among the DPOs and more understanding of the specific interests of membership of DPOs, and creativity in advocacy for their inclusion into programs and services. The organization's growth is also reflected in her strategic plan which normally guides the organization's work for a specific period of time. In this particular lens, UNAPD's current strategic plan runs for 2018 - 2022 and by 2020, the plan is almost halfway of implementation. However, in order to have a strategic membership of DPOs, and creativity in advocacy for their inclusion into reflection of the plan to review its implementation and proper direction, the Board and Management embarked on the strategic plan review to re-focus for the remaining period of the mandate . One of the key elements which came out clear in the review is for UNAPD to explore the opportunities expanding the membership base and building the physical disability movement beyond the borders of Uganda, as a strategic direction of sharing experiences, learning and building strong networks of joint advocacy at regional or continental levels.

Although UNAPD has been known more for her strengthened advocacy for accessibility, inclusive education, disability sports, livelihood, due to increased demand from membership to invest efforts into health and rehabilitation, the organization launched a campaign of advocacy of inclusive access to Sexual and Reproductive Health for PWDs. The project titled "Advocacy for Inclusive Implementation of National Policy and Service Standards on Sexual and Reproductive Rights in Uganda" has exposed UNAPD to new experiences of inclusive health services and opened the doors of membership for equitable, equality and easy access to SRH services at the local levels and it's hoped that if continued will make such a great impact on the lives of PWDs.

UNAPD visibility has continued to improve through the increased collaboration and networking different stakeholders, development partners in strategic areas very relevant to UNAPD membership. In such completions of the special needs and inclusive education policy, enforcement of the Building Control Act (2013) and Accessibility Standards, Inclusive Waged Employment for PWDs, inclusion of PWDs in livelihood programs and services, inclusive education in the refugee settlements, among others.

With all the above and more into the report reflects the journey moved by UNAPD in 2019 which would not have been possible without the support of our development partners. UNAPD would like to thank our partners who have enabled UNAPD reach out to her membership differently. Such great gratitude is extended to: Danish Handicapped Forbund (DHF), Para-sport, Denmark, Open Society Initiative for Eastern Africa, Disability Rights Fund, Wellspring Philanthropic Fund, Voice/Oxfam, among others. "For God and My Country"

UNAPD' PERFROMANCE FOR 2019

BUILDING STRATEGIC ALLIANCE FOR DISABILITY RIGHTS PROJECT (SAAP)

UNAPD in partnership with Danish Partners (Dansk Handicap Forbund (DHF) and Para- Sport Denmark-PSD) is implementing a 27 months Project titled “Building Strategic Alliance for Disability Rights in Uganda (SAAP)” which has three components of advocacy i.e. Livelihood, Disability Sports and Physical Accessibility. The project uses a unique advocacy strategy code named “caucus” which brings together the different partner organizations(DPOs) under the above thematic areas to foster joint advocacy for a common agenda, e.g. livelihood caucus, accessibility caucus and national disability sports caucus.

Each caucus has clearly set outcomes to achieve through the different activities and composed of different organizations, institutions of learning and Line ministries as follows: Livelihood caucus composed of: UNAB, UNAD, ESUA, MHU, UPPID, LFTW, UNAPD, NUDIPU, NUWODU, UNAC & CDLP, The accessibility caucus is composed of : LAPD, TEENS, UNAB, UNAD, UNAPD, CDLP, &NCD, While the Disability Sports Caucus is composed of : UPC, MoES, MoH, USDC, UNAC, Kyambogo University, Makerere University, Makerere University Business School, Right to Play, and Media. This report gives the progress of the different causes as below:

Livelihood component

- 6 livelihood caucus meetings held and discussed a number of pertinent issues of livelihoods for persons with disabilities ranging from review of YLP, UWEP guidelines, joint advocacy efforts for inclusion, designing specific livelihood needs of different disabilities, policy review, strategic engagement of livelihood mainstream stakeholders, trust fund for caucus members, developing of key advocacy tools e.g. manual for developing specific livelihood initiatives for PWDs, video clips, among others.
- 9 livelihood caucus members namely: UNAPD, UNAD, ESAU, UNAB, UNAC, NUDIPU, NUWODU, UPPID and MHU applied for trust fund, their application reviewed by the steering committee and qualifying applicants awarded the grant to implement specific livelihood advocacy interventions which addresses the needs of their membership
- The caucus engaged the Youth Livelihood Program (YLP) and Policy Analyst of the Ministry of Gender, Labor and Social Development to discuss the possibility of developing an inclusive policy on livelihood although the discussions did not yield more fruits as the Ministry indicated that the government is currently not in favor of many policies. Therefore, UNAPD plans to engage a legal person to

support review of the YLP and UWEP guidelines to identify gap of inclusion which could later be used to design advocacy strategies for inclusive YLP and UWEP service delivery in the interest of PWDs.

- PWDs in the rural areas are denied their rights of access to land due to a number of reasons ranging from discrimination, inadequate capacity to defend their rights, cultural beliefs, myths or misconception on disability and inheritance, limited participation in decision making process at family or customary levels, among others. This limits their productivity and ability to improve on their household income since land is a key factor of agricultural production especially in the rural areas. The caucus took on intervention to engage families or cultural settings who had denied PWDs of their right to own land due to their disability to poses their land again in Busia district.
- Several PWDs especially with qualifications (certificates, diplomas, degree, masters) can hardly compete favorably with their counterparts who are not disabled to get employment in the formal sector. This is due to the negative attitudes of the potential employers towards employing PWDs, lack of adequate skills to compete with others in the existing labor market, inaccessible built environment in which employment opportunities are situated, among others. Due to the above analysis, the caucus engaged with several potential employers to appreciate and understand the employment potentials of PWDs, but also preparing qualified PWDs to competitively seek for employment on equal basis with other in the current labor market.

Accessibility component

- 4 Accessibility Caucus meetings has been held hosted by the different members of the caucus and in such meetings, members discussed and resolved on a number of concerns like, reshuffling of the National Accessibility Audit Team (NAAT), developing TOR for NAAT, strategies of effective empowerment of NAAT to perform their duties, better strategies of enforcing the BCA (2013) and Accessibility Standards in Kampala, among others.
- The NAAT was reshuffled to compose of committed and self-motivated members, DPOs were instructed by the caucus to select in writing 1 person to represent on NAAT and the following are the members of the NAAT (NUDIPU, UNAB, UNAD, LAPD, TEENS, UNAPD, and NCD. In order to ensure effective coordination and clear roles/responsibilities of NAAT, TOR were developed and approved by the Caucus which will govern the operation procedures of NAAT in Kampala.
- Establishment of District Accessibility Audit Committees(DAAT) in 5 project districts of Lira, Bushenyi, Busia, Nebbi and Mubende was another intervention conducted and each of these districts now have DAAT composed of membership from PWDs, district politicians, and technical officers.

- In an effort of effective empowerment of the DAAT to perform their duties of accessibility auditing of public and private buildings at local levels, the members were trained in areas like methodologies of accessibility auditing, practical accessibility auditing, report writing.
- Public interest litigation on accessibility is one of the advocacy strategies of enforcing the accessibility related laws, however the DAAT and PWDs in general can hardly understanding the applicability of litigation in the human rights advocacy setting. Therefore, a local based lawyer was identified and trained the DAAT into public interest litigation and accessibility. The legal advocate from Mukono dedicated to guide the DAAT to take a case to court since they have about 3 cases while Bushenyi based advocate offered free consultation to all PWDs on any related matter and linkage with other less costly lawyers and lastly, Lira advocate pledged to take on 1 litigation case when the Lira District Accessibility Audit Committee is ready.
- Since accessibility auditing is a practical and specialty exercise which can only be done by trained personnel, after training of the DAAT as indicated above, 3 DAAT (Bushenyi, Lira and Mukono) so far were advanced trust fund by the project to be able to practically conduct the accessibility auditing at local levels.
- Several DAATs have conducted practical accessibility auditing at local levels in an effort of enforcing the accessibility standards and BCA to make the environment user friendly to PWDs. Bushenyi DAAT conducted an accessibility auditing for Bushenyi High Court, Bushenyi Prison, Kabushaho Health Center III and Kabushaho Primary school and Bushenyi prison, while Lira DAAT conducted audits of Ogur Health Center IV, Aromo Health Center III, Ayile Primary School, Ayago Primary School, Starch Factory Primary School, Lira Central Division, Lira Central Police Station, Lira District Local Government and Lira Municipal Council Headquarters and lastly, Mukono DAAT conducted accessibility audit of Centenary Bank, Mukono High Court, Mukono Health Center VI, and Namirembe Church of Uganda, Chief Magistrate Court of Mukono, among others.

Sports Component

- 3 National Disability Sports caucus meetings held and discussed a number of pertinent issues like reviewing the sports policies in national institutions of learning to inform development of a draft National Disability Sports Policy among others.
- Disability Sports was officially introduced in the new sub county of Kucwiny and Akworo in Nebbi District, Busia District Dabani and Masaba sub-counties and 2 UPDF units of Kyankwanzi and Ntungamo, this is aimed at spreading disability sports to other areas since it's a proved as a good strategy of mobilizing PWDs, identifying talents, exposure and building their profile.

- Procurement and distribution of sports equipment such as nets, soccer balls, boccia balls etc to members effectively involved in the different disability sports disciplines, especially to the new sub-counties where sports had just been introduced.
- The disability sports Project districts established district disability sports caucus in Nebbi District comprising of Sport leaders, DEOs, Districts sports officers, sub county CDOs, Business community and Religious leaders. Such caucus will play a great role of ensuring the sustainability of the games at different levels.
- Training of DPOs (ESAU, MHU, UNAD, UNAB, USDC, UNAC,) on trust fund guidelines as a prerequisite to apply for the Project trust fund to be used to mainstream disability sports into their respective DPOs. 5 of DPOs trained received trust fund to mainstream Disability sports among their membership

IMPACT

For the period moved so far, the project has registered some impacts and are analyzed as per the component below:

Livelihood component:

The livelihood caucus is comprised of 11 DPOs (UNAPD, NUDIPU, NUWODU, UNAD, UNAB, UNAC, MHU, UPPID, ESAU, CDLP, Light for the World). They together form a unified voice for advocating for inclusive livelihood interventions for People with disabilities in Uganda. One of the most pronounced agenda for the livelihood caucus is ensuring that there is an inclusive policy/guidelines on livelihood through engagement of ministry of gender, labor and social development (MGLSD). This will directly lead to increased access by PWDs to the different livelihood opportunities at local levels, thus improved household incomes. With the several engagement with MGLSD to discuss the possibility of developing an inclusive livelihood policy, the caucus resolved to review the existing livelihood guidelines such as Youth Livelihood Program (YLP) and Uganda Women's Entrepreneurship Program (UWEP) to analyses their inclusiveness and advice government accordingly.

Through the trust fund, members of the livelihood caucus were able to reach out to their membership with suitable/practical livelihood interventions in an effort of reducing poverty at household level. UPPID offered training on "Practical Goat Rearing Skills" and gave out goats to 15 parents of children with intellectual disabilities, used the "send a goat" approach. The project was implemented in Namwemdwa Sub County in Kamuli, and it's so handy for parents of children with disabilities because barely go out to look for employment but get active in initiative which are practical to their disability. **UNAB** implemented a project on "Paper Hand Bag Making" using locally available materials like banana fiber and waste paper for 20 people with visual impairment, the TOT targeted by the project will spread out the skills to other membership of the organization in

the different districts. **NUWODU** implemented a project in Masindi that focused on “Skills Training” in tailoring, knitting and handcraft for youth with disabilities in Masindi. **NUDIPU** implemented a “Dairy Processing Project” for PWDs in Kumi. UNAC empowered 20 parents of children with cerebral palsy in “Business Development and Management Training”. **ESAU** implemented a project in “Piggery and Goat Rearing” in Gomba for 20 people with epilepsy. Mental Health Uganda implemented a project on “VSLA” through the basic training in leadership, fundraising, financial management and loan and saving for people with mental health challenges. **UNAD’s** project titled “Deaf Access to Markets” benefited 20 deaf persons with marketing skills, customer care and financial management skills who were former students of the **UNAD** vocational center and became in-active due to lack of such survival skills. **UNAPD** implemented a project dubbed “Promoting Self-employment and Market Opportunities for People with Disabilities in Wakiso” and this increased beneficiaries’ knowledge on business and enterprise management.

Accessibility component:

The different engagements under this component has resulted into a number of outcomes/impacts which are summarized as below: The continuous follow up to the audited institutions in the 3 districts so far have influenced modification of public buildings or facilities in an effort of making such accessible to PWDs. For example, Ayile Primary School in Lira district constructed two ramps in a classroom block and hand rails to ease access to children/adults with disabilities, While in Bushenyi district, Bushenyi DAAT has influenced prison under construction to make it accessible which saw two ramps constructed and an accessible toilet for women prisoners, Emanuel church was able to build two ramps, curb cuts on Mitoma-Kasese road to access shops. On the other hand, the Involvement of district technocrats on the audit committees provided a platform for understanding and appreciation of the practical ways of making the public building accessible which in the long run leads to sustainability through drawing inclusive building plans, disability sensitive BOQs leading to improved accessible buildings at local levels. On the other hand, other impacts are narrated by the primary beneficiaries as below:

Beneficiaries Testimony

Twinomuguni Nicolas is a member of Bushenyi Association of Physically Disabled (BAPD). He represents youth on BAPD executive committee and is a member of the District Accessibility Audit Committee (DAAC). He states “I stay in Litoma community and the trainings on accessibility have increased knowledge about the importance of an accessible environment. Personally, I use a wheelchair and I face physical accessibility barriers but I somehow try and find my way through with a lot of difficulty including getting on my knees to reach my final destination. But ever since I attended the training on accessibility and knowing that it is my right to live in an accessible environment, I have taken it upon myself not to be inconvenienced. Even in my community, UNFPA was constructing the road from Kasese to Mitoma but the walkway was not accessible. I engaged with the contractors but they were not responsive. So, I decided to engage with the Resident Engineer and showed him the



Accessibility Standards and the Building Control Act 2013 that was given to me during one of the trainings and how an accessible environment is everyone's right especially a person on the wheelchair. After about 3 months, the Resident Engineer directed the contractors to put ramps in the town on the roads entering shops. This has been easier for me to do shopping in the area and I don't have to go on my knees anymore to find a better way".



Atusiima Catherine is the Chairperson of the Accessibility Audit Committee and BAPD Association in Bushenyi district. She was very appreciative for the trainings provided because it improved her advocacy efforts. She has used the knowledge acquired to engage with Emmanuel Church of Kabwohe to put provisions for ramps. She kept on talking to the church leadership and also showed them the Accessibility standards and Building Control Act 2013 plus threatening to take them to court. Within 4 months, ramps were put on all entrances of the church and she is now a very happy church goer. Catherine says "I knew about issues of accessibility but was a bit relaxed. The formation of the accessibility audit committee and the trainings provided added vigor to my advocacy efforts. I no longer allow to be taken for granted knowing that I have my rights as a PWDs and laws to back me up".

Disability Sports:

- 12 disability sports groups have been formed and registered as CBOs with Nebbi and Busia Sub-County Local government Structures, this status enables such groups to be able to benefit from the local government grants which beyond sports, the members can also get involved in other livelihood initiatives at the local level.
- Disability Sports has created avenues for members to get involved in livelihoods in order to improve on their household incomes. While PWDs practice the different sports disciplines at play grounds, also introduced VSLA and cash round activities in which a member playing sport is mandated to make a weekly saving of any amount and a cash rounds of an agreed amount is also collected after sport trainings and given to one member to be used for improved livelihood e.g. start of a business. Additionally, funds saved through the VSLA is divided among the members at the end of the year for each to start or boast their income generating activities or projects, thus improved households of the members.
- With over 7 years working relationship with CMRC in an effort of promoting disability sports among the disabled soldiers, sports are proved as the practical rehabilitation tool for the disabled soldiers at MRC and being adopted by the Ministry of Defense to be used even in other rehabilitation units of Kyankwazi and Ntugamo. UNAPD appreciates the UPDF fraternity for the positive gesture of appreciating the role of disability sports to keep the disabled soldiers active and continue to lobby the Ministry of Defense to further incorporate disability sports in their plans and budgets.

Beneficiaries Testimony



Onyait David is my name I am a team captain for (Sitting Volleyball) for my team in Ntungamo barrack.

In Ntungamo, to enjoy work is the hardest thing that every soldier in my team would bitterly explain. We are in a harsh environment where we used to not enjoy our lives fully like able bodied people, no leisure games would suit us.

In a while I thought my career was over, mentally, physically I was not myself but it wasn't long after I found out about amputee football with my friends in MRC, they expressed it with all their hearts and I could fill their happiness and self-confidence which was not the case before, all I knew about my friends was a difficult life we all had with low self-esteem

and disbelief, however this time it was totally different because of disability sport in their unit and I couldn't wait for something like that to happen to our unit.

For me it was easy to be skeptical about this kind of project, we were behind the scenes of what we would do, our disabilities lowered us to the standard that we did not realize our potential of what we could do, however during induction we were awakened to our senses that the project considers persons with disabilities and sees the need to build our capacities in many different ways of physical therapy and leisure

If I were to label myself lucky then its Two month ago when my dream came true, disability sport was introduced in Ntungamo unit with help of MRC unit and UNAPD. To date we have two disciplines Amputee Soccer and sitting volleyball. There are tremendous changes since we started to train, though as any other sport it takes a lot of time and courage to adopt the sport, personally am physically fit, my self-confidence has improved because I feel I can do more with my life than just sit, socialization with the community has given me hope and sense for positive life.

Next Steps after expiry of Inclusive Education Project in Uganda

For the 9 years, Wellspring Philanthropic Fund (WPF) has been supporting UNAPD on advocacy for inclusive education in the 4 project districts of Masaka, Sembabule, Bugiri and Kapchorwa. In this reporting period, made tremendous impact to at least 8 primary schools per district and CWDs such as; increased enrollment and retention of children and adults with disabilities in schools, improved physical accessibility of schools to CWDs, empowered parents of CWDs to advocate for the education rights of their children, ability to buy the basic necessities for their children, appreciation of the school managements and teachers on potentials and ability of CWDs to study with their peers, among others.

However, as WPF is in the phase of redefining their strategic direction for the next couple of years, equally supported UNAPD to also undergo an organizational review or assessment in an effort of identifying the strategic strengths, weakness, opportunities or threats. This is aimed at putting in place mechanisms/interventions

to capitalize on the strengths, close the gaps in order for UNAPD to serve the membership better. This process therefore begun with a number of interventions as follows:

In July, 2019, with the support of CBLI, UNAPD organized a retreat composed of the staff, Board and selected membership from the district to purposely review the organization (identify the areas of weakness of UNAPD). By the end of the exercise, several gaps were identified but 3 areas were classified as key priorities i.e. (1) Review of the strategic Plan (2) Strategic advocacy (3) Fundraising and Resource Mobilization. Others areas included: (4) development of a risk management Plan, (5) strengthening the Board Governance, (6) Leadership development.

After the retreat, UNAPD team together with CBLI drew a roadmap to handle the identified gaps, and a work plan was developed to start with the strategic plan review. In December, 2019, staff and the Board of Directors came together to review the strategic plan led by a consultant through a participatory approach and the major outputs of this exercise were agreed upon thematic areas of the revised strategic plan and these are: (a) Institutional functioning, (b) Partnership and Networking, (c) Financing, (d) Programs and Services.

The next step of this exercise include but not limited to

- Finalizing the strategic plan review (handling the pending areas)
- Development the fundraising and resource mobilization strategy
- Develop a strategic advocacy strategy
- Develop Risk Management Policy/Plan
- Strengthening the Governance Board and Management

Accessibility Improvement Project (AIP)

AIP is a National Coalition Advocacy Project aimed at enforcing the implementation of the Building Control Act (2013) and the Accessibility Standards in Kampala and Mukono district, the effort is to ensure that public and private buildings are accessible to PWDs. The coalition members are UNAPD, Mukono Action on Physical Disability and Makerere University, Department of Architecture and Physical Planning.

PROGRESS

- In an effort for effective preparation for the strategic interest litigation on physical accessibility, UNAPD held a number of consultation meetings with the PWD Councilors of KCCA on the better methodology of engagement.

In such meetings, reference was made to the previous scenario led by LAPD in which the litigation case was lost, and members unanimously agreed to first conduct a baseline survey on physical accessibility

rights violations in Uganda which will be used to file a case on public interest litigation on physical accessibility. In this situation, UNAPD will partner with LAPD and so far, TOR have been developed and shared and potential consultant identified to undertake the assignment. Real research is to begin soon.

- In order to strengthen the awareness raising campaigns on the existence of legal frameworks on accessibility like the Building Control Act(2013), Building Regulations, Accessibility Standards, Mukono Bye-Laws on Accessibility, Revised curriculum on training f architects and physical planners on accessibility, article 9 of UNCRPD, among others. A number of media engagements been held such as radio, TV, Social Media, Newspapers to raise awareness on these legal frameworks and accessibility rights of PWDs to the public and private buildings across the country. Such campaigns indicate the linkage of accessibility right to access to other services or opportunities such as education, health, employment, sports, and recreation, etc.
- Several engagement meetings with key stakeholders been held which are aimed at either reminding them of their mandate towards an inclusive society, sensitization on accessibility rights and practicability of ensuring a user friendly environment. Such stakeholders or players include but not limited to: Architects Registration Board (ARB) to update on the accessibility needs of PWDs and in such engagements, a number of action points were agreed upon like (i) ARB to share the ARB Act with UNAPD to identify gaps relevant to the Act's review, especially in line with design and inspection. (ii) ARB expressed interest to work with UNAPD to develop and enact a bye-law which will address the identified gaps. (iii) In case the identified gaps cannot be addressed by the Act or Bye-Law, a directive can be made through the code of conduct or a practicing note to all architects in regards to disability and accessibility needs. (iv) In order to ensure inclusiveness, ARB to work with UNAPD on awareness raising on the needs of PWDs in the design and inspection of construction projects.
- Engaged KCCA Directorate of Engineering and Technical Services in an advocacy effort to ensure that the authority constructs roads which are user friendly to PWDs. In these meetings, following action points were agreed upon: a) UNAPD to identity the critical areas of pathways along the roads which have barricades blocking easy usage by PWDs especially wheelchair users and brought to the attention of the directorate for action and this is work in progress to identify these blocked pathways. b) The Directorate to rehabilitate one major road in the city to be classified as a "model accessible road for PWDs and this will be done together with UNAPD and general disability movement. c) The Directorate to work with Ministry of Works and Transport in consultation with UNAPD/disability movement to develop guidelines for construction of accessible roads in Kampala and be approved by the Council. d) UNAPD

- Experience and Learning meetings been held with Higher Institutions of Learnings such as Faculty of the Built Environment (FOBE) at Uganda Martyrs University Nkozi on the need to review the teaching curriculum for architects to include inclusive designs, Head of Department of Lands and Architecture Studies of Kyambogo University in an effort of spreading the advocacy message of inclusive designs/ accessibility to other universities, Department of Architecture and Physical Planning of Makerere University to draw strategies on better engagements with the above mentioned universities and other training institutes at regional levels on the possible review of their training curriculum for architects but also spreading the movement to Rwanda.

ADVOCACY FOR INCLUSIVE SEXUAL REPRODUCTIVE HEALTH RIGHTS FOR PWDS IN UGANDA

The on-going project which started in January, 2019 is implemented in the 2 districts of Mbale and Pallisa which aimed at advocacy for inclusive SRH services for PWDs and inspired by the Project Goal “PWDs have equal access to Sexual Reproductive Health Rights” and 2 project objectives: (i) To empower PWDs on strategic advocacy interventions for SRHRs, (ii) To influence the sexual reproductive health policy and programs to be disability inclusive and responsive. In order to achieve the above objectives, UNAPD works in partnership with her local structures, i.e. Mbale Action on Physical Disability (MAPD) and Pallisa District Action on Physical Disability (PADIAPD) and targets 1200 PWDs (700- Mbale and 500- Pallisa) of all categories irrespective of race, ethnicity, and socioeconomic background from 9 years and above.

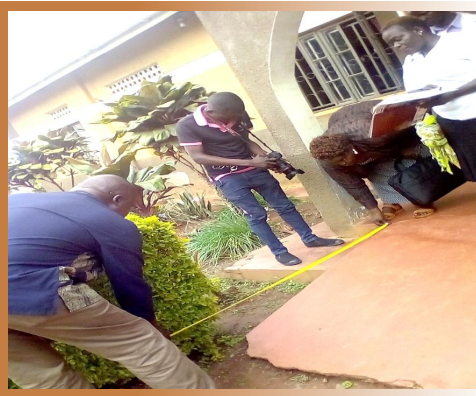
Project Progress

Project launch both at National and District level attracted participants from several stakeholders like Ministry of Health, Voice Partners, Equal Opportunities Commission (EOC), and National Council for Disability, DPOs, SRH partners, District Senior Nursing officers and the Right Holders. The activity was intended to enable stakeholders understand and appreciate the project and as well secure commitments from the ministries especially on the policy implementation. The project was officially launched by commissioner from EOC (Ms. Zamina Malole)



Sensitization of the right holders on their rights to access SRH services and other related SRH component such as safe motherhood and family planning, basics of monitoring programs and existing legal frameworks. This intervention targeted 120 PWDs (male & female) in Mbale (Bunghokho Sub County) and

Pallisa (Kameke Sub County) irrespective of their disability and aimed at equipping them of knowledge on National policy, service standards and its implication on PWDs. The trainings enabled Rights Holders to attain knowledge on SRH, have the ability to demand for services and also make relevant choices of SRH services.



On the other hand, in order to demonstrate inclusion in service provision, district PWDs leaders in Mbale and Pallisa have been trained in practical accessibility auditing. Through the acquired skills have been able to conduct accessibility auditing of Bushikori Health Centre III (Mbale) and Kameke Health Center III (Pallisa). The findings from the audits show that the 2 facilities need accessibility improvement by modifying the existing ramps which are sub-standard, remodeling of some entrances, purchase of adjustable beds, IEC materials printed in large print, removing barriers from the corridors and training staff on basics in sign language. These different interventions aims at PWDs being recognized and access

SRH services.

During the course of the project, Reach a Hand Uganda invited UNAPD as a SRH partner to participate in the Inter- generational dialogue held at Serena Hotel Kampala which had a discussion on teenage pregnancy and the costs of restricted SRH information and services for young people.

In an effort of creating awareness on the silent SRH needs of PWDs, partners like FHI 360 and Marie Stopes invited UNAPD to sensitize their SBCC team members on disability and communication for effective inclusion to respond to “LEAVE NO ONE BEHIND” Slogan in their on-going project titled “RISE”. Humanity and Inclusion identified UNAPD as a key DPO in giving technical guidance on inclusive SRHS.

In order to strengthen the collaborative relationship with SRH Partners, UNAPD identified RHU as one of the key SRH partners and so far signed a Memorandum of Understanding (MOU) to formalize working relationship in which each partner has a role to play all aimed at fostering inclusive SRH services in Uganda.



Through lobbying and advocacy as a thematic approach to UNAPDs work, influenced Marie Stopes Uganda to facilitate 10 young people with disabilities to participate in the 3rd Pre-Youth Conference on Family Planning organized by UNFPA in September, 2019 at Speke Resort and Conference Center, Munyonyo. The event created synergy among PWDs to understand their sexual life through the discussions on SRH.



Girl Champions of SRH from Mbarara University School of Science and Technology (MUST) visiting a UNAPD exhibition stall, showcasing SRH related information, models of accessible facilities/buildings, legal frameworks, etc during the Pre-Youth Uganda Family Planning Conference at Munyonyo

IMPACT

The strategic engagements of SRH partners, district health team (e.g. District Senior Nursing officers) and the rights holders (PWDs) have led to increased commitments at grassroots towards provision of inclusive SHR services at both national and district levels. This has been fueled by the changed attitudes of such health workers in health centers such as Bungkho HC II (Mbale) and Kameke HC III (Pallisa) and SHR partners (Reproductive Health Uganda, Marie Stopes) toward disability, while appreciating the need of “Leaving No One Behind” in service provision.

Appreciation of the local government technical and political leaders to incorporate the disability specific needs in their plans and budgets during their planning process is increasingly evident in the 2 project districts of Mbale and Pallisa. This has been enabled by the continuous engagements which has been an eye opener to the planning and budgeting committees at various levels, specific attention is focused at inclusive budgets to consider; construction of accessible health centers, adjustable delivery beds, sign language skills among health workers, Brailled information, etc.



Strengthened partnership with the duty bears of Health with the overall aim of ensuring that disability specific needs are considered during the policy development, implementation and service delivery. It should be noted that the project is aimed at inclusive implementation of Ministry of Health Sexual and Reproductive Health Policy and Operation Standards, efforts are yielding fruits by attraction of MOH policy makers, implementers at different levels towards Inclusive Health Service Delivery.

In picture: Hon. Jane Ruth Acheng (Minister for Health) visiting UNAPD stall during the World Health Day celebration held on

9th of April, 2019 at Kira – Wakiso District.

Beneficiaries Testimony



Amuron Hellen's Story.

I am Amuron Helen, 27 year's old, with Physical and Visual Impairment, living in a small rural village (Kamolo Manga) in Pallisa District with my Parents and siblings. The life I live as a person with disability makes me break down whenever I narrate my story.

My ordeal started right with having a multiple disability. "I have had difficulty with a number of things but important ones are in relation to Health and education which have tormented me so much. I have passion for school but I had to drop out at form 4 due to difficulties in school, the education system discriminates us the visually impaired. What

is worse for me is the health sector. I have visited hospitals on several occasions with particular concerns mostly those related to Sexual and Reproductive Health but am disappointed by the negative reception normally by health workers as a person with disability, sometimes I am denied the services because they think that as a person with disability, why do I need them, information shared with me by the nurses does not fully make me understand my needs, there is no privacy even when I want to share things I feel private and ashamed to say in a group. "Nurses are not professional, instead sympathies with me yet I don't need sympathy. I believe I am a normal human being with just different abilities who needs the same services as any other person" she narrates.

However, the sensitization trainings organized by UNAPD have personally empowered me to understand my right to equally access SRH services like family planning and the different services offered in relation to SRH for both women and men. I can stand up for myself and demand for SRHR services but however the rights of other PWDs out there still remains at high risk of being abused over and over again. Without committed leaders to advocate or raise awareness on such rights, PWDs are still compounded with limited knowledge on SRH rights for PWDs and available services.

For this reason, many women and girls with disabilities in Pallisa and others places will require SRHR skills and knowledge in order to mitigate sexual and gender-based violence committed within the family and in the community. They also need community outreaches at grassroots levels to bring services and information closer to PWDs, need for health workers to change their attitudes towards disability. "With continued support like that of UNAPD, we hope to increase reporting of violations by local authorities, increase the knowledge base among women, girls and other persons with disabilities in order to resist discrimination, report violations and lastly, create a social safety net through the sensitization and engagement with relevant authorities" she concludes.

BUDGET ADVOCACY FOR PWDs

Budget Advocacy Project implemented in the 2 districts of Hoima and Soroti ended by mid-2019, it was aimed at enhancing the capacity of PWDs Councilors/UNAPD leaders to effectively advocate for increased budgeting to PWDs concerns like in education sector for better education services for PWDs. This was achieved through (i) Increased technical capacity of PWDs councilors/UNAPD leaders on aspects of local government operating procedures, budgeting and monitoring (ii) effective participation of PWDs in district related programs such as education and poverty alleviation (iii) empower PWDs with appropriate skills and knowledge required to effectively participate in the planning and budgeting process at various levels of local government.

As the project was in final stages of implementation, made several strides in terms of achievements as summarized below:

IMPACT

This project used a unique advocacy approach for inclusive budgeting code named “Vocal Budget Advocacy Groups of PWDs” at each sub-county of the project district. This approach has been to increase participation of PWDs leaders (PWD Councilors, local leaders, opinion leaders) to take decision on matters affecting PWDs at different levels in the 2 districts of Hoima and Soroti which has yielded several achievements as below: Hoima district has three sub-counties of the project target (Kitoba, Kigorobyia and Buhimba Sub-Counties).

In Kigorobyia sub-county through the VBAG efforts, the local government budget committee has increased the budget allocation to disability vote from 400,000/= to 1,000,000/= in FY 2018/2019. Kigorobyia VBAG also lobbied **Enable Youth Uganda** (a training institute) to enroll 1 person with disability (Birungi Pius with physical Disability) to join a vocational school for a 3 month certificate course on motor vehicle mechanics, while VBAC also lobbied Savers Uganda Project who enrolled for 2 girls with disabilities for a 6 months training course in tailoring and after completion were given start up kits to begin with business.

Kigorobyia VBAC lobbied Operation Wealth Creation Program to have a PWD representative on their committee and Akuzibwe Diana was adopted to OWC program committee at district level in an effort of ensuring reasonable accommodation in service delivery in order to leave no one behind.

The VBAC also reached out to Health Center, schools, churches and the trading center business buildings to create awareness about accessibility needs of PWDs in the built environment which led to construction of ramps at Kigorobyia Health Center IV maternity ward as well as lobbied the sub county technical and political leadership to include assistive devices for PWDs in the FY 2019/2020 and they pledged to allocate. The VBAC of Kigorobyia Town Council lobbied the Town council to support “Kembabazi PWD Group” to register as a CBO

with local government and the Council contributed 100,000/= as a registration fee to renew their certificate. This will enable the group to qualify for local government grants/programs like OWC, PWD grants, YLP grants, And also able to realize the construction of an accessible ramp at the town council market through the lobbying efforts of council technical and political leaders.

In Buhimba sub county, the VBAC after prioritization of PWDs needs engaged the sub-county technocrats during the budgeting process to be considered, before the budget approval for the FY 2018/2019, 2,000,000/= was allocated to disability needs of the sub-county. Secured a budget for 2 wheel chairs for PWDs for FY 2019/2020 totaling to 1,000,000/=: construction of ramps at Kigaaya Primary Schools at 2,000,000/= and 2 stances of latrines at Buhimba Health Center III with support from World Vision Uganda. Several PWDs are benefiting from the on-going government programs such as Operation Wealth Creation (Mukama Hashim got 800 coffee tree seedlings & Katusabe Abasi got 400 mango tree seedlings) while also 40 other PWDs got pineapple seedlings. Additionally, lobby for construction of inclusive VIP latrines in Ibanda and Kinogozi markets and construction of a ramp at Reverend Church of Uganda, Kigaaya, Hoima District.

In Kitoba Sub-County, VBAC efforts among others realized the following: PWDs benefited from government programs like: Operation Wealth Creation (OWC) through seedlings of mangoes, oranges, coffee, cocoa, pineapples and bean seeds, Kibanjwa Youth Grain Millers” which received 7.5 million from YLP to buy a grinding mill for the group which has some PWDs as members, secured 32 wheelchairs from a church funded organization and distributed to PWDs, secured a welding machine from Sight Savers Program for a group of 45 Youth with Disabilities as part of economic empowerment initiative.

In Soroti district, 3 sub-counties of Katine, Gweri and Tubur been beneficiaries of this project and below is a brief of impacts in the half year of 2019.

In Katine Sub-County, VBAGs members are increasingly getting recognized in the districts as “PWD Budget Pressure Groups” to influence inclusive budgeting in the local area and have begun to be invited to actively participate in the different budgeting meetings/conferences organized by the sub-county local governments. In the FY 2018/2019 Budgeting Cycle, Katine VBAG identified some of the PWD’s priorities at different parish levels using the PWD leaders, among which included; lack of skills among PWDs on practical income generating initiative, in-accessible maternity beds in hospitals, poor sanitation in schools etc. During the sub-county budget conference held in November, 2018, VBAG members actively engaged budgeting committee to include PWDs needs in the sub-county budget. The VBAG chaired by Atwang Josephine used their acquired knowledge and skills in inclusive budget advocacy to engage and convince the budget technocrats to increase the disability vote from 100,000/= to 760,000/= for FY 2018/2019 to be used to specifically train at least 3 PWDs per parish

in 6 parishes of Katine Sub-county on selected Income generating activities” It’s hoped if PWDs are trained in selected income generating initiatives, will be role models to other PWDs of the area in fighting poverty in their households and improve on their household incomes”.

Lastly, Soroti District Action on Physical disability (SODAPD) in partnership with VBAC lobbied Bake for Life College which is supported by BIFF Netherlands to train persons with disabilities in bakery in their program code named “Bake it Smart and Simple (BSS)” which resulted into 45 PWDs being mobilized, trained and later received start up kits. “This has opened the eyes of the community that PWDs have the ability to perform if given the opportunity”, narrated by chairperson of VBAC.

In Gweri Sub-County, the VBAC formed 18 PWD groups each with a membership of 30 which made it easy to access government programs like Operation Wealth Creation (OWC), where some members got maize seeds, mangoes, citrus seedlings, PWDs group secured a grinding machine from World Vision, while 2 PWDs (Okiring Francis and Asio Florence) got 40 and 20 iron sheets respectively from Minister for Teso Region to roof their houses.

INCREASING ACCESS TO WAGED EMPLOYMENT FOR PWDS PROJECT

UNAPD was implementing a 2 year project titled” ‘Increasing access to waged employment for Persons with Disabilities in Kampala’ in collaboration with Cheshire Services Uganda, National Union of Disabled Persons of Uganda (NUDIPU); Uganda National Association of the Deaf (UNAD) and National Union of Women with Disabilities of Uganda (NUWODU). The project led by Cheshire Services Uganda (CSU) was aimed at increasing access to waged employment for skilled persons with disabilities in Kampala in a sustainable and holistic manner. In this reporting report, the project made several impact to UNAPD targeted beneficiaries as analyzed below:

IMPACT

- 3 PWDs secured employment with the government sector follows: Mukubi Joseph with a Physical disability is a Community Development Officer (CDO) for Mpata Sub-county of Mukono district, Namukasa Amina is of Visual impairment) now a CDO of Kyanamukkaka Sub county in Masaka district, Muhumbira Dinah, Little person is a Parish Chief Kikorongo Parish in Kasese district.
- 5 PWDs got employment opportunities on contract basis with the private sector; Nassiwa Sharafa has a visual impairment and currently works as a Peer Mentor with Uganda Development Link, Racheal Katushabe, Little Person is a social worker with African Evangelistic Enterprise (AEE) in Kampala, Kwuba Andrew of Visual impairment also employed as a social worker with AEE in Mayuge, Wamala

Godfrey of Physical disability is an intern administrator with Light For The World, while Namugga Aisha of Physical disability is currently working as a Human Resource Assistant with Fresh Cuts Uganda, Mutyaba Joseph of Physical disability secured a job with Nkumba Secretarial Services.

- Besides getting employment, Mutyaba Joseph and Kalungi Maureen both with Physical Disability were able to pass an application interviews to attend the training program of African Youth with Disabilities conducted by “The National Academy of Information Technology for Persons with Disabilities” (NAID) in Egypt through the Egyptian Ministry of Communications and Information Technology. The training held from **15th - 25th of September** and **30th September to 11th October, 2019** respectively at NAID Premises was aims at developing personal and technical skills of trainees and enhance their innovation capabilities in communications and information technology programs.
- Tebandekke Joseph with a physical disability used the acquired knowledge and practical skills to win an online 3 weeks scholarship in Germany on “Theatre Dance and Performance” as the sole candidate from Africa. Within almost the same period, he also applied for a job vacancy with La’rche UK, passed the interviews as an Assistant Administrator but was unable to travel due to hardship of securing the air ticket and visa.
- Lastly, UNAPD was able to change the attitudes of several potential employers, both government and private sector to appreciate the abilities of PWDs at work and benefits of employing PWDs in their respective organizations, institutions or departments. This has led to increasing number of PWDs to be employed by the mainstream organizations or government.

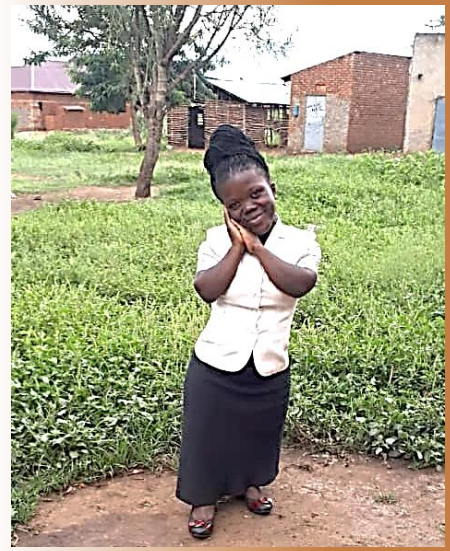
Beneficiaries Testimony

Muhumbira’s journey to Permanent Employment

I am Muhumbira Dina, a lady living with dwarfism which most of you know as a “little person” staying in Ntinda and my home district is Kasese. I have a diploma in Gender and Social Development from Bugema University. I have been job hunting since 2013. Basing on my previous experience, I have been failing interviews because of the way I presented myself, i.e. I was full of fear when it came to going for interviews, I would even shiver making me not to answer the questions well.

My turning point came when I got a call from UNAPD in August 2018 about the ongoing “Waged Employment Project” implemented by UNAPD in partnership with Cheshire Services Uganda and I was asked if I was interested to be a beneficiary. My details were taken by UNAPD staff (Ms. Miriam Ademun) and I enrolled in the project. I was later called for a training that was conducted in Renata Hotel in Bwaise. Reluctantly, I attended it and assumed it’s like one of the so many meetings organized for PWDs. On reaching the venue, I

saw that there were many people with different disabilities which was also good for socialization. During the training, I was personally able to learn how to write a professional Curriculum Vitae, Application and Motivational letter. I liked how the training was conducted because practical examples of a good CV were given and every part of the CV was discussed. All the participants were tasked to come up with an application for a job advert that was flashed on the projector screen. This kind of engagement helped me be able to acquire fresh knowledge, internalize what was trained and coming up with a good application letter. It was a real learning point for me, my self-esteem and confidence improved because some of the topics discussed were on how to improve on someone's self-esteem and building confidence, among others. I also very much liked the way Ms. Miriam Ademun (facilitator) emphasized on "liking yourself the way you are", this helped me to speak to my inner self, there and then, I felt good about myself.



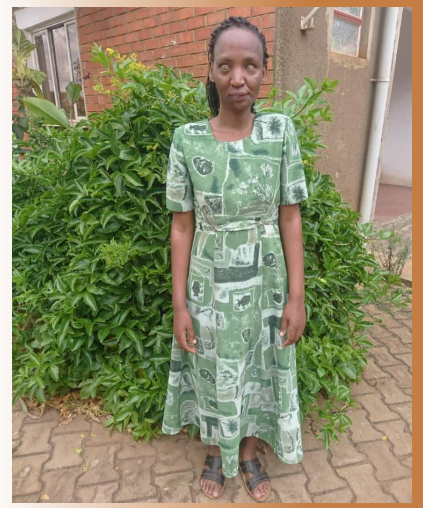
In January, 2019, the post of 30 Parish Chiefs was advertised by Kasese Local Government and I applied casually without much hope. Luckily for me, I was called for interviews. We were 750 total applicants, 360 were called for written interviews, 196 were short listed for oral interviews and 30 of us were called with congratulatory messages. I was so excited and I knew this was my turning point. I have my appointment letter as the Parish Chief of Kikorongo Parish, in Lake Katwe Sub-County, Kasese Local Government and am excited to start work since it is in line with what I learnt at the university. My only request is that I will continue to reach out to UNAPD for continued support in being able to perform well at my job. I still need to learn skills in documentation i.e. writing reports, coming up with work plans. On this note, allow me extend my sincere appreciation and thanks to Uganda National Action on Physical Disability (UNAPD) Cheshire Services Uganda (CSU), Leonard Cheshire Disability (LCD) and the National Community Lottery Fund (NCLF) for the financial support for the waged employment project

“My Visual Impairment did not stop me from becoming a Community Development Officer of Masaka District Local Government”

My name is Namukasa Amina, a graduate with Community Based Rehabilitation from Kyambogo University and studied as a private student. I want from the start to send my sincere appreciation to my uncle who supported

my studies until completion. My life at the university as a girl living with Visual Impairment was a humble one and easily made friends because of my social skills. I remember having a guide whom I paid 100,000/= per month after negotiating from 300,000/=. However, I faced some hardships especially when it came to taking notes to UNAB for embossing (transcribing to braille) where each page costed 500/=. Besides that, my life at Campus was fun, liked eating out with my friends. Most of the boys who wanted to date me and take advantage of me but sometimes be embarrassed to walk with me as their friend. I was a sharp student, would be very careful of such boy students not to use me, would always protect myself and let go before getting into more complex situations.

I completed in 2018 and thereafter my life became harder , could not even buy sanitary towel, airtime because the financial support stopped.



The end of an academic career led me into my journey to look for employment. In around August, 2018, received a phone call from Uganda National Action on Physical Disability (UNAPD) about being enrolled for Waged Employment Project. I was taken through a needs assessment exercise by UNAPD staff (Ms. Miriam Ademun) in which was asked questions and later qualified to be a beneficiary of the project. I was later requested to send my CV and thereafter was called for a training. The training was so beneficial to me and other participants in general in that improved my self-esteem and confidence, learnt how to face interview panels, present myself when going for interviews and how to rightfully answer interview questions. In June, 2019, there was an advert for the post of community development officer (CDO) by Masaka Local Government. I used the knowledge and skills acquired in the project to write



an application letter and CV with the support of UNAPD staff (Ms. Miriam Ademun), and later was called for oral interviews by Masaka Local Government. It was my first interview and excelled as the best candidate and as I talk now soon starting to work on 1st July, 2019 as the Community Development Officer with Masaka Local Government. UNAPD has been in touch with me since the first training, guiding on job applications and

encouraging me and the rest of the PWDs not to give up looking for jobs. Together with other beneficiaries, there is a WhatsApp group where job adverts are posted and we are guided on how to apply for the jobs. I am very thankful to UNAPD and Cheshire Services Uganda for having this project and helping PWDs with improving their employability skills.

MEMBERSHIP REGISTRATION:

Membership Registration at UNAPD is a process through which the individual persons with physical disabilities register with their District Associations of UNAPD (UNAPD Local Structures) and the data are sent to UNAPD secretariat and inputted into the national data base. UNAPD currently has 38 District Association across the 4 regions of Uganda, but many other districts have expressed interest to voluntarily establish District Associations to become UNAPD members. As members register with UNAPD, the organization is also able to know the most emergent needs of persons with physical disabilities, which in the long run guide UNAPD prioritization and programming. By end of 2019, there has been an increase in number of individual membership registration by 150 new members, which increased the total registered membership from 7,392 to 7,542.

WORKING WITH THE MEDIA

In 2019, UNAPD worked with the media to raise awareness on pertinent issues affecting PWDs e.g. the need to ensure an accessible environment, sexual Reproductive health rights, formal employment for PWDs and right to education for CWDs in Uganda among others through radio talk shows, TVs and print media:- 7th March 2019 Star TV, 26th April UBC TV, 3rd May NBS TV, 4th May Unity FM, 9th May UBC, 24th August Simba FM, 3rd Sept Monitor Newspaper, 23rd May UBC TV, 1st June NBS TV, 19th Sept, 17th October Daily Monitor, 18th October BBS Terefayina, 18th October NBS TV, 9th Dec, 6th Dec and 12th Dec Elgon FM Mbale.

BOARD OF DIRECTORS

UNAPD has a 9 member Board of Directors with different experiences, exposure, qualifications which has played a great role in giving the technical guidance, mentorship and strategic direction to the secretariat and district associations for effective and efficient management of the organization at both national and district level.

PARTNERS

UNAPD has worked closely with a number of donors/Partners who have made it possible for the organization to smoothly thrive through 2019 and register a number of achievements or impacts towards the membership as the primary beneficiaries. These include; Dansk Handicap Forbund (DHF), Para-Sports Denmark (PSD), Disability Rights Fund (DRF), Disability Rights Advocacy Fund (DRAF) Open Society initiative for Eastern Africa (OSIEA), Voice/Oxfam, Wellspring Philanthropic Fund, Big Lottery Fund.

UNAPD TEAM



Mukasa Apollo
Executive Director

He holds Masters in Human Rights and International Development, Degree in Humanities. Has over 13 years' experience in disability rights advocacy, has been at the centre of all UNAPD efforts of policy change or influence on accessibility and Inclusive Education in Uganda, He spearheaded the process of developing the "Accessibility Standards", begun the campaign of promoting inclusive designs/ accessibility needs of PWDs through accessibility auditing for public/private structures and promoting the review of training curriculum of architects in high institutions of learnings, been at the centre of working with Ministry of Works and Transport towards the development of disability sensitive Building Control Act(2013) and related National Building Codes/Regulations, exposed UNAPD to several international conferences/forums such as UN Committee on Human Rights. He represents PWDs to the National Building Review Board, and Uganda National Commission for UNESCO. As a person with disability, is part of the strong disability movement which has positively promoted inclusive policies, programs, and laws in respect of PWDs rights and their personal empowerment at national and district levels. He oversees the day to day management of UNAPD and gives technical support to staff in order to realise the set objectives, targets and meet the expectations of the Board, beneficiaries/membership and Donors/Partners. Plays a key role in promoting the positive image of UNAPD and leads fundraising drive both national and international to ensure sustainability of organisation's work national and internationally. Lastly, he is responsible to ensure that organisation's policies, strategies and programs are realized in line with international legal instruments to positively impacts PWDs, and to the expectations of donors, stakeholders, and general public.

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Kafeero Vincent Lyazi
Projects Coordinator

He holds a Bachelor's Degree in Community Development, and Post Graduate Diplomas in Project Planning and Management, Monitoring and Evaluation. He possess over 10 years of experience in disability rights advocacy and has equally been part of UNAPD efforts towards the policy influence/development on Physical Accessibility and other human rights interventions. He is a person with disability and was part of the team which presented a petition to the Parliamentary Committee on Human rights to adopt the Accessibility Standards in the Building Control Bill before enacted into Law in 2013, very active in supporting government while developing inclusive policies e.g. Special Needs and Inclusive Education Policy, and spearhead the campaign for accessibility auditing of public/private facilities at both national

and district level, which has led to improved positive response of the construction industry to construction accessible buildings/facilities for PWDs in Uganda.

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Kintu Thadius
Finance and
Administration Manager

He holds a Degree in Accounting and Finance, Certificate in Tally Accounting and QuickBooks packages and currently pursuing CPA, he carries over 7 years of working experience in finance and administration. He is a person with disability and a man behind UNAPD's strong accounting and administration system, and responsible for transparent and efficient management of organisation funds to ensure value for money, ensuring financial audits are done in time.

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Synole Patrick
Information & Advocacy
Officer

He holds Master of Science in Software Engineering & Master of Arts in Strategic Intelligence Studies, Degree in Information Technology, Diploma in project planning & management. He is a Human Rights Activist and has over 11 years' experience in Humanitarian Affairs and 5 years' experience in disability rights advocacy and experienced in Institutional and Organization Development.

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Opoti Scholastica
Senior Project Officer

She holds Bachelor's Degree in Democracy & Governance Studies, Diploma in Social work & Social Development. She is a person with disability with over 8 years' experience in disability rights advocacy, inclusion and gender mainstreaming. She is the person behind the promotion of disability sports at UNAPD which has spread to different districts of Uganda, She is one of the few civilians who have successfully worked with Rehabilitation Units of soldiers in Uganda to promote disability sports as a tool for rehabilitation for disabled soldiers.

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Cherotwo Sailas
MEL Officer

He holds a Bachelor's Degree in Arts and Social Sciences, Post graduate Diploma in Project Planning and Management and pursuing a course in Administrative Law, he is a member of the Social Workers Association. He is a human rights Activist and Passionate about feminism and he is further strengthening UNAPD Monitoring and Evaluation System.

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Ademun Miriam
Project Officer SAAP

She Holds a Bachelor's Degree in Environmental Management, certificate in Project Planning and management, certificate in Monitoring and Evaluation. Has 8 years' experience in Programme work, fundraising and advocacy in the area of community development initiatives. Miriam is passionate about issues concerning the girl child and has set for herself a mission to change the plight of girls especially girls with disability through empowerment and mentorship.

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Kavuma George William
Account Assistant

He holds a Degree in Commerce (Accounting Major) and pursuing CPA, carry over 5 years of experiences in accounting, finance and administration, and plays a key role in the management of project funds to ensure value for money, ensuring efficient and effective use of organisation funds and asset financial audits.

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Nabbanja Faridah
Project Officer SRHRP

She holds a Master of Arts degree in Local Governance and Human Rights, Associate Bachelor of Arts Degree in Democracy and Development Studies from Uganda Martyrs University, Bachelor of Arts in Arts Degree from Makerere University Kampala. She has 12 years hand on working experience in community development work. She has special bias in the areas of disability inclusion and mainstreaming, economic social transformation of women through livelihood.

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Waiswa Charles Mugoya
Project Officer AIEP

He holds a bachelor's degree in Social Work and Social Administration from Uganda Christian University coupled with other additional trainings in Social Community approaches. He has over ten years progressive experience working for the social betterment of the most undeserved communities ranging from Orphans, Refugees, HIV victims and Persons living with Disabilities.

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Nabadda Joyce Florence
Front Desk Officer

She holds a bachelors degree in Guidance and Counselling and a Certificate in Adult and Education from Kyambogo University. Has volunteered in different DPOs and has experience in project activities. Loves working and associating with all persons with disabilities

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Ssali .F. Richard
Driver

He holds an ordinary level certificate, a valid Ugandan driving licence with classes B, CM and DL. He holds an advanced defensive driving certificate from AAU driving school with over 14 years hands on working experience. He has worked with different organizations very versed with geographical context of Uganda, ability to drive long distances but most of all, poses high skills of vehicle maintenance. He is a human right activist and very sensitive of diversity and equity.

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Namigayo Irene
Welfare Officer

She holds a certificate in Tailoring, fashion and designing, hair dressing and basic computer applications. She is a person with disability with over 10 years' experience of working with persons with disabilities at organisation and community level. She is para-athletes and disability rights advocate.

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Nanduttu Alice
Project Assistant
(MBALE)

She Holds a Bachelor's Degree in Information Technology from Kampala International University and a Diploma in Law from Law Development Centre. She has experience on advocacy, local gov't operating procedures, PWDs Rights Advocate and mobilisation. She is also a female PWD councillor Mbale District

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Opuwa Suzan
Project Assistant
(PALLISA)

She holds a Diploma in Cooperatives and Business Administration from Uganda Cooperative College Tororo.

She has technical experience and skills in office management, record keeping, financial accounting, report writing and data collection and ICT

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Geriga Martin
Security Officer

He holds a certificate in Social Works and Social Administration, certificate in security with 4 years' experience.

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BOARD OF DIRECTORS

List of Board Members 2018-2022

Full Name	Position on the Board	Photo	Key contribution each individual makes (i.e. legal, financial, programmatic)	Attributes (i.e. connection to an important constituency)
Arthur Blick Snr	Chairman		Community mobilization skills; Advocacy & Income Generating Activities	Chairperson Community Based Rehabilitation Alliance (COMBRA), Member Mukono District Service Commission
Mpindi Bumali	Vice Chairman		Disability sports advocacy, Mobilization, Advise on community development, finance and business management, IGAs	Chairman NUDIPU, President Uganda Paralympic Committee
Candria Goffin	Treasurer		Advise on matters of Finance Management and organization development	Former Chairperson of National Council for Disability
Namubiru Sylvia	Youth Representative		Advise on skills training and mainstreaming youth in development programs	Female Councilor Representing PWDs in Nabweru Sub County
Sebaggala Abdul	Central Representative		Advocacy, Mobilization, Advise on community development and IGAs	Former Councilor Representing PWDs Makindye Division-KCCA

Full Name	Position on the Board	Photo	Key contribution each individual makes (i.e. legal, financial, programmatic)	Attributes (i.e. connection to an important constituency)
Ann Kobusingye	Western Representative		Advocacy, Advise on local gov't operating procedures, PWDs Rights Advocate	District Female PWDs Councilor in Kabale District
Ketty Aero	Northern Representative		Advocacy, administrative issues, Rights of PWDs	Vice Chairperson NUDIPU, Kotido District Female PWDs Councilor
Muckassar Nasser Abdul (Deceased)	Eastern Representative		Mobilization skills, IGAs, Disability Rights Advocate	Former District Male PWDs Councilor in Paliisa District, Former Chairman Paliisa District Union of PWDs
Alum Jane	Women Representative		Advocacy, livelihoods, Disability Rights Advocate, Gender Mains treaming	District Female PWDs councilor in Soroti district, Member of Soroti District Local Government Finance Committee

FINANCIAL REPORT

UGANDA NATIONAL ACTION ON PHYSICAL DISABILITY

(A Company Limited by Guarantee
and not having a Share Capital)

Statement of Financial Position as at 31
December 2019

		2019 Actual Ushs	2018 Actual Ushs
ASSETS	Note		
NON-CURRENT ASSETS			
PROPERTY AND EQUIPMENT	3	48,538,282	54,138,874
		-----	-----
CURRENT ASSETS			
Receivables	4	30,177,980	27,102,380
Bank Balances	5	201,949,379	272,989,180
		-----	-----
		232,127,359	300,091,560
		-----	-----
TOTAL ASSETS		280,665,641	354,230,434
		=====	=====
FUNDS AND LIABILITIES			
FUNDS			
CAPITAL FUND	6	48,538,282	54,138,874
GENERAL FUND	7	-42,060,752	-34,988,252
RESTRICTED FUNDS	8	210,688,999	288,216,727
		-----	-----
TOTAL FUNDS	9	217,166,529	307,367,349
		-----	-----
CURRENT LIABILITIES			
Payables and accruals	10	63,499,112	40,017,251
Bank overdraft		-----	6,845,834
		-----	-----
TOTAL FUNDS AND LIABILITIES		280,665,641	354,230,434
		=====	=====

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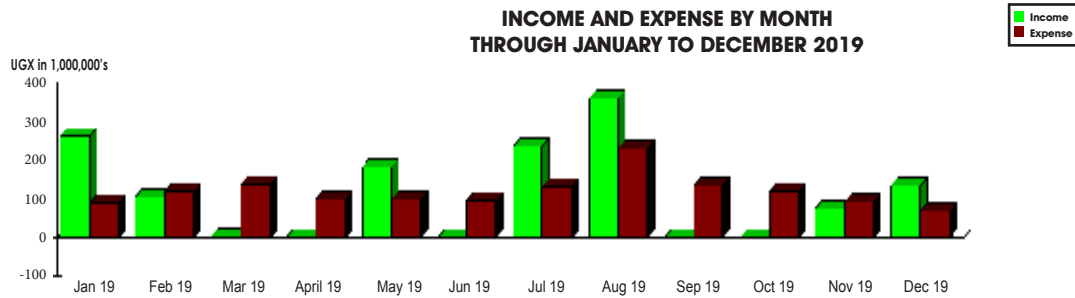
These financial statements were approved by the Board of Directors on2019
and were signed on its behalf by:

_____ CHAIRMAN

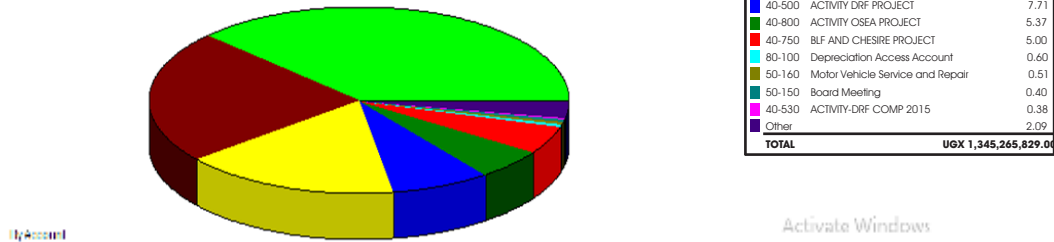
MR. ARTHUR BLICK

_____ EXECUTIVE DIRECTOR

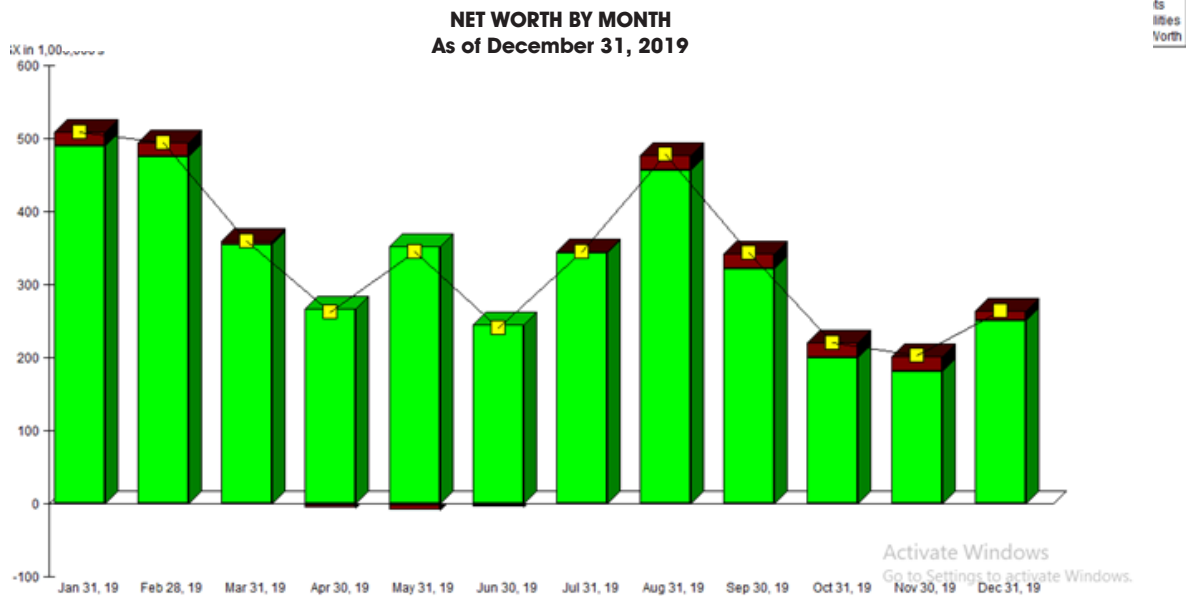
MR. APOLLO MUKASA



Expense Summary
Through January To December 2019



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Activate Windows
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Mission of UNAPD:

UNAPD exists to advance member efforts in removing barriers that prevent persons with physical disabilities from enjoying their rights through advocacy, capacity building and networking.

CONTACT

UGANDA NATIONAL ACTION ON PHYSICAL DISABILITY

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