

**A REPORT ON**

**THE EVALUATION OF TRAINING AND EDUCATION OF YOUNG  
PEOPLE WITH DISABILITIES IN UGANDA FUNDED BY  
OPERATION DAY'S WORK - NORWAY**

**FOR  
NATIONAL UNION OF DISABLED PERSONS OF UGANDA  
(NUDIPU)  
MARCH 2006**

**NAKKAZI DAMALIE, PhD  
MAKERERE UNIVERSITY  
P.O.BOX 7062  
KAMPALA  
UGANDA.**

## **ACKNOWLEDGEMENTS**

I wish to extend my appreciation to a number of officers and individuals for their contribution, assistance and facilitation without which this evaluation would not have been possible.

My foremost gratitude goes to the National Union of Disabled Persons of Uganda (NUDIPU), who gave me the opportunity to undertake this evaluation. The evaluation would not have been possible without their effort in making it a reality.

Special thanks go to the Executive Director of NUDIPU Mr. Sebuliba Michael, the project coordinator of the OD-Youth Project Mr. Babu Martin, and the OD-Youth project officer Ms. Namarome Rehema for their consistent support and guidance throughout the evaluation period.

Many thanks go to the beneficiaries of the OD-Youth Project in Kasese and Lira districts who provided the invaluable data that formed the basis of this evaluation. To the beneficiaries of Kasese Town YWDs Salon Project, Kitholhu Disabled Youth Association, Lira District Disabled Youth Association, and Aputi Youth With Disabilities Project, thank you for a job well done.

My further appreciation is extended to the members of the District Unions of Kasese and Lira districts where the evaluation was conducted. To all the Local Government staff and the people that participated in the key informant interviews, I am grateful to you for giving me your time and knowledge.

Finally, I wish to thank Ms. Ojirot Sarah the interpreter, my field assistants Mr. Mumansi Mephibosheth and Mrs. Kiwanuka Faith, with whom I travelled.

I say thanks to all of you.

## ACRONYMS

CBO	Community Based Organization
CBR	Community Based Rehabilitation
CSOs	Civil Society Organizations
CWDs	Children with Disabilities
DPOs	Disabled Person's Organizations
DUs	District Unions of People With Disabilities
FDC	Forum for Democratic Change
FGDs	Focus Group Discussions
IDD	International Day of the Disabled
LC	Local Council
NAD	Norwegian Association of Disabled
NAADS	National Agricultural Advisory Services
NGO	Non Governmental Organization
NRM	National Resistance Movement
NUDIPU	National Union of Disabled Persons of Uganda
NUSAF	Northern Uganda Social Action Fund
NUWODU	National Union of Women with Disabilities of Uganda
NYWDC	National Youth With Disabilities Committee
OD	Operation Day's work - Norway
PEAP	Poverty Eradication Action Plan
TNA	Training Needs Assessment
TOTs	Trainers of Trainers
UNAB	Uganda National Association of the Blind
UNAD	Uganda National Association of the Deaf
UPE	Universal Primary Education
YWDs	Youth With Disabilities

## TABLE OF CONTENTS

Acknowledgements .....	ii
Acronyms .....	iii
Table of Contents .....	iv
List of Tables .....	vii
List of Appendices .....	vii
Executive Summary .....	viii

## 1.0 INTRODUCTION

1.1 Background of NUDIPU .....	1
1.1.1 NUDIPU's Vision .....	1
1.1.2 NUDIPU's Mission .....	1
1.1.3 NUDIPU Programmes .....	1
1.1.3.1 Advocacy and Lobbying .....	2
1.1.3.2 Capacity Building .....	2
1.1.3.3 Economic Empowerment .....	2
1.2 NUDIPU OD-Youth Project .....	2
1.2.1 Background of the OD-Youth project .....	2
1.2.2 Aims of the OD-Youth project .....	3
1.2.3 Immediate objectives of the OD-Youth project .....	3

## 2.0 OBJECTIVES OF THE EVALUATION

2.1 Objectives .....	4
----------------------	---

## 3.0 METHODOLOGY

3.1 Overview .....	6
--------------------	---

3.2 Study area .....	6
3.3 Study design .....	6
3.4 The sample .....	6
3.5 Data collection methods .....	7
3.5.1 Document review .....	7
3.5.2 Focus Group Discussions .....	7
3.5.3 Key Informant Interviews .....	7
3.5.4 Observational Data .....	8
3.6 Data collection instruments .....	8
3.7 Data analysis .....	8
3.8 Limitations .....	8

## **4.0 FINDINGS**

4.1 Introduction .....	9
4.2 Descriptive statistics .....	9
4.2.1 Location .....	9
4.2.2 Beneficiaries by gender and disability .....	10
4.3 Criteria for selection of group members .....	11
4.4 Findings about the achievement of the OD-Youth project objectives .....	12
4.4.1 Project objective 1 .....	12
4.4.1.1 Acquisition of knowledge and skills .....	12
4.4.1.2 Participation in social activities .....	14
4.4.1.3 Participation in economic activities .....	14
4.4.1.4 Participation in political activities .....	15
4.4.2 Project objective 2 .....	18
4.4.2.1 Role of the NYWDC .....	18
4.4.3 Project objective 3 .....	19
4.5 Assessment of the project's strengths and weaknesses .....	20
4.5.1 Strengths .....	20
4.5.2 Weaknesses .....	21

4.5.3 Opportunities .....	21
4.5.4 Threats .....	21
4.6 Programme strategy, planning and implementation .....	22
4.6.1 Review of planning, monitoring and reporting procedures .....	22
4.6.1.1 Monitoring tools .....	22
4.6.1.2 Planning procedures .....	22
4.6.1.3 Reporting procedures .....	23
4.6.2 Cost-effectiveness of the achieved results .....	23
4.6.3 Involvement of YWDs in planning and implementation of the project .....	24
4.6.4 Scope of the project and how NUDIPU could broaden their focus .....	24
4.6.4.1 Functional adult literacy .....	25
4.6.4.2 Scholarships and bursaries .....	25
4.6.4.3 Reproductive health .....	25
4.6.4.4 HIV/AIDS .....	26
4.6.4.5 Program for children with disabilities .....	26
4.7 Effectiveness of implementation .....	26
4.7.1 Participation of YWDs in the overall work of NUDIPU .....	27
4.7.1.1 Factors hindering participation of YWDs in NUDIPU's overall work .....	27
4.7.1.2 Ways in which to address factors hindering participation .....	28
4.7.2 Assessment of the levels of awareness of YWDs within the disability movement and other relevant stakeholders .....	30
4.7.3 Willingness of other NGOs, CBOs, central and local government institutions to involve and include YWDs .....	30
4.7.4 Assessment of the quality and relevance to needs of training/capacity building activities conducted for the youth .....	31
4.7.4.1 Priorities for future training .....	31
4.7.4.2 Gender and disability balance .....	32
4.7.5 Resource mobilization by the community, DPOs and CSOs .....	32
4.7.6 Impact of the OD-Youth project on the target group .....	33
4.7.8 Challenges faced during project implementation .....	33
4.8 Institutional sustainability .....	35

<b>5.0 RECOMMENDATIONS</b> .....	36
<b>6.0 LESSONS LEARNED</b> .....	37
<b>References</b> .....	38

## **LIST OF TABLES**

4.1 Distribution of beneficiaries by location .....	9
4.2 Kasese YWDs Salon Beneficiaries by gender and disability .....	10
4.3 Kitholhu Youth Disabled Association by gender and disability .....	10
4.4 Aputi YWDs Project Beneficiaries by gender and disability .....	11
4.5 Criteria for selection of group members .....	11
4.6 Distribution of NYWDC members by gender and disability .....	18

## **LIST OF APPENDICES**

Appendix 1: List of NUDIPU Board and Staff members interviewed .....	39
Appendix 2: List of stakeholders interviewed .....	40
Appendix 3: List of OD-Youth project beneficiaries interviewed .....	41
Appendix 4: Focus group discussions guide for the beneficiaries .....	43
Appendix 5: Interview guide for NUDIPU staff .....	46
Appendix 6: Interview guide for NUDIPU Board .....	49
Appendix 7: Interview guide for stakeholders .....	52

## **EXECUTIVE SUMMARY**

### **Introduction**

The NUDIPU OD-Youth project started in January 2003 at the realization that Youth With Disabilities had not been adequately mobilized into the disability movement, and their levels of awareness about disability and development were inadequate. NUDIPU and the Norwegian Association of Disabled (NAD) signed an agreement for a three year project - 'Training and Education of Young People with Disabilities in Uganda' - hereafter referred to as the OD-Youth project.

The project was initially meant to be national, covering all the 56 districts of Uganda. However, at the realisation that the project was thinly spread across the country, it was scaled down to 5 districts; namely Kasese, Lira, Mubende, Tororo and Arua. In early 2005, following a collision between CBR-Tororo and the OD-Youth project, Tororo district was also eliminated. The project is funded by a one time grant from the Norwegian youth-led fundraising campaign known as Operation Day's Work (OD). It is implemented by NUDIPU with technical support from an adviser based in NAD's international department in Norway.

### **Objectives of the evaluation**

The main objectives of the evaluation were to:

- Determine whether the project is accomplishing what it was set out to achieve.
- Assess the project's strengths and weaknesses with particular emphasis on youth participation and competence building/empowerment of youth and the sustainability of these arrangements.
- Make recommendations for strengthening the youth-oriented work of NUDIPU.

## **Methodology**

The evaluation was carried out between the months of January and February 2006. Data was collected from key informants and beneficiaries of the NUDIPU OD-Youth project in Kasese and Lira districts. Multiple methods of data collection were used to meet the terms of reference of the evaluation. Despite the fact that the methods of data collection used yielded qualitative data, every effort was made to quantify the responses as much as could be achieved.

## **Summary of the findings**

- The evaluation established that YWDs in Kasese and Lira districts received training in various skills such as communication, planning, leadership and management, advocacy and lobbying, among others.
- The evaluation found that YWDs were involved in a range of social activities such as attending church, weddings, burial ceremonies, singing and drama, watching movies, drinking and playing football.
- The YWDs were also engaged in economic activities. In Kasese district, the OD-Youth project supported a salon and a bee-keeping project; in Lira district, the project supported carpentry and farm agriculture. Individually, YWDs operated small businesses like shoe repair, knitting, tailoring etc.
- The YWDs were actively involved in politics. Some reported that they were attending political rallies; others held political positions, while others were aspiring for political offices at the time of the evaluation.
- The evaluation established that the National Youth With Disabilities Committee (NYWDC) had been formed, although the majority of the respondents acknowledged that it was not fully operational.
- The evaluation found that YWDs had been mainstreamed into NUDIPU's structures. They had a youth representative at the NUDIPU Board and 2 YWDs were co-opted or elected to the various District Union Committees.

- The YWDs were mainstreamed into the National Youth Council (NYC). Ambrose Murangira was co-opted to represent YWDs on the NYC and 3 YWDs representatives were elected to the District Youth Councils.
- The OD-Youth project was considered to have the following strengths: donor support, skilled project staff, interest and enthusiasm of the beneficiaries, spirit of solidarity and existence of IGAs for the beneficiaries.
- The OD-Youth project's weaknesses were: poor information flow from the NYWDC to NUDIPU, few project staff, low internal resource mobilization, limited resources to run some of project activities and donor dependency.
- The OD-Youth project was considered to have the following opportunities: government will and support for youth programmes, support and will from the community, existence of networking organizations such as Straight Talk Foundation, existence of funding organizations and a conducive political environment.
- The OD-Youth was considered for face the following threats: donor fatigue, politics, which is likely to affect the smooth running of the supported groups, external interference by politicians, and insecurity, which creates internal displacement of people.
- A review of the monitoring and reporting tools revealed that they were relevant and effective. However, the planning procedures were not results-based and therefore lacked an indication of the expected results.
- The OD-Youth project has been cost-effective. Firstly, the YWDs benefited from the skills trainings. Secondly, the supported IGAs like the Salon were operational. Thirdly, YWDs have been mainstreamed into NUDIPU's structures and the NYC. Finally, the NYWDC was formed.
- Although the YWDs were not involved in the planning of the project, they participated in the data collection exercise, mobilized YWDs towards the formation of the NYWDC and were the implementers of the IGAs.

- The evaluation established that some of the ways in which NUDIPU could broaden their focus to include a range of dimensions of issues concerning the youth in their work include designing programs on functional adult literacy, scholarships and bursaries, reproductive health, HIV/AIDS and a program for children with disabilities.
- The evaluation found that the YWDs were not well represented in the overall work of NUDIPU. Respondents reported that it was only the OD-Youth project that was giving special attention to the youth.
- A number of factors hindered YWDs' participation in the overall work of NUDIPU. These included low levels of education, inadequate facilitation of youth's activities, gender and disability discrimination, and lack of confidence on the part of the youths. Other commonly cited reasons related to low representation of YWDs in NUDIPU's structures, the 'founder syndrome' and 'disability politics.'
- The majority of the respondents reported that the levels of awareness of YWDs within the disability movement and other stakeholders were still low. This was because the YWDs were still inadequately mobilized into the disability movement.
- The majority of the respondents were of the view that although other NGOs, CBOs, central and local government institutions had the will to involve and include YWDs, it was still low and lukewarm.
- An assessment of the quality and relevance to needs of training/capacity building activities conducted for the youth revealed that the modules offered to the YWDs were of good quality, the content for each module was adequate, and the workshops were facilitated by qualified instructors.
- Priorities for future training include vocational training in carpentry, hair dressing, tailoring, training in sign language, proposal writing, sensitization on gender issues, skills in networking, counselling, reproductive health education, HIV/AIDS education, legal awareness education, and refresher courses in book-keeping, project management, leadership and management, lobbying and advocacy, among others.

- Field observations revealed marked gender imbalances among the beneficiary groups of Kasese and Lira districts. Similarly, disability imbalances were evident across all beneficiary groups, with the physically impaired YWDs outnumbering the other disabilities.
- Resource mobilization by the community, including the disabled persons had not been very successful. This was attributed to inadequate resource mobilization skills and lack of confidence. Other CSOs reportedly lacked enthusiasm towards the disability cause.
- The impacts of the OD-Youth project were: acquisition of skills by YWDs, economic empowerment, representation of YWDs in NUDIPU's structures and the NYC, increased involvement of YWDs in national and international events, recognition of YWDs in the disability movement, and the emergence of new YWDs leaders such as Ambrose Murangira.
- NUDIPU staff mentioned a number of challenges faced during project implementation. These included ascertaining the age of the beneficiaries, collusion between OD-Youth project and CBR-Tororo, few project staff, poor information flow from the NYWDC, disability politics and the founder syndrome. Other problems included late release of project funds which caused delays in implementation, high expectations by YWDs of what NUDIPU could do for them, and low levels of education of YWDs which meant that they took long to internalize the objectives of the project.
- The beneficiaries of the project indicated a number of challenges faced during project implementation. These included disability imbalance and lack of knowledge in sign language which made communication difficult. Other problems included price fluctuations in maize, simsim and soya beans, limited market for their produce, lack of working premises, and lack of some modern salon equipment.
- The majority of the respondents acknowledged that the issue of institutional sustainability was still a big challenge. There were no specific measures taken to ensure that the District Unions would be able to uphold activities of the OD-Youth project at its expiry.

## Recommendations

- To address the issue of institutional sustainability, NUDIPU should integrate the OD-Youth project into other programmes and projects.
- To ensure that YWDs are well represented in the overall work of NUDIPU, there is a need for affirmative action to ensure full participation of YWDs.
- Equally important, YWDs should be provided with a 'youth-desk' at the Secretariat, which could later grow into an association for the youth.
- To ensure the sustainability of the NYWDC, there is a need for NUDIPU to mobilise resources to fund the NYWDC.
- There is also a need for NUDIPU to conduct apprenticeship skills training tailored to the needs of the beneficiaries.
- NUDIPU should follow-up the trained TOTs and reorganize them into an efficient network.
- To address the issue of poor information flow from the NYWDC to NUDIPU, there is a need for NUDIPU to streamline the flow of information.
- NUDIPU should increase networking with other NGOs, CBOs, central and local governments to lobby and advocate for the interests of YWDs.
- There was a felt need for functional adult literacy programmes. NUDIPU should lobby and advocate for such programmes.
- There is urgent need for NUDIPU to broaden their focus to include issues such as reproductive health, HIV/AIDS, scholarships and bursaries.

## Lessons learned

The lessons learnt were as follows:

- Youth with disabilities vary in their characteristics and needs.
- Most YWDs, if they have the support they need, can live independently and participate in the community.

- Direct involvement of YWDs with projects that affect them increases satisfaction and support, produces high levels of functioning and greater success at community integration.
- There are many misconceptions about the potential of YWDs to participate in social, economic and political activities.
- Vocational training has the potential to enable YWDs to get into employment.
- Barriers are a major stumbling block to full participation of many YWDs and affirmative action and legislation are needed to accelerate changes.

## **1.0 INTRODUCTION**

### **1.1 Background of NUDIPU**

The National Union of Disabled Persons of Uganda (NUDIPU) is an indigenous umbrella non-governmental organization (NGO) of People With Disabilities (PWDs), formed in November 1987. It brings together all categories of disability, including the physically, sensory and mentally impaired people.

#### **1.1.1 NUDIPU's Vision**

NUDIPU's vision is 'dignity for every person with disability.' This vision calls for equalization of opportunities for PWDs, contribution of everybody and participation of government, development partners and PWDs themselves.

#### **1.1.2 NUDIPU's Mission**

The mission of NUDIPU is to promote the equalization of opportunities and active participation of PWDs in mainstream development processes. This is pursued through participation in policy-planning, sharing and optimizing knowledge and skills inherent among stakeholders, capacity building, awareness enhancement and resource mobilization.

#### **1.1.3 NUDIPU Programmes**

In order to effectively deliver services to PWDs in Uganda, NUDIPU encourages and promotes research on various disability concerns. The research unit works closely with the membership, members of parliament and councillors representing PWDs, and other stakeholders. In this respect, the following programmes form the core of NUDIPU's contribution to its mission and vision.

### **1.1.3.1 Advocacy and Lobbying**

This programme focuses on the right to be heard, policy influence, disability mainstreaming and equalization of opportunities for disabled children, youth, men and women. This is done through networking with government, NGOs and other institutions at both national and local levels, through various forums.

### **1.1.3.2 Capacity Building**

This programme entails leadership, gender and management training for disabled men and women in NUDIPU's membership Disability Person's Organizations (DPOs) and local governments. It also includes components on disability awareness, reproductive health, AIDS and legal education. NUDIPU further cooperates with, and influences service providers to avail assistive devices to deserving PWDs at subsidized rates. NUDIPU also strives to improve the capacity of YWDs to participate in the disability movement and the entire country, through mobilization and training.

### **1.1.3.3 Economic Empowerment**

This component aims at promoting equitable and sustainable participation of PWDs in the formal and informal employment sectors. The intervention involves making PWDs productive, building their entrepreneurship skills, accessing credit and lobbying for job placement.

## **1.2 NUDIPU OD-Youth Project**

### **1.2.1 Background of the OD-Youth project**

The NUDIPU OD-Youth project started in January 2003 at the realization that YWDs had not been adequately mobilized into the disability movement, and their

level of awareness about disability and development were inadequate. NUDIPU and the NAD signed an agreement for a three year project - 'Training and Education of Young People with Disabilities in Uganda.' Although the project was initially meant to cover 56 districts of Uganda, it was later scaled down to 4 districts of Kasese, Lira, Mubende and Arua. The project is funded by a one time grant from the Norwegian youth-led fundraising campaign known as Operation Day's Work (OD), and it is implemented by NUDIPU with technical support from an adviser based in NAD's international department in Norway.

### **1.2.2 Aims of the OD-Youth project**

The OD-Youth project has three main aims:

- To contribute to poverty reduction among YWDs by empowering them in lobbying, advocacy and other skills.
- To build and strengthen the capacities of YWDs to actively participate in the development process.
- To consolidate the achievements that NUDIPU has made as a leading DPO in Africa through training the YWDs for its continuity and posterity.

### **1.2.3 Immediate objectives of the OD-Youth project**

In order to achieve the aims of the project, three objectives were spelt out:

- To equip YWDs with relevant knowledge and skills that will enable them increase their level of participation in social, economic and political activities now in preparation for greater future tasks.
- Mobilize YWDs towards the formation of the National Youth With Disabilities Committee.
- Mainstream YWDs into NUDIPU structures and National Government Programmes.

## **2.0 OBJECTIVES OF THE EVALUATION**

### **2.1 Objectives**

The objectives of the evaluation were to:

- Determine whether the project is accomplishing what it was set out to achieve.
- Assess the project's strengths and weaknesses with particular emphasis on youth participation and competence building/empowerment of youth and the sustainability of these arrangements.
- Make recommendations for strengthening the youth-oriented work of NUDIPU.

In order to meet the evaluation's stated objectives, the evaluation was meant to focus on the following key areas:

#### **Program strategy, planning and implementation**

- Review planning, monitoring and reporting procedures/tools for relevance and effectiveness.
- Consider the achieved results and comment on the cost-effectiveness.
- Assess the involvement and participation of youth themselves in planning and implementation.
- Consider the scope of the project and suggest how NUDIPU can broaden their focus to include a range of dimensions of issues concerning youth in their work.

## **Effectiveness of implementation**

- Assess to what degree youth are included and participate actively in the overall work of NUDIPU at all levels, and suggest ways in which to address factors hindering participation.
- Assess the levels of awareness of YWDs within the disability movement and other relevant stakeholders, and describe NUDIPU's role within this landscape.
- Describe the work and role of the National Youth With Disabilities Committee.
- Describe the willingness of other NGOs, CBOs and central and local government institutions to involve and include YWDs.
- Assess the quality and relevance to needs of training/capacity building activities conducted for youth, comment on any disability balance and gender related observations and suggest priorities for future training.
- Comment on the mobilization of resources by the community, including the involvement of disabled persons, DPOs, the community/community leaders and other CSOs/development programmes.
- As far as possible, identify the most significant change the project has led to for the target group and make recommendations.

## **Institutional sustainability and the way forward**

- Comment in general on the sustainability (especially institutional) of the project and consider to what degree District Unions will be able to uphold activities when the project ends.
- Document lessons learned and make recommendations for strengthening the youth work in NUDIPU.

## **3.0 METHODOLOGY**

### **3.1 Overview**

The evaluation was carried out between the months of January and February 2006. Data was collected from key informants and beneficiaries of the NUDIPU OD-Youth project in Kasese and Lira districts. Multiple methods of data collection were used to meet the terms of reference of the evaluation. Despite the fact that the methods of data collection used yielded qualitative data, every effort was made to quantify the responses as much as could be achieved.

### **3.2 Study area**

The evaluation was conducted in Kasese and Lira districts. Although the NUDIPU OD-Youth project operates in four districts namely Kasese in the West, Lira in the North, Arua in West Nile and Mubende in the Central region, Kasese and Lira districts were selected as case studies.

### **3.3 Study design**

In order to account for the rural-urban differentials, data was collected from OD-Youth project beneficiaries residing in the urban and rural areas of Kasese and Lira districts.

### **3.4 The sample**

The sample consisted of 78 beneficiaries of the NUDIPU OD-Youth project residing in the urban and rural areas of Kasese and Lira districts. In addition, 32 key informants drawn from NUDIPU staff, NUDIPU Board, and other relevant stakeholders were interviewed on various issues of YWDs in general, and the NUDIPU OD-Youth project in particular.

### **3.5 Data collection methods**

#### **3.5.1 Document review**

A wide range of documents including the OD-Youth project proposal, the Training Needs Assessment (TNA) report, operational and action plans, monitoring reports, quarterly and end-of-year reports were reviewed. These documents provided information and insights into the planning, design, management and implementation of the NUDIPU OD-Youth project. The document review also aided in the development of the evaluation tools.

#### **3.5.2 Focus Group Discussions**

Focus group discussions (FGDs) were conducted with selected beneficiaries of the OD-Youth project. The discussions were used to explore beneficiaries' opinions, perceptions and experiences with the OD-Youth project. A total of 39 YWDs participated, (18) men and (21) women ranging in age from 14 to 25 years. The interview questions were mainly open ended to allow the participants to talk freely about any aspects of the OD-Youth project, but also to enable the interviewers to prompt the participants with regard to specific issues concerning YWDs. The interviews averaged two hours in length.

#### **3.5.3 Key Informant Interviews**

Key informant interviews were held with 32 people including District Union staff, officials from the National Youth Council, local government, Uganda Youth Anti AIDS Association, members of the NYWDC, NUDIPU staff and Board members. These interviews were conducted using interview guides (see Appendices 5 to 7) and were intended to gather more general information on YWDs issues and the NUDIPU OD-Youth project, in particular. A list of the organizations visited and the persons interviewed are shown in Appendices 1 and 2.

### **3.5.4 Observational Data**

Emphasis was also placed on collecting information based on careful observation during field interviews and interactions with the beneficiaries of the NUDIPU OD-Youth project in Kasese and Lira districts.

### **3.6 Data collection instruments**

A number of instruments were employed to obtain the data required for the evaluation. These included:

- Focus group discussion guide
- In-depth interview guides
- Observation instruments
- Strengths, Weaknesses, Opportunities, Threats (SWOT) analysis
- Factor-actor analysis
- Stakeholder analysis

### **3.7 Data analysis**

Three interviewers carried out all the interviews, which were audio-taped and then transcribed. The transcripts were analysed to identify emerging and recurrent themes with reference to the method described by Strauss and Cobin (1990) as 'grounded theory.' To enhance the validity of the analysis, two research assistants analysed the transcripts independently.

### **3.8 Limitations**

Two limitations presented. The first was the risk of interview fatigue. The second was over mobilization of YWDs in the target districts. Screening out the participants required for the FGDs was time consuming.

## 4.0 FINDINGS

### 4.1 Introduction

The previous chapter presented the methodology used for the evaluation. This chapter discusses the descriptive statistics for the sample, as well as the findings from the focus group discussions and key informant interviews.

### 4.2 Descriptive statistics

#### 4.2.1 Location

The evaluation was conducted in Kasese and Lira districts. Data was collected from both urban and rural beneficiaries of the NUDIPU OD-Youth project. Table 4.1 shows the distribution of beneficiaries by location.

**Table 4.1 Distribution of Beneficiaries by Location**

	Urban	Rural	Total
Kasese	14	25	39
Lira	20	20	40

The table shows that a total of 39 YWDs in Kasese district participated in the evaluation. Of these, 14 were located in urban areas, while 25 were residing in rural areas. The urban-based respondents were beneficiaries of Kasese Town YWDs Salon Project, while the rural-based respondents were beneficiaries of Kitholhu Youth Disabled Association (KIYODA).

The table further shows that a total of 40 YWDs in Lira district participated in the evaluation. Of these, 20 were residing in urban areas, while 20 were located in rural areas. The respondents from the urban areas were beneficiaries of Lira District Disabled Youth Association (LIDDYA), while the respondents from the rural areas were beneficiaries of Aputi Youth With Disabilities Project.

## 4.2.2 Beneficiaries by Gender and Disability

Table 4.2 gives a breakdown of the beneficiaries from Kasese Town YWDs Salon Project by gender and disability.

**Table 4.2 Kasese YWDs Salon Beneficiaries by gender and disability**

	Male	Female	Total
Physical	5	5	10
Deaf	1	1	2
Blind	1	1	2

The table shows that a total of 10 beneficiaries from Kasese Town YWDs Salon Project were physically disabled. Of these, 5 were male, while 5 were female. The table further shows that 2 beneficiaries, a male and female were deaf; while another 2 beneficiaries, a male and a female were blind.

In Table 4.3, the gender and disability distribution of beneficiaries from Kitholhu Youth Disabled Association can be ascertained.

**Table 4.3 Kitholhu Youth Disabled Association by gender and disability**

	Male	Female	Total
Physical	9	9	18
Deaf	2	2	4
Blind	1	2	3

The table shows that a total of 18 beneficiaries from Kitholhu Youth Disabled Association were physically disabled. Of these, 9 were male, while 9 were female. The table further shows that 4 beneficiaries from Kiyoda were deaf. Of these, 2 were male and 2 were female. Of the 3 blind beneficiaries of Kiyoda, 2 were female and 1 was male.

The gender and disability distribution of beneficiaries from Aputi YWDs Project was also recorded, as can be seen in Table 4.4.

**Table 4.4 Aputi YWDs Project beneficiaries by gender and disability**

	Male	Female	Total
Physical	14	2	16
Deaf	-	2	2
Blind	1	-	1
Mental	-	1	1

The table shows that a total of 16 beneficiaries from Aputi YWDs Project were physically disabled. Of these, 14 were male, while 2 were female. The table further shows that 2 female beneficiaries from Aputi YWDs Project were deaf, 1 male beneficiary was blind, while 1 female beneficiary from Aputi YWDs Project was mentally impaired.

### 4.3 Criteria for selection of group members

The beneficiaries were asked to indicate the criteria they used to select group members, and the responses are summarized in Table 4.5.

**Table 4.5 Criteria for selection of group members**

Group	Criteria for selection
Kasese Town YWDs Salon Project	<ul style="list-style-type: none"> <li>• Must be a YWDs</li> <li>• Age limit of 14 to 25 years</li> <li>• Entry fee Shs. 2,000</li> <li>• Membership fee Shs. 10,000</li> </ul>
Kitholhu Youth Disabled Association (KIYODA)	<ul style="list-style-type: none"> <li>• Must be a YWDs</li> <li>• Age limit 14 to 25 years</li> <li>• Membership fee Shs. 200</li> </ul>
Lira District Disabled Youth Association (LIDDYA)	<ul style="list-style-type: none"> <li>• Must be a YWDs</li> <li>• Age limit 24 to 25 years</li> <li>• Annual membership fee Shs. 5,000</li> <li>• Gender and disability balance</li> </ul>
Aputi YWDs Project	<ul style="list-style-type: none"> <li>• Must be a YWDs</li> <li>• Age limit 14 to 25 years</li> <li>• Membership fee Shs. 10,000</li> <li>• Annual subscription fee Shs. 1,000</li> </ul>

The age limit of 14 to 25 years, membership fee and being a YWD were the most commonly cited reasons for choosing a group member. However, the membership fees varied: KIYODA charged Shs. 200, LIDDYA charged Shs. 5,000, while Kasese Town YWDs Salon Project and Aputi YWDs Project charged Shs. 10,000. Additionally, Aputi YWDs Project charged annual subscription fees of Shs. 1,000, while LIDDYA beneficiaries cited gender and disability balance as other factors in the choice of group members.

#### **4.4 Findings about the achievement of the OD-Youth project objectives**

This section looks at each of the OD-Youth project objectives identified in Section 1.2.3 of Chapter 1, and the findings for each.

##### **4.4.1 Project objective 1:**

**To equip YWDs with relevant knowledge and skills that will enable them increase their level of participation in social, economic and political activities now in preparation for greater future tasks.**

##### **4.4.1.1 Acquisition of knowledge and skills**

Members of the focus groups in Kasese and Lira districts were asked to indicate the kinds of skills training they had received under the OD-Youth project. The most commonly mentioned trainings were in entrepreneurship development, effective communication, information gathering, planning, resource mobilization, leadership and management, governance, confidence building, advocacy and lobbying, public speaking, prevention of HIV, project management and business management. In addition, focus group members from KIYODA reported that they had received training in poverty reduction, understanding organizations and strategic self development, while focus group participants from Kasese Town YWDs Salon Project reportedly received training in book-keeping.

The OD-Youth project staff also acknowledged that training sessions in aspects of lobbying and advocacy, mobilization, planning, governance, management, communication skills and leadership, among others, had been held in all the 4 target districts of Kasese, Lira, Arua and Mubende.

Participants in the focus groups were also asked to mention the trainings that had been more beneficial. The most commonly reported beneficial trainings across participants were entrepreneurship development, project management, public speaking, confidence building, business management and prevention of HIV/AIDS. The other frequently cited beneficial trainings were leadership and management, lobbying and advocacy, book-keeping and team building. Training in agriculture and farm planning were also reported as having been beneficial to the beneficiaries of KIYODA and Aputi YWDs Project.

Members of the focus groups were further asked to identify the new tasks that they could perform following the training. As can be seen from the quotes below, participants held positive attitudes towards the training and were confident about the benefits of utilizing the skills acquired:

... we now know how to manage a small business, time management and customer care (23-year old female beneficiary of Kasese Town YWDs Salon Project).

I learnt how to protect myself and others from HIV/AIDS ... we are also involved in counselling (25-year-old male beneficiary of KIYODA).

I have developed self-confidence, the art of public speaking and mobilization skills. (23-year-old male beneficiary of LIDDYA).

I received skills in lobbying and advocacy. I can now lobby and advocate for the rights of PWDs (24-year-old female beneficiary of LIDDYA).

... we can now plan our farm and keep records ... (24-year-old male beneficiary of Aputi YWDs Project).

#### **4.4.1.2 Participation in social activities**

The issue of YWDs' participation in social activities following the OD-Youth project intervention was extensively discussed. Focus group members mentioned a range of social activities in which YWDs were involved. These included attending church meetings, weddings, burial ceremonies and school functions. Other commonly cited social activities were singing and drama, watching movies, drinking and playing football. As one male focus group participant from KIYODA explained:

We also play football; some people think that lame people cannot play football ... (24-year-old male beneficiary of KIYODA).

Another female focus group member from LIDDYA described how women participate in burial ceremonies:

Of course we attend burials ... we help in cooking and fetching water (18-year-old female beneficiary of Aputi YWDs Project).

In general, women were reportedly more involved in singing and drama, while the men were more involved in playing football.

#### **4.4.1.3 Participation in economic activities**

Youth with disabilities' participation in economic activities following the OD-Youth project intervention was extensively discussed. It was found that the OD-Youth project was supporting 4 income generating activities (IGAs) for YWDs mobilized into groups. In urban Kasese, YWDs operating under Kasese Town YWDs Salon Project were running a salon, while in rural Kasese; YWDs operating under KIYODA were engaged in a bee-keeping project. In Lira district, YWDs operating under LIDDYA were engaged in carpentry, while in rural

Lira district; YWDs operating under Aputi YWDs Project were engaged in commercial agriculture.

Members of the focus group identified a number of economic activities in which they were involved, individually. These included tailoring, brick-laying, shoe repair, petty trading, music recording, selling charcoal, food vending, typing, masonry work, keeping poultry and subsistence farming. Other commonly mentioned economic activities included bakery, weaving, knitting, and brewing local beer. As one focus group discussion participant further explained:

I have a laminator for sealing documents. Before purchasing the laminator, I used to sale wise sayings which earned me some money (24-year-old female beneficiary of LIDDYA).

Other focus group members were appreciative of the training received, which had enabled them to start IGAs of their own:

For me I was able to start a shoe repair business after the training ... (24-year-old male beneficiary from Kasese Town YWDs Salon Project).

I started rearing goats. I have accumulated savings of about Shs. 150,000 which I have kept in the bank (25-year-old male beneficiary of LIDDYA).

I am engaged in tailoring and I have also started knitting. I sale small crafts like this one (displays a money purse) ... (18-year-old female beneficiary of LIDDYA).

Women were reportedly more involved in hair dressing, tailoring, typing, weaving and knitting, while the men were more involved in shoe repair and brick-laying.

#### **4.4.1.4 Participation in political activities**

When the subject of YWDs' participation in political activities was raised, most focus group members reported that they were actively involved in politics. Suffice to note that the evaluation was conducted during the 2006 presidential campaign period. Some focus group members reported that they were attending political

rallies and would be exercising their voting rights. Other focus group members held political positions, as can be seen from the quotes below:

I represent PWDs at Local Council (LC) 2 (24-year-old male beneficiary of Aputi YWDs Project)

I am the National Resistance Movement (NRM) Chairman for PWDs at LC 2 (25-year-old male beneficiary of KIYODA).

I represent YWDs at the District (24-year-old male beneficiary of LIDDYA).

I usually represent YWDs at political functions ... sometimes I am asked to present a paper concerning YWDs' issues ... (24-year-old female beneficiary of LIDDYA).

Some focus group members were aspiring for political offices:

I am intending to stand as a Councillor at LC 5 (24-year-old female beneficiary of Kasese Town YWDs Salon Project).

Yet other focus group members were campaign agents:

I am a campaign agent for the Forum for Democratic Change (FCD) (18-year-old male beneficiary of KIYODA).

I am also a campaign agent for the National Resistance Movement (25-year-old male beneficiary of KIYODA).

I am a campaign agent for our area member of parliament (21-year-old male beneficiary of LIDDYA).

One male focus group participant was appreciative of the skills training in public speaking offered by the OD-Youth project:

I have acquired the art of public speaking which I often use when addressing political rallies ... (25-year-old male beneficiary of Aputi YWDs Project).

In general, women were reportedly more involved in attending political rallies, while the men were more involved in canvassing for votes and politicking.

### **Case study 1: Ajange Janet**

*Ajange Janet is a 20-year-old female YWD. She lost both parents to war in the North and currently lives in Lira town with her paternal grandmother. Five other children, of whom Janet is the eldest, stay in the home. Janet became disabled at the age of four. Her parents told her that it was a result of polio disease. Janet did not complete formal education: "I stopped in Primary 7. I wanted to continue with school but dropped out when my father and mother died."*

*At her parents' death, Janet enrolled for a course in tailoring. She now earns a living from tailoring and knitting: "I get around Shs. 5,000 per month and use it to buy clothes and medicine ..."* Her paternal uncle is full of praise for the OD-Youth Project: *"Janet used to cry all the time ... After the training; she is now self-confident and can communicate with the group. She has acquired leadership and entrepreneurship skills. "* Janet's only wish was to get her own sewing machine.

### **Case study 2: Akello Jane Beatrice**

*Akello Jane Beatrice is a 24-year-old female YWD. She stays with both parents in Lira town. Like Janet, Beatrice's disability was a result of polio disease. Since her childhood, Beatrice's family has been very supportive, which has enabled her to attain formal education: "My parents bought me this wheel chair. I went to school and completed Senior 6."*

*After completing Senior 6, Beatrice started selling wise-sayings, through which she was spotted for a job as a receptionist with a local NGO. She has since left the job, and used her savings to buy a laminating machine, from which she now earns a living. Beatrice considers herself a success story of the OD-Youth project: "I have gained self-confidence. I can now talk to politicians, I can lobby*

*and advocate for the rights of PWDs.” In addition, Beatrice helps in running the family retail business located along one of the streets in Lira town.*

#### **4.4.2 Project objective 2:**

#### **Mobilize YWDs towards the formation of the National Youth With Disabilities Committee.**

Another important achievement of the OD-Youth project was found with respect to the formation of the NYWDC; a 7-member committee formed on the basis of regional and gender balance. Table 4.6 records the distribution of the NYWDC members by gender and disability.

**Table 4.6 Distribution of NYWDC members by gender and disability**

	Male	Female	Total
Physical	2	-	2
Deaf	2	-	2
Blind	2	1	3

The table shows that 2 male NYWDC members were physically disabled, while 2 were deaf. Of the 3 blind NYWDC members, 2 were male and 1 was female.

##### **4.4.2.1 Role of NYWDC**

The role of the NYWDC is to:

- Advise the government, NUDIPU, stakeholders and other development partners on areas of concern for YWDs.
- Network and collaborate with service providers at national and international level for the benefit of YWDs in Uganda.
- Participate in resource mobilization for sustainability of the committee.
- Facilitate coordination and mobilization of YWDs for full participation in national development process.

- Collect and disseminate information on issues regarding YWDs for purposes of advocacy and networking.

Although the NYWDC had tried to play its role, the majority of the key informant interviewees acknowledged that it was not fully operational. The issues raised for the committees' failure to fully realise its potential related mainly to poor information flow from the committee to NUDIPU and lack of skills in advocacy and lobbying on the part of the committee members. Other issues raised related to poor facilitation of members and lack of office space.

One issue that featured prominently among the committee members concerned the absence of a clear relationship between NUDIPU and the NYWDC. There was a general feeling among key informants that although the objective of forming the committee was achieved, its sustainability and ability to play its role were overlooked. Thus, there was no provision made for the NYWDC within NUDIPU. The committee members reported that they had no rules of procedure, they could not easily make official communication with other youth-related organizations since they lacked their own letterheads, relying on NUDIPU's, and often met their own expenses while conducting business on behalf of the committee. Consequently, the committee had been demoralized and their efforts frustrated.

#### **4.4.3 Project objective 3:**

##### **Mainstream YWDs into NUDIPU structures and national government programmes.**

Perhaps another important achievement of the OD-Youth project was found with respect to mainstreaming YWDs into NUDIPU's structures. It was evident that YWDs were represented at the NUDIPU Board of Directors and there were 2 YWDs co-opted or elected to the various District Union Executive Committees. In

addition, all uni-disability organizational boards (for example UNAD, UNAB, Sickle Cells Association) reportedly had a youth representative.

With regard to mainstreaming YWDs into national government programmes, the most significant achievement was found with respect to mainstreaming YWDs into the National Youth Council. Key informants reported that with the help of the OD-Youth project, the National Youth Council Act had been amended to recognise and include YWDs. Subsequently, Ambrose Murangira was co-opted to represent YWDs on the National Youth Committee and three YWDs representatives were elected to the District Youth Councils.

In spite of this, the majority of the key informants were of the view that there had been partial mainstreaming of YWDs into the NYC. This was attributed to insufficient funding to ensure election of YWDs' representatives to the NYC and the absence of a monitoring mechanism to ensure sufficient mainstreaming of YWDs into the NYC. Other key informants were concerned about the insensitivity of the NYC towards the needs of the deaf. That while the deaf needed sign language interpreters, this had not been catered for under the NYC.

#### **4.5 Assessment of the projects strengths and weaknesses**

A strengths, weaknesses, opportunities and threats (SWOT) analysis was used to assess the OD-Youth project's internal strengths and weaknesses in relation to the opportunities and threats presented in the external environment.

##### **4.5.1 Strengths**

In general, the OD-Youth project was considered to have the following strengths:

- Donor support to run project activities.
- Skilled project staff with the ability to perform their duties effectively.
- Interest and enthusiasm of the project beneficiaries.

- Spirit of solidarity and voluntarism amongst the project beneficiaries.
- Existence of IGAs for the project beneficiaries.

#### **4.5.2 Weaknesses**

The OD-Youth project's weaknesses were listed as follows:

- There are few project staff to run the entire project activities.
- YWDs have high expectations for material and financial assistance.
- Internal resource mobilization is still low.
- Limited resources to facilitate some of the project activities.
- Donor dependency.
- Poor information flow from the NYWDC to NUDIPU.

#### **4.5.3 Opportunities**

The OD-Youth project was considered to have the following opportunities:

- There is government will and support for youth programmes.
- There is support and will from the local leadership and the community.
- Existence of networking organizations such as Straight Talk Foundation, Uganda Youth Anti AIDS Association to network with.
- Existence of funding organizations.
- Conducive political environment.

#### **4.5.4 Threats**

The OD-Youth project was considered to face the following threats:

- Donor fatigue.
- Politics which could affect the smooth running of the supported groups.
- External interference by politicians.

- Limited market for the supported IGAs products.
- Insecurity poses a problem as it creates internal displacements of people.

#### **4.6 Programme strategy, planning and implementation**

This section analyses the OD-Youth project's program strategy, planning and implementation procedures for relevance and effectiveness.

##### **4.6.1 Review of planning, monitoring and reporting procedures**

###### **4.6.1.1 Monitoring tools**

Monitoring tools for the OD-Youth project were developed in order to follow up and assess the progress and implementation of the project activities. An analysis of the monitoring tools showed that they were relevant and effective, largely because they could:

- Monitor the way the OD-Youth project activities were implemented.
- Monitor the progress of the project in relation to the schedule.
- Check the financial aspects of the project.
- Identify the appearance of new players in the field.
- Monitor positive and negative learning points for adjustment.
- Make necessary and timely adjustments in project implementation.

###### **4.6.1.2 Planning procedures**

An analysis of the planning procedures for the OD-Youth project revealed that the activity plans drawn for the project indicated the activities to be carried out and their respective budget lines. However, they lacked an indication of the kinds of results expected from each particular activity conducted. Yet such results-based planning would indicate the kind of results a particular activity would lead to for the beneficiaries. In drawing the activity plans, there is also need to indicate

the results indicators, which could indicate whether or not the OD-Youth project intervention was leading to the desired changes for the disabled youth.

#### **4.6.1.3 Reporting procedures**

An analysis of the reporting procedures revealed that the original progress reports written for the OD-Youth project were not results-based. Although they indicated the kinds of activities that had been carried out, they fell short of indicating the costs incurred and the expected results from each activity conducted. Currently, however, the progress reports follow the results-based reporting approach, as required by the donor.

#### **4.6.2 Cost-effectiveness of the achieved results**

Cost-effectiveness analysis compares the relative expenditure (costs) and outcomes (effects) of an intervention to assess whether it is worth doing from the economic perspective. Turning to the cost-effectiveness of the OD-Youth project's achieved results reported in Section 4.4 of this chapter; it can be argued that on the whole, the OD-Youth project intervention has been cost-effective.

Firstly, the YWDs acknowledged benefiting from the skills trainings offered by the OD-Youth project, which had enabled them to increase their participation in the social, economic and political activities. Some success stories of YWDs who have progressed as a result of the OD-Youth project intervention have been documented. Secondly, the supported IGAs like the Kasese Town YWDs Salon Project were operational and YWDs generated an income. Thirdly, YWDs have been mainstreamed into NUDIPU structures and the NYC. Finally, the NYWDC was formed; further increasing YWDs' involvement into NUDIPU's work.

Nonetheless, some of the costs incurred have not yet realised their full benefits. For instance, the trained TOTs have not been utilised, the four sewing machines given to LIDDYA are not yet functional, and the NYWDC is not yet fully

operational. There is need to follow-up the aforementioned project activities to ensure that they realise their full potential.

#### **4.6.3 Involvement of YWDs in planning and implementation of the project**

Respondents were asked to indicate whether the YWDs were involved in the planning and implementation of the OD-Youth project. The majority of the respondents reported that the YWDs were not involved in the planning of the project. One project staff reported that the project proposal was written by the Executive Director of NUDIPU at the time. At implementation level, however, the YWDs participated in the data collection exercise; they mobilized YWDs towards the formation of the NYWDC and are the implementers of the supported IGAs.

#### **4.6.4 Scope of the OD-Youth project and how NUDIPU could broaden their focus to include other issues concerning youth in their work**

During the period 2003 to 2005, the OD-Youth project carried out the following activities:

- Trained YWDs in various skills such as entrepreneurship development, effective communication, planning, advocacy and lobbying, leadership etc.
- Supported YWDs to form into groups for income generation.
- Collected a database of over 6,000 YWDs in Uganda.
- Organized exchange visits for the YWDs.
- Integrated YWDs in the District Union Executive Committee structures.
- Mainstreamed YWDs into the NYC structures.
- Conducted a needs assessment exercise to establish the baseline.
- Participated in national and international events such as the IDD, International Youth Day, World AIDS Day etc.
- Held a National YWDs conference.

Key informants and members of the focus groups offered opinions about how NUDIPU could broaden their focus to include a range of dimensions of issues concerning the youth in their work.

The most commonly mentioned issues were:

#### **4.6.4.1 Functional adult literacy**

Members of the focus groups and key informants noted that the majority of the YWDs were illiterate. Despite efforts on Universal Primary Education (UPE), most YWDs do not have formal education, while those who manage to attend usually drop out of school at Primary Seven level. There was a general feeling among respondents that NUDIPU should organize functional adult literacy programmes to cater for such categories of youths.

#### **4.6.4.2 Scholarships and bursaries**

Key informants and members of the focus groups noted that most children with disabilities often drop out of school due to lack of school fees and other scholastic materials. In some cases parents do not want to invest in the education of CWDs. Participants in the focus groups and key informant interviewees echoed the need for NUDIPU to lobby for scholarships and bursaries for CWDs who had the potential to gain formal education, and those who dropped out of school due to lack of school fees.

#### **4.6.4.3 Reproductive health**

Key informant interviewees and focus group participants raised concern that YWDs often lacked reproductive health education. The female YWDs were often victims of rape and carried unwanted pregnancies. Others were within the child-bearing age and did not have knowledge about family planning services, while others lacked knowledge about issues of sex and sexuality.

There was a general feeling among respondents that YWDs needed programs on reproductive health which would cover areas such as family planning, sexuality and sex education.

#### **4.6.4.4 HIV/AIDS**

Despite their vulnerability to HIV infection, PWDs have not been adequately targeted in the current HIV/AIDS prevention efforts. Yet PWDs often face discrimination, stigmatization and communication challenges, which hinder their full consumption of social services in areas such as health and education. Most focus group members and key informants were of the view that NUDIPU needed to include HIV/AIDS in their programming so as to address the vulnerability of disabled persons in the face of HIV/AIDS.

#### **4.6.4.5 Program for children with disabilities**

Children with disabilities are equal partners in the disability movement. In spite of this, no interventions have been designed for them, even though they form the bulk of the future youths. Some key informants were of the view that NUDIPU should design a programme to cater for the needs of CWDs. Although the OD-Youth project targets youths between the ages of 14 to 25 years, there was need to target CWDs between the ages of 0 to 13 years so as to bridge the gap between the children and the youths. Such a programme would ensure an identification of needs that require intervention at early stage.

### **4.7 Effectiveness of implementation**

This section discusses the effectiveness of implementation and within it, analyses YWDs' participation in the overall work of NUDIPU, assesses the levels of awareness of YWDs within the disability movement and the willingness of other stakeholders to involve and include YWDs. The section further looks at the quality and relevance of the training conducted for the youth, resource

mobilization by the community, including the involvement of disabled persons, DPOs, community leaders and other CSOs, and concludes with the impact of the OD-Youth project on the target group.

#### **4.7.1 Participation of YWDs in the overall work of NUDIPU**

Respondents were asked to indicate whether YWDs were well represented in the overall work of NUDIPU. The majority of the interviewees were of the view that YWDs were not well represented in the overall work of NUDIPU. Although NUDIPU insisted on the involvement of youths in planning and decision-making, it was only the OD-Youth project that was giving special attention to the youth. This said, respondents cited a number of activities in which youths were involved. These included training workshops, seminars, IGAs, national and international events. Some YWDs were reportedly involved in lobbying and advocacy. For instance Ndagire Florence's role on the NYWDC was to advocate for the rights of female YWDs. Akello Jane Beatrice reportedly lobbies the local government, community and other CSOs about the rights of PWDs in Lira district.

##### **4.7.1.1 Factors hindering participation of YWDs in NUDIPU's overall work**

Respondents were asked to identify the factors that hindered YWDs' participation in the overall work of NUDIPU. The most commonly cited factors were low levels of education, mobility, inadequate facilitation of youth's activities, gender and disability discrimination, and lack of confidence on the part of the youths. Other commonly cited reasons related to low representation of YWDs in NUDIPU's structures and the fact that some YWDs were not aware about NUDIPU.

One key informant interviewee attributed YWDs' lack of participation in the overall work of NUDIPU to the 'founder syndrome' and 'disability politics.' Disability politics was defined as a situation where one category of disability rallied against the other (e.g. physical vs. blind; blind vs. deaf etc.). Another manifestation of disability politics was in viewing some PWDs as having joined

the disability movement from Bukoto, the seat of NUDIPU's headquarters. The 'founder syndrome' herein was likened to the old guards who felt that they had started 'their thing,' and feared that the youth would take over NUDIPU.

#### **4.7.1.2 Ways in which to address factors hindering participation**

Members of the focus groups and key informants made suggestions as to how the factors hindering participation could be addressed. The suggestions made to address each of the factors hindering participation are shown below:

##### **Low levels of education**

- Functional adult literacy programmes.
- Bursaries and school fees.
- Disability friendly structures in schools and sign language instructors.
- Assistive devices, such as Braille equipment, hearing devices.
- Home-based education programmes for children with multiple disabilities.

##### **Mobility**

- Provision of assistive devices to YWDs like wheel chairs, white cane, and lobbying for disability friendly structures.

##### **Lack of confidence**

- More training in effective communication, public speaking, confidence building, human rights.
- Increased support towards IGAs for economic empowerment.

##### **Disability discrimination and imbalance**

- Affirmative action to target the categories of disabilities such as the deaf and blind that are marginalized.
- Provision of user-friendly IGAs for the different categories of disabled, for example sewing machines that can be used by the blind.

### **Gender discrimination and imbalance**

- Affirmative action to address the gender imbalances.
- Sensitization of NUDIPU membership on gender issues.

### **Lack of awareness about NUDIPU**

- Awareness raising activities of the YWDs about NUDIPU.
- Mobilization of YWDs to join the disability movement.
- Sensitization of the parents of YWDs/CWDs and communities about the importance of joining the disability movement.

### **Disability politics**

- Sensitization of all PWDs to be accommodative.
- Sensitization of PWDs about the effects of politicizing development.

### **Founder syndrome**

- Sensitization of the founders about the fact that organizations grow and that change is part of that growth process.

### **Low representation of YWDs in NUDIPU structures**

- At Board level, a policy should be made to involve YWDs in all NUDIPU activities e.g. workshops, seminars, General Assembly etc.

- All YWDs activities should be integrated into the other NUDIPU projects and programmes.
- YWDs should be represented in management, for example at the Secretariat.

#### **4.7.2 Assessment of the levels of awareness of YWDs within the disability movement and other relevant stakeholders**

Respondents were asked to indicate the levels of awareness of YWDs within the disability movement and other relevant stakeholders, and to describe NUDIPU's role within this landscape. The majority of the respondents reported that the levels of awareness of YWDs within the disability movement and other stakeholders were still low. This was because the YWDs were still inadequately mobilized into the disability movement. With the advent of the OD-Youth project, however, NUDIPU had played a tremendous role in raising the levels of awareness of YWDs within the disability movement through:

- Lobbying for inclusion of YWDs in the NYC structures.
- Mobilizing YWDs in various districts through the District Unions.
- Mainstreaming YWDs into NUDIPU structures.
- Mobilizing YWDs towards the formation of the NYWDC.
- Organizing training workshops for YWDs.
- Networking with other stakeholders such as Uganda Youth Anti AIDS Association, Straight Talk Foundation, the National Youth Council etc.

#### **4.7.3 Willingness of other NGOs, CBOs, central and local government institutions to involve and include YWDs**

Respondents were asked to indicate the willingness of other NGOs, CBOs, central and local government institutions to involve and include YWDs in their work. The majority of the respondents were of the view that although other NGOs, CBOs, central and local government institutions had the will to involve

and include YWDs, it was still low and lukewarm, and had therefore not translated into tangible results. There was a need for constant lobbying and advocacy for the issues of YWDs to be kept on the agendas of other NGO's, CBOs, central and local government institutions.

#### **4.7.4 Assessment of the quality and relevance to needs of training/capacity building activities conducted for the youth**

An assessment of the quality and relevance to needs of training/capacity building activities conducted for the youth revealed that the modules offered to the YWDs were of good quality. The content for each module was adequate for the target group, and the training workshops were facilitated by qualified instructors. In addition, members of the focus groups acknowledged benefiting from such skills training like in entrepreneurship development, lobbying and advocacy, project planning, public speaking, confidence building, effective communication, leadership and management, among others, which had enabled them to perform new tasks that they had not been able to do prior to the training.

##### **4.7.4.1 Priorities for future training**

Members of the focus groups and key informants made suggestions regarding the priorities for future training for the youths. The most frequently mentioned skills trainings included:

- Vocational training in hair dressing, carpentry, shoe repair, tailoring, handicrafts, etc.
- Training in the use of sign language to ease communication
- Skills in proposal writing
- Sensitization on gender issues
- Skills in networking
- Skills in counseling

- Refresher courses in book-keeping, project management, leadership skills, lobbying and advocacy
- Reproductive health education
- HIV/AIDS education
- Legal awareness education

#### **4.7.4.2 Gender and disability imbalance**

Field observations revealed marked gender imbalances among the beneficiary groups of Kasese and Lira districts. With the exception of Kasese Town YWDs Salon Project where both male and female YWDs were equally represented, males were dominant among the beneficiaries of KIYODA, LIDDYA and Aputi YWDs Project. Similarly, disability imbalances were evident across all beneficiary groups, with the physically impaired YWDs outnumbering the other disabilities.

Key informants and focus group participants offered opinions about how the gender and disability imbalances would be addressed. They argued that one way in which to address such imbalances would be through affirmative action, targeted to the disadvantaged gender and disability categories. Another way would be through legislation, requiring gender and disability balance across all NUDIPU membership organizations such as UNAB, UNAD etc.

#### **4.7.6 Resource mobilization by the community, DPOs and CSOs**

Respondents were asked to indicate how resources had been mobilized by the community, including the involvement of disabled persons, DPOs, the community/community leaders and other CSOs/development programmes. The majority of the interviewees indicated that resource mobilization by the aforementioned groups had not been very successful. This was attributed to inadequate resource mobilization skills on the part of the communities and the disabled persons themselves. In addition, PWDs reportedly lacked confidence to articulate their cause, whilst other CSOs reportedly lacked enthusiasm towards

the disability cause. Above all, poverty within households hindered resource mobilization efforts. Nonetheless, some beneficiaries groups reported that they had embarked on fundraising drives. For example, beneficiaries of LIDDYA reported that they had submitted a proposal for possible funding to Northern Uganda Social Action Fund (NUSAF).

#### **4.7.7 Impact of the OD-Youth project on the target group**

Key informant interviewees and focus group participants were asked to indicate the most significant changes that the OD-Youth project had led to for the target group. The most frequently cited changes were:

- Acquisition of skills such as lobbying and advocacy, self-confidence, public speaking, communication, project planning by the YWDs.
- Economic empowerment whereby YWDs have been able to start IGAs.
- Increased involvement of YWDs in national and international celebrations.
- Emergence of new youth leaders such as Ambrose Murangira who doubles as the Chairman for UNAD as well as a committee member on the NYWDC, Ronald Luyima who is the General Secretary for UNAB as well as the team leader for the NYWDC.
- Recognition of YWDs within the disability movement and the community at large.
- YWDs have been mobilized into groups to accomplish various tasks.
- YWDs are now represented at various levels in the NUDIPU structures and other organizations. For example, Henry Nyombi represents YWDs on the NUDIPU Board; Ambrose Murangira represents YWDs in the NYC, and also heads the Ministry for disabled students at Makerere University.

#### **4.7.8 Challenges faced during project implementation**

Key informant interviewees and members of the focus groups were asked to mention the challenges that they had faced during project implementation. A

number of challenges were reportedly encountered during the implementation of the OD-Youth project. The most frequently cited challenges mentioned by the OD-Youth project staff, NUDIPU Board members and staff, members of the Project Management Committee, members of the NYWDC and staff of the District disability Unions of Kasese and Lira districts related to:

- Ascertaining the actual age of the beneficiaries. The donor requirement was that a youth was one between the ages of 14 to 25. Screening out the beneficiaries was a challenge.
- Collusion between the OD-Youth project and CBR-Tororo for duplication of activities, which later necessitated withdrawal of the OD-Youth project from Tororo district.
- YWDs had high expectations of what NUDIPU should do for them. Some of their expectations were beyond the mandate of the OD-Youth project.
- The OD-Youth project staff were thin on the ground. There were only 2 full time staff and 1 interpreter, hence a heavy workload to run the entire project activities.
- Late release of project funds caused delays in the implementation of project activities.
- Poor communication and information flow from the NYWDC to NUDIPU.

Other challenges related to:

- Limited resources which could not allow for country-wide coverage and also hindered the completion of the data collection exercise.
- Low levels of education of YWDs. It took long for the beneficiaries to internalize the objectives of the project.
- Negative attitude of PWDs towards YWDs. For example, PWDs who were beyond the youth age bracket wanted to represent the youth.
- The perception within NUDIPU that all matters concerning the youth should be handled by the OD-Youth project.

- Insecurity, especially in the north hampered the mobilization and data collection exercise.
- Disability politics and the founder syndrome.
- Lack of facilitation for the NYWDC to carry out their activities.
- OD-Youth project life-span of 3 years was reportedly too short to accomplish the entire project activities.

On their part, the beneficiaries reportedly faced the following challenges:

- Disability imbalance across all beneficiary groups. The physically impaired were the dominant category and the other disabilities felt marginalized.
- Lack of knowledge in sign language. This made it difficult to communicate with group members conversant in sign language.

Beneficiaries also reported facing challenges within their groups:

- The beneficiaries of Aputi YWDs Project complained about drought, price fluctuations in maize, simsim, and soya beans; and a limited market. At the time of the evaluation, they had thirty bags of maize in stock.
- The beneficiaries of LIDDYA complained about lack of transport for the mobilization exercise. Coupled with this was the threat of insecurity in the northern region. For the blind beneficiaries of LIDDYA, the four sewing machines offered to the group by the OD project were not user friendly.
- Beneficiaries of KIYODA lacked working premises, which hindered their bee-keeping project.
- Although the beneficiaries of Kasese Town YWDs Salon Project had been given some salon equipment by the OD-Youth project, they lacked a sterilizer and needed additional hair styling machines.

#### **4.8 Institutional sustainability**

Key informant interviewees were asked to indicate the measures that had been taken to ensure sustainability of the OD-Youth project. The majority of the respondents acknowledged that the issue of institutional sustainability was still a big challenge. Although a few project proposals (such as the one submitted to Action Aid) had been written for possible funding, there were no specific measures taken to ensure that the District Unions would be able to uphold activities of the OD-Youth project at its expiry.

## **5.0 RECOMMENDATIONS**

1. To address the issue of institutional sustainability, NUDIPU should integrate the OD-Youth project into other programmes and projects.
2. To ensure that YWDs are well represented in the overall work of NUDIPU, there is a need for affirmative action to ensure full participation of YWDs.
3. Equally important, YWDs should be provided with a 'youth-desk' at the Secretariat, which could later grow into an association for the youth.
4. To ensure the sustainability of the NYWDC, there is a need for NUDIPU to mobilise resources to fund the NYWDC.
5. There is also a need for NUDIPU to conduct apprenticeship skills training tailored to the needs of the beneficiaries.
6. NUDIPU should follow-up the trained TOTs and reorganize them into an efficient network.
7. To address the issue of poor information flow from the NYWDC to NUDIPU, there is a need for NUDIPU to streamline the flow of information.
8. NUDIPU should increase networking with other NGOs, CBOs, central and local governments to lobby and advocate for the interests of YWDs.
9. There was a felt need for functional adult literacy programmes. NUDIPU should lobby and advocate for such programmes.
10. There is urgent need for NUDIPU to broaden their focus to include issues such as reproductive health, HIV/AIDS, scholarships and bursaries.

## **6.0 LESSONS LEARNED**

The lessons learnt were as follows:

1. Youth with disabilities vary in their characteristics and needs.
2. Most YWDs, if they have the support they need, can live independently and participate in the community.
3. Direct involvement of YWDs with projects that affect them increases satisfaction and support, produces high levels of functioning and greater success at community integration.
4. There are many misconceptions about the potential of YWDs to participate in social, economic and political activities.
5. Vocational training has the potential to enable YWDs to get into employment.
6. Barriers are a major stumbling block to full participation of many YWDs and affirmative action and legislation are needed to accelerate changes.

## REFERENCES

- NUDIPU. 2004. *Monitoring Tools for the OD-Youth Project*, January 2004.
- NUDIPU. 2003. *Implementation Plan For The Training Modules for The Youth With Disabilities (YWDs)*, September, 2003.
- NUDIPU. 2003. *A Report on the Training Needs Assessment (TNA) For the Youth With Disabilities (YWDs)*, August 2003.
- NUDIPU. 2002. Project Proposal on: *Training and Education of Young People With Disabilities in Uganda*. March 2002.
- NUDIPU. *OD-Youth Project Progress Reports, various issues*.
- NUDIPU. *OD-Youth Project Financial Reports, various issues*.
- NUDIPU. *OD-Youth Project Information Leaflet*, Kampala, Uganda
- NUDIPU. *NUDIPU Information Leaflet*, Kampala, Uganda.
- Strauss, A. and Cobin, J. 1990. *Basics of Qualitative Research. Grounded Theory Procedures and Techniques*, California, Sage.

**Appendix 1: List of NUDIPU Board and Staff Members Interviewed**

<b>Name</b>	<b>Position in NUDIPU</b>
1. Mr. Kinubi Francis	Chairman NUDIPU Board
2. Rev. Balayo Seezi	Treasurer
3. Mr. Kalyango David	Accountant
4. Ms. Kyozira Esther	Board member
5. Mr. Mwesigwa Martin Babu	OD-Youth Project coordinator
6. Ms. Namarome Rehema	OD-Youth Project Officer
7. Mr. Masereka Nehemia	Vice Chairperson Kasese District Union
8. Mr. Agena David	Chairperson Lira District Union
9. Mr. Baluku Peter	Kasese District Union Development Worker
10. Mr. Nyombi Henry	NYWDC Committee member
11. Mr. Luyima Ronald	NYWDC Committee member
12. Ms. Ndagire Florence	NYWDC Committee member
13. Mr. Mulangira Ambrose	NYWDC Committee member
14. Ms. Namusisi Assinah	Female youth rep. Kasese District Union
15. Mr. Bukanywa Asanairi	Male youth rep. Kasese District Union
16. Ms. Akello Jane Beatrice	Female youth rep. Lira District Union
17. Mr. Mandu Edward	Male youth rep. Lira District Union

**Appendix 2: List of Stakeholders Interviewed**

<b>Name</b>	<b>District</b>	<b>Organization</b>	<b>Position</b>
1. Mr. Muliki Yofesi	Kasese	Local Government	Sub-county chief
2. Mrs. Masika Moshi	Kasese	Local Government	Special Needs Officer
3. Mr. Kitanywa Sowedi	Kasese	Local Government	Development Officer
4. Mr. Tembo Robinson	Kasese	Local Government	Councilor for PWDs
5. Mr. Muhindo Pascal	Kasese	Primary School	Headmaster
6. Mr. Bauta Rueben	Kasese	Micro Finance	Chief Executive Officer
7. Mrs. Ebinyu Tamali	Lira	Local Government	Inspector of Schools
8. Mr. Okello Stephen	Lira	Local Government	Rehabilitation Officer
9. Mrs. Achan Mary	Lira	Micro Finance	Chairperson
10. Mrs. Kibwanga Grace	Lira	Micro Finance	Project Manager
11. Mr. Etim Bernad	Lira	Nancy School	Headmaster
12. Mr. Kabingo James	Lira	Local Government	Councilor for PWDs
13. Mr. Okal Joseph	Lira	Local Government	Sub-county chief
14. Mr. Mwesigwa Edward	Kampala	AIDS Association	Program Officer
15. Mr. Mukwaya Nasser	Kampala	NYC	Executive Secretary

**Appendix 3: List of OD-Youth Project Beneficiaries Interviewed**

<b>Name</b>	<b>Group</b>	<b>Sex</b>	<b>Age</b>
1. Kabugho Annet	Kasese Town YWDs Salon Project	F	21
2. Masika Agnes	Kasese Town YWDs Salon Project	F	20
3. Byalemene Zakayo	Kasese Town YWDs Salon Project	M	23
4. Nnamusisi Assinah	Kasese Town YWDs Salon Project	F	23
5. Muhindo Bismary	Kasese Town YWDs Salon Project	F	23
6. Baluku Geoffrey	Kasese Town YWDs Salon Project	M	25
7. Buranywa Asanairi	Kasese Town YWDs Salon Project	M	23
8. Kissande Jereme	Kasese Town YWDs Salon Project	M	23
9. Muhindo Alice	Kasese Town YWDs Salon Project	F	24
10. Thamwanza Mark	Kasese Town YWDs Salon Project	M	20
11. Mbabughabolho T	Kasese Town YWDs Salon Project	F	23
12. Muliro Godfrey	Kasese Town YWDs Salon Project	M	24
13. Biira Jetrida	Kasese Town YWDs Salon Project	F	23
14. Kule Amos	Kasese Town YWDs Salon Project	M	23
15. Bwambale Stephen	Kitholhu Disabled Youth Association	M	18
16. Kule Doviko	Kitholhu Disabled Youth Association	M	16
17. Byolho Stephen	Kitholhu Disabled Youth Association	M	14
18. Muhindo Jimmy	Kitholhu Disabled Youth Association	M	15
19. Masika Harriet	Kitholhu Disabled Youth Association	F	15
20. Masika Jonolese	Kitholhu Disabled Youth Association	F	15
21. Biira Jane	Kitholhu Disabled Youth Association	F	14
22. Thembo Noah	Kitholhu Disabled Youth Association	M	14
23. Kambasu Zorome	Kitholhu Disabled Youth Association	M	22
24. Biswabwa Naome	Kitholhu Disabled Youth Association	F	22
25. Thembo Sarapio	Kitholhu Disabled Youth Association	M	24
26. Masereka Vincent	Kitholhu Disabled Youth Association	M	22
27. Muhindo Bernabas	Kitholhu Disabled Youth Association	M	23
28. Biira Goretti	Kitholhu Disabled Youth Association	F	18
29. Masika Dorotia	Kitholhu Disabled Youth Association	F	23
30. Masereka Samuel	Kitholhu Disabled Youth Association	M	24
31. Bwambale Pafura	Kitholhu Disabled Youth Association	M	24
32. Baluku Landasi	Kitholhu Disabled Youth Association	M	14

33. Bayilanda Baliyo	Kitholhu Disabled Youth Association	M	17
34. Matanda Amos	Kitholhu Disabled Youth Association	M	24
35. Kibaya Roscoe	Kitholhu Disabled Youth Association	M	25
36. Mumbere Kolasi	Kitholhu Disabled Youth Association	M	25
37. Thembo Jackson	Kitholhu Disabled Youth Association	M	24
38. Mumbere Jerona	Kitholhu Disabled Youth Association	M	14
39. Nzumsali Sametto	Kitholhu Disabled Youth Association	M	25
40. Ogwal Edward Mandu	Lira District Disabled Youth Association	M	25
41. Akello Jane Beatrice	Lira District Disabled Youth Association	F	24
42. Odongo Patrick	Lira District Disabled Youth Association	M	19
43. Olem Joseph	Lira District Disabled Youth Association	M	18
44. Awor Harriet	Lira District Disabled Youth Association	F	24
45. Ato Hilda	Lira District Disabled Youth Association	F	20
46. Ajange Annet	Lira District Disabled Youth Association	F	20
47. Okello Ben	Lira District Disabled Youth Association	M	21
48. Angwech Betty	Lira District Disabled Youth Association	F	20
49. Apio Norah	Lira District Disabled Youth Association	F	21
50. Adongo Evelyn	Lira District Disabled Youth Association	F	15
51. Akullu Joyce	Lira District Disabled Youth Association	F	24
52. Awio Caesar	Lira District Disabled Youth Association	M	21
53. Otim Denis	Lira District Disabled Youth Association	M	22
54. Okullo Moses	Lira District Disabled Youth Association	M	22
55. Acol Suzan	Lira District Disabled Youth Association	F	24
56. Emuna Angelous	Lira District Disabled Youth Association	M	23
57. Obwol Emmy	Lira District Disabled Youth Association	M	20
58. Ogule Thomas	Lira District Disabled Youth Association	M	25
59. Akullu Sandra	Lira District Disabled Youth Association	F	24
60. Egwange Sam	Aputi Youth With Disabilities Project	M	25
61. Opio Kizito	Aputi Youth With Disabilities Project	M	20
62. Ojek Francis	Aputi Youth With Disabilities Project	M	25
63. Olero Isaac	Aputi Youth With Disabilities Project	M	24
64. Obita Francis	Aputi Youth With Disabilities Project	M	22
65. Ayon Tonny	Aputi Youth With Disabilities Project	M	20
66. Ocwer Denis	Aputi Youth With Disabilities Project	M	22
67. Ogwal Godfrey	Aputi Youth With Disabilities Project	M	15
68. Ajuk Ricky	Aputi Youth With Disabilities Project	M	15
69. Acana Jasper	Aputi Youth With Disabilities Project	M	14
70. Omude Joel	Aputi Youth With Disabilities Project	M	22
71. Ogwal Vicky	Aputi Youth With Disabilities Project	F	23
72. Akello Brenda	Aputi Youth With Disabilities Project	F	14
73. Alum Middy	Aputi Youth With Disabilities Project	F	20
74. Ocen Simon	Aputi Youth With Disabilities Project	M	24
75. Akello Caroline	Aputi Youth With Disabilities Project	F	20
76. Amek Hadoline	Aputi Youth With Disabilities Project	F	19
77. Abwa Felix	Aputi Youth With Disabilities Project	M	23

78. Omara Lawrence	Aputi Youth With Disabilities Project	M	21
--------------------	---------------------------------------	---	----

**Appendix 4: Focus Group Discussion Guide for the Beneficiaries**

**1.0 Background**

- a) Name of the group.....
- b) When was the group formed .....
- c) Target group.....
- d) Number of members in the group.....
- e) Location.....

**Members in the group according to the category of disability**

<b>Category of Disability</b>	<b>Males</b>	<b>Females</b>
Physical		
Mental		
Sensory (Blind, Deaf)		
Epilepsy		
Others		

- f) What was the criterion for selection of members?
- g) Do you maintain membership records for YWDs of the OD-Youth project?

**2.0 OD-Youth Project**

- 2.1 What type/kind of skills trainings did you receive/get from the OD project?
- 2.2 Amongst the trainings mentioned above, which were more beneficial?
- 2.3 Which other types of skills trainings need to be offered in future?
- 2.4 What new tasks can you perform that you were not able to perform before the training?
- 2.5a) What types of social activities are you involved in?
- b) Which social activities are women most involved in?
- c) What types of economic activities are you involved in IGAs?
- d) Which economic activities are women most involved in?
- e) What types of political activities are you involved in?
- f) Which political activities are women most involved in?

Activity	Skills applied as result of the OD-Youth project skills training

2.6 What exchange visits did you have?

2.7 What was the aim of the exchange visits?

2.8 How does NUDIPU maintain communication with the YWDs?

YWDs to NUDIPU

NUDIPU to YWDs

### 3.0 Formation of committees for youth with disability

3.1 Are there existing committees for youth with disabilities at:

Local level?

Sub-county level?

District level?

3.2 What guidelines were used in forming the above committees of the youth with disabilities?

3.3 How was the mobilisation done during the formation of the above committees?

3.4 Who did the mobilization during the formation of the above committees?

### 4.0 Representation of the YWDS in the NUDIPU structures

NUDIPU structures	Total membership	Male YWDs	Female YWDs	Comments
General Assembly				
Board of Directors				
Secretariat				

4.1 Are the YWDs well represented in the overall work of NUDIPU at all levels?

Yes .....

No .....

4.2 If no, why is it so?

4.3 Suggest ways in which to address factors hindering participation.

### 5.0 Participation in national government programmes

5.1 Which National Government Programmes are the YWDS involved in?

5.2 Are there any Government Programmes you think the YWDs are not included?

Yes.....

No.....

5.3 If yes, which ones?

5.4 How many have benefited from the 4.0 points (Affirmative Action) entry into Government University/tertiary institutions?

5.5 Which National and International events have you participated in?

5.6a) Is there any HIV/AIDS component in the OD-Youth project?

b) How is it implemented?

5.7a) Were you involved in the planning of the OD-Youth Project?

b) At what planning level?

### Impact of the OD-Youth Project on the beneficiaries

Objectives	Positive Impact	Negative Impact
Participants equipped with skills that will enable them to increase their participation the social, economic, political activities		
Mobilize YWDS towards the National Youth Committee		
Mainstreaming YWDS into NUDIPU structures and National government programme		

6.1 Are there any success stories of the YWDs who have progressed socially, economically and politically as a result of the OD-Youth project intervention?

### 7.0 Financial and institutional sustainability

7.1 Who are the main funders and what is their contribution?

Funder	Amount
NUDIPU	
Government	
Community contribution	
Others	

7.2 In areas where funding is inadequate, what innovations have been taken to bridge the financial gaps and ensure sustainability of the project without relying on NUDIPU assistance?

7.3 What are the other possible sources of funding for the IGA projects?

7.4 What other issues do you think would have been addressed by the OD-Youth project that were not tackled?

**Appendix 5: Interview Guide for NUDIPU Staff**

**1.0 Background**

- a) District .....
- b) Name of the respondent.....
- c) Position of the respondent.....

**2.0 Structure of the NUDIPU secretariat**

- 2.1 What is the organizational structure of the NUDIPU Secretariat?
- 2.2 What is the role of the Secretariat?
- 2.3 What is your role as ED/project coordinator/project assistant/accountant?
- 2.4 Is there a YWDs staff at the NUDIPU Secretariat?
- 2.5 What was the criterion used to employ the YWDs at the NUDIPU Secretariat?
- 2.6 What are their roles and functions?

**Composition of the NUDIPU secretariat**

		Youth			
	Total	Sensory	Mental	Physical	Academic credentials
Male					
Female					

**3.0 OD-Youth Project**

- 3.1 When did the OD-Youth project start?
- 3.2 Who are the beneficiaries of the OD-Youth project?
- 3.3 What are the criteria for selection of the direct beneficiaries?

- 3.4 Were the YWDs involved in the planning of the OD-Youth project? At what planning level?
- 3.5 What activities are carried out by the OD-Youth project?
- 3.6 What type of skills trainings were offered to YWDs by the OD-Youth project?
- 3.7 Of these, which do you think have been more beneficial to the YWDs?
- 3.8 In your view, which other skills training need to be offered to YWDs in future?
- 3.9a) Is there any HIV/AIDS component in the OD-Youth project?
- b) How is it implemented?
- 3.10 What role has the OD-Youth project played to uplift the YWDs in the disability movement?
- 3.11 In your view, how has the OD-Youth project helped to;
- a) Equip the YWDs with relevant knowledge that enables them increase their participation in the social, economic, political activities?
- b) Mainstream YWDs into NUDIPU structures?
- c) Mobilize the YWDs towards the formation of the NYWDC?
- d) Mainstream YWDs into National government programmes?
- e) In your view, do you think there is complete mainstreaming of YWDs in the NYC?
- f) If no, why do you think so?
- g) What do you think can be done to sufficiently mainstream YWDs in the NYC structure?
- 3.12 Of the different categories of disabilities amongst YWDs, which is more pronounced countrywide?
- 3.13 In your view, what are the causes of gender and disability imbalances in the disability movement?
- 3.14 Suggest measures that can be taken to address these imbalances
- 3.15 How does the secretariat maintain communication with the District Unions?  
Secretariat to District Union  
District Union to Secretariat

#### **4.0 Networking/collaboration with other organizations**

- 4.1a) Does OD-Youth project network/collaborate with other youth related organisations?  
If no, why do you think so?
- 4.2 What do you think can be done to sufficiently network/collaborate with other youth related organizations?
- 4.3 What is NUDIPUs role in the creation of awareness of YWDs within the disability movement and other relevant stakeholders?
- 4.4 Describe the willingness of other NGOs, CBOs and central and local government institutions to involve and include YWDs.

#### **5.0 Effectiveness of implementation**

- 5.1 How does NUDIPU include youth in its activities and overall work?

5.2a) Are YWDs well represented in the overall work of NUDIPU at all levels?

Yes .....

If no, why is it so?

5.3b) Suggest ways in which to address factors hindering participation.

5.4 What is NUDIPUs role in the creation of awareness of YWDs within the disability movement and other relevant stakeholders?

5.5 Does NUDIPU provide assistance the following to the YWDs and CWDs?

- a) Assistive devices
- b) Special bursary schemes
- c) Start up capital for IGAs
- d) Special needs education teachers

5.6 How have YWDs participated in the following community activities;

- a) Resource mobilisation/fundraising and what were the funds used for?
- b) Lobbying & advocacy.

5.7 How have the trained trainers of the trainers (TOTs) put their skills into use?

5.8 If the above skills are inadequately utilized, suggest ways as to how they can be put into maximum use?

## **6.0 Impact of the OD-Youth Project**

6.1 What achievements has the OD-Youth project attained so far?

6.2 What are the most identifiable/significant changes that have resulted from the OD-Youth Project intervention?

6.3 Are there any documented success stories of the YWDs who have progressed socially, economically, politically as a result of the OD-Youth project intervention?

6.4a) What challenges have been encountered during the project implementation?

b) How have these challenges been dealt with?

## **7.0 Financial and Institutional Sustainability**

7.1 Where does NUDIPU get support for the OD-Youth Project?

7.2 How much did you receive during the project period (2003-2005)?

7.3 What was the grant used for (activities)?

7.4 Who is responsible for the supervision and follow up of the grant?

7.5 Do you have any other source of funding for the OD-Youth Project?

7.6 What innovations/measures have been taken to ensure financial and institutional sustainability of the OD-Youth Project?

7.7 What other issues do you think would have been addressed by the OD-Youth Project that were not tackled?

**Appendix 6: Interview Guide for NUDIPU Board**

**1.0 Background**

- a) District.....
- b) Name of the respondent.....
- c) Position of the respondent.....

**2.0 Structure of the NUDIPU Board**

- 2.1 What is the organizational structure of the NUDIPU Board?
- 2.2 What is the role of the NUDIPU Board?
- 2.3 What is your role as a member of the NUDIPU Board?
- 2.4 Is there a YWDs staff at the NUDIPU Board?
- 2.5 If yes, what was the criterion used to employ the YWDs at the NUDIPU Board?
- 2.6 What are their roles and functions?

**Composition of the NUDIPU Board**

		Youth			
	Total	Sensory	Mental	Physical	Academic credentials
Male					
Female					

**3.0 OD-Youth Project**

- 3.1 When did the OD-Youth project start?
- 3.2 Who are the beneficiaries of the OD-Youth project?
- 3.3 What are the criteria for selection of the direct beneficiaries?

- 3.4 Were the YWDs involved in the planning of the OD-Youth project? At what planning level?
- 3.5 What activities are carried out by the OD-Youth project?
- 3.6 What type of skills trainings were offered to YWDs by the OD-Youth project?
- 3.7 Of these, which do you think have been more beneficial to the YWDs?
- 3.8 In your view, which other skills training need to be offered to YWDs in future?
- 3.9a) Is there any HIV/AIDS component in the OD-Youth project?
- b) How is it implemented?
- 3.10 What role has the OD-Youth project played to uplift the YWDs in the disability movement?
- 3.11 In your view, how has the OD-Youth project helped to;
- a) Equip the YWDs with relevant knowledge that enables them increase their participation in the social, economic, political activities?
- b) Mainstream YWDs into NUDIPU structures?
- c) Mobilize the YWDs towards the formation of the NYWDC?
- d) Mainstream YWDs into National government programmes?
- e) In your view, do you think there is complete mainstreaming of YWDs in the NYC?
- f) If no, why do you think so?
- g) What do you think can be done to sufficiently mainstream YWDs in the NYC?
- 3.12 Of the different categories of disabilities amongst YWDs, which is more pronounced countrywide?
- 3.13 In your view, what are the causes of gender and disability imbalances in the disability movement? Suggest measures that can be taken to address these imbalances
- 3.14 How does the secretariat maintain communication with the District Unions?  
Secretariat to District Union  
District Union to Secretariat

#### **4.0 Networking/collaboration with other organizations**

- 4.1 Does OD-Youth project network/collaborate with other youth related organisations?  
If no, why do you think so?
- 4.2 What do you think can be done to sufficiently network/collaborate with other youth related organizations?
- 4.3 What is NUDIPUs role in the creation of awareness of YWDs within the disability movement and other relevant stakeholders?
- 4.4 Describe the willingness of other NGOs, CBOs and central and local government institutions to involve and include YWDs.

#### **5.0 Effectiveness of implementation**

- 5.1 How does NUDIPU include youth in its activities and overall work?
- 5.2 Are YWDs well represented in the overall work of NUDIPU at all levels?  
If no, why is it so?

- 5.3 Suggest ways in which to address factors hindering participation.
- 5.4 What is NUDIPUs role in the creation of awareness of YWDs within the disability movement and other relevant stakeholders?
- 5.5 Does NUDIPU provide assistance the following to the YWDs and CWDs?
- a) Assistive devices
  - b) Special bursary schemes
  - c) Start up capital for IGAs
  - d) Special needs education teachers
- 5.6 How have YWDs participated in the following community activities;
- a) Resource mobilisation/fundraising and what were the funds used for?
  - b) Lobbying & advocacy.
- 5.7 How have the trained trainers of the trainers (TOTs) put their skills into use?
- 5.8 If the above skills are inadequately utilized, suggest ways as to how they can be put into maximum use?

## **6.0 Impact of the OD-Youth Project**

- 6.1 What achievements has the OD-Youth project attained so far?
- 6.2 What are the most identifiable/significant changes that have resulted from the OD-Youth Project intervention?
- 6.3 Are there any documented success stories of the YWDs who have progressed socially, economically, politically as a result of the OD-Youth project intervention?
- 6.4a) What challenges have been encountered during the project implementation?
- b) How have these challenges been dealt with?

## **7.0 Financial and Institutional Sustainability**

- 7.1 Where does NUDIPU get support for the OD-Youth Project?
- 7.2 How much did you receive during the project period (2003-2005)?
- 7.3 What was the grant used for (activities)?
- 7.4 Who is responsible for the supervision and follow up of the grant?
- 7.5 Do you have any other source of funding for the OD-Youth Project?
- 7.6 What innovations/measures have been taken to ensure financial and institutional sustainability of the OD-Youth Project?
- 7.7 What other issues do you think would have been addressed by the OD-Youth Project that were not tackled?

## **Appendix 7: Interview Guide for Stakeholders**

### **1.0 Background**

- a) District.....
- b) Name.....
- c) Organization .....
- d) Position.....

### **2.0 Role of the organization**

- 2.1 What is the role of your organization?
- 2.2 What is your role in the organization?
- 2.3 How does the role you play help to enhance the disability movement in the country?
- 2.4 What problems do you encounter in the process of enhancing the disability movement in the country?
- 2.5 What is the perception of your organization towards PWDs?
- 2.6 In your view, what is the perception of the community towards PWDs?
- 2.7a) Do you network with NUDIPU and other disability persons organizations?
- b) In which areas do you network?

### **3.0 OD-Youth Project**

- 3.1 Are you aware of the OD-Youth Project?
- 3.2 What role has it played to uplift YWDs in the disability movement?
- 3.3 In your view, how has the OD-youth Project helped to;
  - a) Mainstream YWDs in the national government programmes?
  - b) Equip YWDs with the relevant knowledge and skills that enable them increase their participation in the social, economic and political activities?
- 3.4 In what ways does your organization assist the OD-Youth Project?
- 3.5 In your view, what can be done to make the OD-Youth project self-sustaining after termination of external funding?
- 3.6 What other issues do you think would have been addressed but were not covered by the OD-Youth project?

