

**UGANDA ASSOCIATION FOR THE MENTALLY
HANDICAPPED/INCLUSION UGANDA**

ANNUAL REPORT 2022



UAMH/IU
PREPARED FOR INCLUSION UGANDA
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Acronym

CDO	Community Development Officer
TOFI	Together For Inclusion
DSI	Down Syndrome International
DPO	Disabled Persons Organizations
MEAL	Monitoring, Evaluation, Accountability and Learning
NUDIPU	National Union of Disabled Persons Uganda
SCI	Save the Children International
UPPID	Uganda Parents of Persons with Intellectual disabilities
SHA-U	Spina bifida and Hydrocephalus Association- Uganda
AMFIU	Association of Micro- Finance Institutions in Uganda
NGO	Non-Governmental Organization
CRPD	Convention on the Rights of Persons with Disability.
DSI	Down Syndrome International
NORAD	Norwegian Agency for Development
NFU	Norsk Forbund For Utviklingshemmede

I.INTRODUCTION

I.1 About Uganda Association for the Mentally Handicapped/Inclusion

Inclusion Uganda is a non-governmental organization that works with people with intellectual disabilities and their families. Inclusion Uganda was established in 1983 by a group of parents and professionals of children with disabilities who came together to find a common solution to the problems that were affecting their children both at home and in their communities.

Inclusion Uganda believes that people with intellectual disabilities have the ability, will, and creativity to impact their societies given the right support and information.

1.2 Vision statement

A society where the rights of people with intellectual disabilities are observed, protected and promoted.

1.3 Mission statement

Our mission is to advocate for the rights of people with intellectual disabilities through public awareness, civic leadership, engagement and community participation.

1.4 Our core values

- Inclusion of people with intellectual disabilities in all sectors.
- Equality and respect of people with intellectual disabilities and their families.

1.5 Why people with intellectual disabilities

Intellectual disability is one of the most marginalized type of disability in Uganda. People with intellectual disability are segregated against by people with other disabilities due to the fact that they have slower mental progression. According to our interactions with different personnel at grass root level, people with intellectual disability are not even included in government programs. This is also attributed to the negative attitudes of parents and community members towards intellectual disability. However, interventions from both government and civil society organizations have aided to reduce this gap although there is still need for further interventions especially in rural areas.

2. EXECUTIVE SUMMARY

Uganda Association for the Mentally Handicapped/Inclusion Uganda is a key contributor to advocacy of the rights of people living with intellectual disabilities in Uganda. We cultivate a bottom-up approach focusing on attitude change amongst people living with intellectual disabilities, their families and communities as well as a systematic change in policies and regulations geared towards a more inclusive environment for people with disabilities at large.

We leverage local and foreign grants to deliver programs in support and promotion of the welfare and rights of people living with intellectual disabilities with reference to the CRPD.

We delivered programs to ten districts in Uganda namely; Kampala, Luwero, Lwengo, Bukomansimbi, Mukono, Kibuku, Mbarara, Soroti, Nakaseke and Tororo under Human Rights advocacy, Economic empowerment, Families taking action and Community Based Rehabilitation. Our primary objectives for 2022 were to continuously improve the competence of advocacy through trainings and capacity building, using the CRPD as a tool for domestic change and strengthening the socio-economic empowerment of people with intellectual disabilities and their families.

We accomplished these through advocacy trainings for people living with intellectual disabilities, local leaders and parents, Community Based Rehabilitation and parent self-help groups formed to foster socio-economic welfare through families taking action.

Innovations and partnerships are still very critical to attaining the CRPD and SDGs and to our role as a Disability Peoples Organization. Over the past year, we realized new partnership opportunities with civil society organizations within the TOFI consortium, Greater Masaka Cerebral Palsy Association and Local Governments at district and sub county levels to better position efforts to address the various challenges people with intellectual disabilities are facing. This also prompted Local Governments to enact by-laws that aim at protecting marginalized groups in their communities.

3. OBJECTIVES

Our objectives for 2022 included the following;

- ✓ To train parents and local leaders on the CRPD in the new implementing areas namely Nakaseke, Soroti and Mbarara.
- ✓ To enlighten the public, policy makers, administrators, professionals and government officials about the problems, needs, and rights of people with intellectual disabilities.
- ✓ To coordinate efforts of parents, government officials and professionals in providing and rendering service to the people with intellectual disabilities

and their families in Uganda.

- ✓ To equip parents and care takers on self-care and physiotherapy skills.

4. OUTPUTS

Our target output/impact included the following;

- i. 225 support persons/parents trained on advocacy for the rights of people with intellectual disabilities using the CRPD as a domestic tool.
- ii. 225 local leaders trained on advocacy for the rights of people with intellectual disability and their responsibility towards upholding and protecting their rights.
- iii. 270 persons with intellectual disabilities trained on the CRPD and self – advocacy

5. KEY ACTIVITIES

The following activities were implemented during 2022

Human Rights Advocacy – NFU

- Ground breaking in Nakaseke ,Mbarara and Soroti districts.
- Training of support persons and local leaders on the CRPD in Nakaseke, Mbarara and Soroti district
- Meetings with local government to ensure inclusion of people with intellectual disabilities in Kibuku, Tororo, Lwengo,Mukono,Nakaseke and Luwero district.
- Establish partnerships with NGOs and other stakeholders
- Trainings on CRPD and Self advocacy for people with intellectual disabilities and their support persons in 9 districts.
- Train people with intellectual disabilities to become trainers and lead advocates in their communities.
- Capacity building of partner DPOs in advocacy strategies.
- Training program in self-care, physiotherapy and human rights
- Annual Review meeting for staff and board

- Meetings with ministries, departments and agencies working on advocacy for Human Rights.
- Two partner visits by NFU
- Quarterly Board meetings
- Learning Exchange visit to NUDIPU
- Field visits
- Data entry into the Tofi Routine Monitoring system and local data bases.

EIKOS project

- Community Based rehabilitation interventions in Kibuku, Lwengo and Luwero districts.
- Grand opening of the Rehabilitation/Consultation center in Kibuku District- Eastern region.
- Parent self-help groups formed to foster socio-economic welfare through families taking action.

Down Syndrome project -DSI

- Awareness raising on the rights of people with intellectual disabilities through national celebrations like World Down Syndrome Day.
- DSI staff visit
- Report writing on best employment practices of persons with intellectual disabilities – A case study in Uganda
- DSI workshop on advocacy and CRPD in Rwanda
- Trainings on advocacy strategies for persons with Down Syndrome

Inclusion International

- Mini exhibition that geared towards showing the abilities of persons with intellectual disabilities

Joint Consortium activities

- Support partner DPOs to actively engage in the TOFI consortium. (Dissemination, Quarterly and Annual review meetings, Tofi cost extension workshop, monthly online meetings, partner support visit, global disability summit)
- Financial management training conducted by AMFIU
- Organizational operations and management by SHAU
- Training on safeguarding by SCI

- Celebrations of world hydrocephalus day
- General Assembly for Inclusion Africa. There was training on the CRPD
- Inclusive ICT by NUDIPU

6. Implementation framework

6.1 Inclusion International project

6.1.1 Mini exhibition.

Persons with intellectual disability got an opportunity to do a two –day public display of their work and this was done at Ancient Rocks parking space in Kampala district. Items exhibited included fashions of clothes, accessories, eats, crafts, drinks etc. These were 15 self –advocates and 15 support persons. People with intellectual disability aimed at targeting employers and community to show their potential to work as well as promote inclusive employment. Inclusion Uganda collaborated with UPPID to provide self-advocates who participated in the exhibition. IU also worked closely with other DPOS i.e. Embrace culture that also work with people with disabilities in promoting art, craft and inclusive Employment.



Mugabi Samuel, a self-advocate during exhibition

6.2. Down syndrome Project

6.2.1 Down Syndrome International Staff Visit

Advocacy workshop with self-advocates.

On the 25th may 2022, Inclusion Uganda conducted a workshop for self-advocates at Protea Hotel. The sessions were led by Nathan, Simon and Racheal from DSI. Self-advocates shared their views on following sub topics on employment.

- ✓ The kind of work they do
- ✓ Their expectations from employers
- ✓ Challenges they face at their workplaces. What kind of treatment they expect from co-workers?
- ✓ How they are handled by their employers
- ✓ To whom they report to incase they are mishandled
- ✓ What should be changed at their respective workplaces

The self-advocates also entertained the audience through personal and group presentations in songs, dance, a skit and a local dance for the audience.



Nathan and Simon from DSI attending the workshop.

6.2.2. Advocacy trainings for persons with down syndrome

An advocacy group with 10 persons with Down Syndrome was formed to advocate for their rights and others. This group underwent several trainings on the CRPD with emphasis on work and employment- Article 27 of the CRPD. As a result of these trainings, these self-advocates have been able to negotiate for better working conditions at their work places. Case in point is Wafula Ian who was not paid promptly like other employees at his work place because he has down syndrome, however, as a result of these trainings together with other members in their advocacy group, they visited his work place and advocated for inclusive employment rights. We can boldly testify right now that Ian is paid promptly and fully supported by his employers.

6.2.3. World Down Syndrome Day celebrations.

Here we managed to engage a number of stake holders including Four members from the local government in the disability department, two local authorities and two members from a sister organization “**OPEN FRIENDS**”. This was intended to raise public awareness, promote inclusivity, encourage advocacy and support the wellbeing of persons living with Down Syndrome.

Television talk show on Employment advocacy. Samuel a self-advocate shared with the public about inclusive employment and reasonable accommodation.



6.2.4 Report writing on best employment practices of persons with intellectual disabilities – A case study in Uganda.

The monitoring and Evaluation officer and the project coordinator were involved in a research study on best employment practices of persons with intellectual disability. This study took place in kampala, Mukono, wakiso , Bukomansimbi where they interviewed different employers both in the formal and informal sector about employability of persons with intellectual disabilities. It was found out that Persons with intellectual disabilities in Uganda were more likely to be unemployed than their non-disabled peers, especially youth and women. Persons with intellectual disability tend to work in the informal sector rather than the formal sector. In most cases, they are discriminated against and exploited in work. This is as a result of barriers including stigmatization, the actual and perceived skills and education levels, low self-esteem and self-confidence, inaccessible transport; less human, social, physical, financial and natural capital than persons without disabilities.

Unfortunately the DSI project came to an end and as Inclusion Uganda, we look forward for another partnership.

6.3. Eikos project

6.3.1 Opening of the consultation center in Kagumu sub county, kibuku district.

The consultation center was officially launched on 26th April 2022 in the Eastern region by Eikos partners from Germany Harald and Magnus. Different stakeholders attended the functions and part of these included ministry of gender, district member of parliament and other local authorities.

6.4 Human Rights Advocacy

6.4.1 Inclusion Uganda held trainings for persons with intellectual disabilities and community stakeholders, including local leaders, Village Health Teams (VHT) and para-social workers (PSW) on self-advocacy and peer education on disability rights. A total of 364 (149 males, 215 female) people were trained, of which 206 (129 male, 77 female) were persons with disabilities. 15 of those trained were children who have continuously scaled-up the information on the rights of persons with disabilities and provided counselling to their peers through home visits.

6.4.2 Meetings with local governments to ensure inclusion of persons with intellectual disabilities in Mukono, Kibuku, Luwero, Nakaseke, Tororo and Lwengo districts. The target was 72 local leaders altogether. 73 local leaders (46males: 27 females) were reached of whom 18 (13Males:5Females) were persons with disabilities. As a result of these meetings, local government leaders were enlightened that persons with intellectual disabilities are also part of the disability fraternity. A case in point is Mwesigwa Ausi, the Chairperson of Kisekka sub county who started to include persons with intellectual disabilities and their parents in government support programmes like the special grants and NAADS (National Agricultural Advisory Services) programs unlike before when these people were not considered in such programs..Mr Osen Kasim Mayor of Bombo town council also committed towards upgrading the labour ward and also improve the accessibility to Bombo Health Centre III.

6.4.3 Training of parents and support persons on the CRPD in Mbarara, Soroti and Nakaseke districts. This has been one of our greatest achievements this year because Inclusion Uganda got an opportunity to extend the human rights advocacy project to new implementing areas. The target was 225 but however we reached out to 221 (95 males :124 Females) parents and support persons of people with intellectual disabilities who were trained on the different causes and types of intellectual disability and the CRPD; Articles 16 and 19. Of these, 10 (7males :3 females) had disabilities. This training created awareness on the rights of persons with intellectual disabilities and change of mindset towards

people with disabilities. Parents learnt about the causes of intellectual disability as most of them were attributing it to cultural beliefs such as witchcraft and curses. Most parents were of the view that their children cannot live independently or fully support themselves. However, these trainings opened their minds to the fact that if their children are given good support, they can live independently and become productive members in society.

6.4.4. Training of local leaders on the CRPD in Mbarara, Soroti and Nakaseke districts. This training was intended to equip leaders with knowledge and information about the rights of people with intellectual disabilities and their responsibility towards upholding the CRPD. 225 (138 M: 87 F) local leaders were trained on the CRPD of whom 56 (36M: 20F) had disabilities. They were also reminded of their duties and responsibilities towards promoting an inclusive community. The community development officer of Awaliwal sub county, Soroti district Ayoto Eunice has started handling cases of persons with intellectual disabilities unlike before.

6.4.5. Training program on self-care, physiotherapy and human rights in Mukono, Luwero, Nakaseke, Bukomansimbi, Kibuku, Lwengo, Soroti, Mbarara and Tororo districts. This activity was aimed at training families on how to rehabilitate persons with intellectual disabilities cognitively and physically so that they can build their self-esteem and be able to stand up for their rights. The target was 810 but trained 821 (411 Males: 410 Females) persons of whom 129 (76 Males: 53 Females) were adults with disabilities and 281 (153 Males: 128 Females) were children with disabilities. Ahereza Praise from Rubindi sub county – Mbarara district is in position to sit now unlike before as a result of the tactics that were demonstrated by the physiotherapist during the trainings. Praise is now able to go to school as she can sit on her own now.

6.4.6. Training on organizational operations and management for staff and board. 20 staff and board members (8 Males: 12 Females) were trained on organizational operations and management with emphasis on Business finance, accountability and work plan development. This enhanced report writing, concept note writing and fundraising skills for staff.

6.4.7 Capacity building of partner Disability Peoples Organisations on advocacy strategies. 17 staff 6 males (1 with disabilities) and 11 females (2 with disabilities) were trained on advocacy strategies. These included Spina Bifida and Hydrocephalus Association Uganda, Uganda Parents of Persons with Intellectual Disabilities and Inclusion Uganda. This activity was aimed at empowering these organisations on how to build effective advocacy strategies. From this training, Inclusion Uganda staff developed an advocacy manual that was used in Activity 1111.7 Training of persons with intellectual disabilities and other community members to become trainers and lead advocates.

6.4.8. Establish partnerships with Non-Government Organizations and other stakeholders.

34 staff (20 males, 14 females) from Civil Society organizations attended a breakfast dialogue on utilizing partnerships through group advocacy to promote increased inclusion of Persons with Intellectual Disabilities in all disability programs. Some of these organizations included Kampala school for the physically handicapped (KSPH), Spinal injuries Uganda (SPU), Uganda Parents of Persons with Intellectual Disability (UPPID) and Embrace Kulture. This event contributed to a new dialogue on synergic and coherent implementation of the CRPD and also generated group advocacy to increase inclusion of persons with intellectual disabilities in disability programming. This platform was also used as a basis to disseminate the TOFI baseline study report to various stakeholders.

6.4.9. NFU partner visit to Inclusion Uganda

Inclusion Uganda received partners from Norway in June and September. Key processes discussed included planning, budgeting, implementation, monitoring, revisions and reporting. Gaps were identified in the aforementioned processes and recommendations drawn.

During the TOFI cost extension 2023-2024 workshop held in September, Norad allowed for a cost extension of the TOFI programme for the two-year period 2023-2024 due to its impact.

6.5. Joint consortium activities

6.5.1. Information dissemination of Disability related information

With the view to enhance knowledge of disability mainstreaming across various stakeholders, Inclusion Uganda produced and disseminated various information materials which can be accessed. These stakeholders include persons with disabilities, learners with disabilities, councilors of persons with disabilities, representatives of persons with Disabilities on the District service commission and District council, community development officers at district and sub county level.

6.5.2. Inclusion Uganda attended a capacity building workshop on Organizational operations and management for staff and Board

organized by SHA-U at Jevine Hotel Uganda on 3rd February 2022. Three staff were represented. The objective of the 2-day workshop was to introduce staff to the concept of good governance, importance of programme cycle management, enhance effective team spirit and team development and finally appreciate the importance of fundraising and resource mobilization in an organization.



In addition to the above, Inclusion Uganda also participated in a three-day training on financial management that took place in May 2022. This activity was organized by AMFIU under the TOFI project. Some of the training objectives included but not limited to imparting skills of training in financial literacy and building the capacity and understanding of participants on financial literacy.

6.5.3 Learning exchange visit to Nudipu

The learning visit was attended by the TOFI Uganda and Norwegian Partners, M&E Working Group, and Project implementation team from 6th to 7th October 2022. The purpose of the visit was to collectively undertake program implementation learning from NUDIPU through establishing strengths, best practices, and opportunities that can be adopted/adapted by other partners in their implementation.



6.5.4 Joint stakeholder field monitoring visit

The justification for the Field monitoring visit aimed at enabling the monitoring team to measure the progress of project implementation, verify delivery of outputs and achievements of results, identify possible bottlenecks and divergences from the main course of action. The monitoring visit was led by Mr Mugisa Charles from the special needs department under Ministry of Education and Sports(MOES), Oliva Nalwadda from Norwegian Association of the Disabled (NAD) and Veronica Nankusu from Inclusion Uganda



Challenges incurred during the annual year 2022

- It was realized that there is no data of persons with disabilities right from parish to district level in many of the districts of operations. This affects planning for persons with disabilities support interventions.
- High inflation rates which affected our budgeting and planning as we experienced budget cuts. Due to this, some activities were postponed to the next year.
- Inclusion Uganda did not have online data storage features. That said, there was a much larger risk of natural disasters like office floods, electricity surge that may affect the hard drive which might prove difficult to recover the data. However, we adopted the use of online Quick books to fast track and organize finances instead of entering information manually. It also makes tasks like bookkeeping, invoicing, time tracking more automatic.
- Mobilized participants tend to invite others to attend and as a result we end up having more people hence a strain on the logistics.

Lessons learned in 2022

- Inclusion Uganda realized that some of the representatives of persons with disabilities on the District service commissions and other institutions have inadequate knowledge in disability inclusion and legal framework on which disability advocacy should be premised.

- Women and men with disabilities were turning up for various activities in good numbers but still, women were more committed than men in activities being implemented. Therefore, during the activities' implementation, men should be encouraged to actively participate.
- With the use of technology, training can happen anywhere, anytime as long as the facilitator is skilled to use such technologies as zoom, Microsoft Teams, Tele- conferencing, skype among others. Inclusion Uganda attended an online training on Disability inclusion from 8th-9th September 2022. She was also trained on Economic forum on 9th February 2022 by NFU partners virtually.
- Recognize that change takes time. It takes time to change attitudes, train people and develop sustainable organizations and services. The programs work to break down barriers to the full participation of persons with disabilities but this is not done overnight. We must accept that change takes time and we are happy to see change little by little.

Recommendations

- Advocacy and capacity building of district officials should be a continuous process because they are appointed and changed over a period of time
- There is need for continued resource mobilization to meet the overwhelming demand for such services.

Conclusively, contentious awareness of the rights of persons with intellectual disabilities remains key if the attitudes of various stakeholders like communities and government stakeholders are to be improved for equitable service delivery for persons with intellectual disabilities.