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National  
Union of  
Disabilities'  
Organisations of  
Rwanda

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ANNUAL REPORT

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2014

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# Annual Report 2014

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## Executive Secretary's Introduction

Persons with disabilities are entitled to equal access to education and employment, equal rights to parenthood, property ownership, political rights, and legal representation. However, they continuously battle exclusion and restriction to their full participation in society, facing discrimination, abuse, and poverty.

The National Union of Disability Organizations of Rwanda “NUDOR” has been working in partnership with international, national organizations to advocate for the rights of persons with disabilities to enable them to participate fully in all areas of life.

This annual report outlines achievements and challenges of delivering these partnerships. NUDOR takes this opportunity to thank all organizations, individuals and decision makers who have supported NUDOR to contribute to the promotion, respect and realization of the rights of persons with disabilities.

In particular we would like to thank the following organizations which have made significant financial and technical contributions to NUDOR.

<b>Partner</b>	<b>Project title</b>	<b>Intervention area</b>	<b>Annual financial support / RWF</b>
<b>Norwegian People Aid (NPA)</b>	Advocate for the rights and dignity for persons with disabilities.	Realisation of rights	133,419,948
<b>MyRight-Empowers People with disabilities</b>	Advocate for the rights and dignity for persons with disabilities.	Education	49,167,399
<b>Danish Organization of persons with disabilities - (DPOD)</b>	Advocate for the rights and dignity for persons with disabilities.	Education	
<b>Voluntary Service Overseas (VSO)</b>	Inspired	Realisation of Rights	34,756,205
<b>Christofel Blind Mission (CBM)</b>	Dialogue in the Dark	Economic empowerment	39,934,487
<b>Federation Handicap International</b>	AAA-TWESE HAMWE		23,175,921
<b>GIZ</b>	Dialogue in the Dark		
<b>MALMO project</b>		Awareness raising	21,652,960
<b>Total budget in 2014</b>			<b>302,106,890</b>

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Their technical and financial support have contributed to advocacy activities but also to strengthen the capacity of NUDOR and its member organizations. Today, NUDOR and its members have increased their level of representation and advocacy for promotion, protection and respect of the rights of persons with disabilities in Rwanda.

We would like to thank also the Government of Rwanda for making disability a crosscutting issue in EDPRS 2. Further thanks goes to districts that have translated the disability into their Development plans and have open doors to collaborate with NUDOR and its members.

However, despite the progress and success, we still have a long way to go. But with continued technical support, NUDOR will continue to break down barriers to different areas especially education, health and poverty reduction. We want to ensure that in 2020, we can talk about a Rwandan society where all persons with disability enjoy the same human rights, opportunities and full participation as other citizens.

**NSENGIYUMVA Jean Damascene**  
**Executive Secretary**

## About NUDOR

### Who we are

The National Union of Disability Organisations of Rwanda (NUDOR) was established in 2010 by eight organisations of persons with disabilities:

- Association Générale des Handicapés du Rwanda (AGHR)
- Collectif Tubakunde
- National Organisation of Users and Survivors of Psychiatry (NOUSPR)
- National Paralympic Committee (NPC)
- Rwanda National Association of Deaf Women (RNADW)
- Rwanda National Union of the Deaf (RNUD)
- Rwandan Union of the Blind (RUB)
- Troupes des Personnes Handicapées Twuzazanye (THT)

NUDOR is an umbrella organisation that works to reflect the needs and interests of its member organisations and persons with disabilities in Rwanda. NUDOR supports its members to ensure that the rights of persons with disabilities are respected at all levels and their needs are fully addressed, with an emphasis on empowerment.

### Our strategy

The updated strategic plan now covers the period 2015 – 2020 and comprises three main strategic aims.

- 1. Representation and accountability:** NUDOR will be accountable to and effectively represent members' interests through the delivery of projects and priorities agreed by member organisations, and by facilitating joint working amongst members.
- 2. Capacity building and resource mobilization:** NUDOR and its member organisations are strengthened to fulfil its mandates by developing its technical skills, research and insight, sustainability and outreach.
- 3. Advocacy and influencing:** NUDOR will work to ensure that the needs and rights of all persons with disabilities are recognised by all, mainstreamed in laws and policies at all levels of government, and in programmes of other institutions focusing on areas of education, health and poverty reduction.

These aims focus on establishing internal systems to ensure the priorities of member organisations are better reflected in NUDOR programmes; help NUDOR and its members to become stronger so that they can bring about change for persons with disabilities; and focus NUDOR's advocacy efforts on the most pressing issues faced by persons with disabilities.

## Projects

### Advocating for the rights and dignity for persons with disabilities



NUDOR and Norwegian Peoples' Aid have partnered under the PPIMA programme (Public Policy Information Monitoring and Advocacy). The four year project focuses on ensuring that:

- NUDOR and member organisations have the necessary skills, systems and practice to sensitize citizens on public policy issues and skills to engage with government.
- NUDOR supports persons with disabilities (citizens) in expressing their own opinions and interests to be raised with decision-makers/service-providers.
- NUDOR and its member organisations organize debates / dialogues with Persons with disabilities/citizens and decision-makers on emerging issues related to policies, laws and programs.
- NUDOR and its member organisations share with other civil society organisations (CSOs), learning from experiences and processes through new partnerships to facilitate replication of successful initiatives.

The project has been delivered in four districts: Nyaruguru, Ngororero, Gakenke and Gatsibo.

### Key achievements in 2014

All planned activities for 2014 have been implemented and key achievements include:

- Exceeding the target number of beneficiaries (6214), NUDOR has worked with 6634 beneficiaries, including 35 district staff, 5134 members of the general public of whom 1549 were persons with disabilities, 237 sector, cell and village leaders, 1102 parents of children with disabilities and 126 NCPD Sector and Cell organ representatives. All of these beneficiaries have been made aware of the rights of persons with disabilities and the work and role of NUDOR.
- Awareness raising activities on public policy affecting persons with disabilities have been run in two sector in two districts and six district events.
- Supporting NUDOR member organisations to influence decision makers in three districts as part of International Day of Persons with Disabilities celebrations.
- Delivering an Disability Equality Training session in each of the four districts on Disability Equality Trainings (DET), targeting Executive Secretaries and Social Affairs in all sectors and the Executive Committees of these Districts.
- Advocating for the realization of the rights of persons with disabilities through sensitization sessions at community level through awareness raising of the United Nations Conventions on the Rights of Persons with Disabilities through dramas by THT theatre troop and distributing 1500 pamphlets in six sectors of the four districts and 1500 posters to

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institutions of four districts. They all contained clear messages about the convention and radio shows about accessible laws and policies.

- Disability rights and awareness has been further reinforced with 4 radio shows and call-ins delivered.
- Realising the right to sport and culture in two districts through sports competitions.
- NUDOR members have developed their understanding of UNCPRD thanks to the development of a training module and training of trainers meaning that representatives in each sector of the four districts are able to disseminate and apply the contents of UNCPRD.
- Developing a series of recommendations through a National Dialogue to support the position paper NUDOR on the National Employment policy and lobbying officials from MINALOC to ensure our contribution is acknowledged. 78 stakeholders attended including journalists and commitments were formulated which NUDOR will follow up. A stronger working relationship has been developed with the Workforce Development Authority and RICEM and a MOU will be drafted.



## Highlights

### *Access to infrastructure:*

A number of Sector Executive Secretaries have made public commitments to improve the accessibility and infrastructure of their public institution. NUDOR will follow up these commitments in 2015 to ensure that they are fulfilled. Pledges included infrastructure audits for all institutions and improved accessibility of District Offices.

### *Improvement in service delivery*

Lobbying sessions with districts authorities and other decision makers have already delivered some direct results, after NUDOR highlighted how persons with disabilities should also access social protection programmes such VUP and One Cow per Family.

- Officials committed to strengthen the collaboration with NUDOR by visits and support Persons with disabilities initiatives where possible.
- They promised to increase the budget allocated to disability issues. The lobbying sessions have connected NUDOR to other stakeholders to support NUDOR's advocacy work - in Gakenke, Federation Handicap International supports the District by providing 30 wheelchairs for persons with disabilities in need.
- In Gakenke district, the district committed to create and strengthen the women's sitball team to enable them participate in sport and leisure.

## ***Poverty reduction and access to development programmes***

- At an awareness-raising event, a woman with a disability requested a cow for milk and fertilizer, highlighting her need and right to participate in district development. The Executive Secretary immediately agreed and promised to welcome persons with disabilities in VUP works. At the same time he promised school fees for a child with albinism.

## **Challenges and areas for development**

To date the project has identified a number of challenges, which include.

- The negative mindset of families who do not want to give rights to their children with disabilities, and do not want them to participate to public events.
- Insufficient funds to cover sectors who wanted support from NUDOR.
- Request from local leaders to see NUDOR be funding development activities
- Demand from other districts for support from NUDOR

The following mitigation measures will be implemented in 2015:

- To reinforce the awareness among family members and the community in general for the next year.
- To mobilize more funds in order to run the same activities in other districts
- Deep explanation about the content and objectives of the programme
- Expend the actions in the whole country if budget allows



## INSPIRED Project



INSPIRED is a three-year project funded by DFID through VSO Rwanda, implemented at national and local level, with an overall goal of realizing the rights of people with disabilities through an improved access to services and full active participation by

- Supporting the government to respond to the needs and rights of Persons with disabilities.
- Enabling NUDOR, DPOs and NCPD to respond to the priorities of their constituents.

The project is run in the three districts of Kigali city (Gasabo, Nyarugenge, Kikiciro) and Musanze and Nyanza Districts.

### Key achievements in 2014:

- The project reached an excess of beneficiaries, with 590 reached (288 targeted)
- Strong and operational NUDOR Platforms at District and Sector level have been established in MUSANZE District. Committees are dealing with casework and representing issues to local authorities.
- Elected platform committees at District level, and NCPD Sector coordinators have been trained on UNCRPD, disability laws, and advocacy work to raise the public awareness on disability issues and promote improved response from general population. The Social Protection and Welfare Officer has already pledged to increase the budget to 45 cows per district from February 2015.
- The Inspired project was introduced in Nyanza, and district authorities are committed to work with NUDOR.
- NUDOR, the Ministry of Education and gender and education specialists have collaborated together to analyse the national Girls' Education Policy. Recommendations were developed to ensure that the needs of girls with disabilities are considered in the new policy and a position paper has been submitted to MINEDUC and Girl Hub who are reviewing the current policy.
- A new NUDOR Strategic Plan has been developed, covering the period 2015-2020 following consultation and contributions from members' organizations and partners.
- NUDOR has joined a number of Government Sector Working Groups such as a member of Public and non-public organizations working in different thematic areas such as Social Protection, Education, Agriculture working group.



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- Developed new advocacy resources for the disseminating information about rights of persons with disabilities with posters and training materials.
- Radio broadcasts
- Braille software purchased and installed in a Braille machine, and now the Braille documents are produced when are needed.

## Highlights

### *Impact of Easy to Read UNCRPD Posters*

Dissemination of Easy to read UNCRPD posters to NUDOR and VSO partners, and Musanze local authorities has helped to raise awareness of disability rights and change the mindset of the sector authorities and communities.

- GAKINGIRIJE James, Social Affairs in REMERA Sector said that “after reading a poster at REMERA Sector Office we saw that the mind set of the authorities and the community has been changed. This is because we now know that people with disabilities have rights to everything like other citizens. For example they have rights to access to services. That’s why you see here we built a ramp that can be used by people with disabilities if he come to ask for a service. I also now use different terminology where now we say people with disability not disabled people (Ikimuga).
- BIZIBAMANA Etienne the student at Group Scolaire. “REMERa said “I have read this poster since last week and I saw that people with disabilities can study like other people, they have rights to education and access to services like others.”



### *Strategic plan review*

NUDOR’s first strategic plan (2010-2016) focused on establishing NUDOR as a viable, well-run organisation. Significant progress has been made towards these aims and therefore the strategy and has been reviewed by NUDOR board, secretariat and member organisations.

The updated strategic plan now covers the period 2015 – 2020 for which three strategic aims have been agreed.

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- 1. Representation and accountability:** NUDOR will be accountable to and effectively represent members' interests through the delivery of projects and priorities agreed by member organisations, and by facilitating joint working amongst members.
- 2. Capacity building and resource mobilization:** NUDOR and its member organisations are strengthened to fulfil its mandates by developing its technical skills, research and insight, sustainability and outreach.
- 3. Advocacy and influencing:** NUDOR will work to ensure that the needs and rights of all persons with disabilities are recognised by all, mainstreamed in laws and policies at all levels of government, and in programmes of other institutions focusing on areas of education, health and poverty reduction.

These aims will establish internal systems to ensure the priorities of member organisations are better reflected in NUDOR programmes; help NUDOR and its members to become stronger so that they can bring about change for persons with disabilities; and focus NUDOR's advocacy efforts on the most pressing issues faced by persons with disabilities.

Alongside each strategic aim, objectives have been developed with related activities, indicators and means of verification in the accompanying operational plan.

## Challenges and areas for development

- One of the challenges around setting up the platforms in the districts is that not all NUDOR members operate in all sectors in Musanze. NUDOR will have to concentrate efforts to support member to establish local branches in all sectors and districts.
- There are budget constraints, which means that NUDOR is unable to deliver follow up and in depth training on disability rights.
- Currently NUDOR is unable to provide copies of the UNCPRD in Braille. NUDOR will look to secure budget in 2015 to provide copies of accessible materials.
- There is a need for further engagement with sector working groups as there has been slow progress.

## Dialogue in the Dark (DiD)

Dialogue Social Enterprise has been brought to Rwanda for the first time to launch Dialogue in the Dark workshops, which take place in absolute darkness.

Dialogue in the Dark worked in partnership with NUDOR and the National Council of Persons with Disabilities, GIZ Eco Emploi and CBM to deliver a demonstration event and develop plans for a permanent centre in Rwanda.



Participants spend two hours going through a series of team challenges with the assistance of visually impaired / blind trainers. Dialogue in the Dark (DiD) develops stronger teamwork and challenges the perceptions of its participants, particularly living with a visual impairment.

## Key achievements in 2014

- A series of 10 demonstration events were organized on 20<sup>th</sup>- 24<sup>th</sup> October 2014 with 222 attendees from ministries, government institutions, civil society organizations and private companies. The workshops were kindly supported by CBM and GIZ EcoEmploi.
- A team has been recruited, trained and certified to run Dialogue in the Dark (DiD) workshops.
- Participants scored 4.6 out of 5 and 100 % of participants said that they would recommend the workshops to their friends, family and colleagues.
- The evaluation of the DiD Demonstration Event in October 2014 showed a high appreciation of DiD and demand for further activities by the Rwandan market. DSE noted the high quality of the DiD workshop team in Rwanda (especially compared to other teams DSE trained around the world recently) and this forms the basis of a successful dark future/venture in Rwanda in 2015.

## Highlights

### *Awareness raising of disability*

Participants increased their knowledge and awareness about disability and have developed a better insight into the life of persons with disabilities especially those with visual impairment and have recommended more workshops targeting all Rwandan community to let them cope with this new experience of life style. All participants from institutions attended the workshop are now considered as DiD ambassadors within their organizations.



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The establishment of Dialogue in the Dark as a sustainable and continuing social business will be an opportunity for blind and visually impaired people to allow them to become economically self-reliant as trainers/facilitators and guides for the DiD program in Rwanda.

### *Awareness raising amongst partners*

DiD has benefitted from strong levels of support from a number of partners, including NUDOR, CBM, Handicap International, PSF, Jumelage Rhineland Palatinate & Rwanda Partnership, RDB, PSF, and RUB.

As the project moves into the next phase to set up a more permanent centre in Rwanda, Christoffel-Blindenmission e.5. (CBM) has committed to continue providing technical expertise in terms of project planning, project implementation and in securing funding from external (international) donors and institutions. The German Technical Cooperation through the GIZ Eco-Emploi Program is also willing to follow up and support in implementing Dialogue in the Dark activities in Kigali, Rwanda.



### **Challenges and areas for development**

A number of challenges were encountered in implementing the DiD Demonstration event in Rwanda.

- The success of any project depends on local ownership and contributions. To date local partners have not been secured to support demonstration events and a more permanent centre. This will be a focus of activity in 2015.
- The male bias of visually impaired trainers meant the addition of a female candidate to make the team of facilitators and de-briefers more gender neutral.
- The use of English as a common language presented a challenge as not all trainers and participants speak English. The next DiD workshops and exhibitions will also use Kinyarwanda and French.
- Many targeted decision makers delegated their invitation to more junior staff. Future workshops will still target decision makers to encourage their attendance.
- Many attendees expressed an unwillingness to pay or contribute to workshop costs. Coupled with DiD still being a new concept in Rwanda, it may mean that the market for DiD will be small and potentially limited to businesses and organisations with budgets to pay for such activities. The payment and income generation model will be a big focus in 2015, with detailed market research undertaken



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## Advocate for the rights and dignity for persons with disabilities



In the MYRight and DPOD project, which advocates for the rights and dignity of persons with disabilities focusing



on education sector, different activities were conducted at national level, district level and grassroots for a period of three years (2012-2014). The project is run in Ngororero, Nyaruguru, Gasabo Gatsibo and Gakenke districts.

The year 2014 was a bridge period. The most significant activity was to write and submit a new application for the period of 2015- 2017.

### Key Achievements in 2014:

- The project has reached 1550 people including decision makers, educators and children with disabilities through its various activities to improve monitoring and enrolment of children with disabilities.
- NUDOR and NUDOR member organizations have been influencing a long-term government policy on inclusive and SNE in Rwanda as well as securing increased school enrolment of persons with disabilities in selected districts by 2014.
- NUDOR has continued to work with its national technical team (which includes the Ministry of Local Government, community development and social affairs (MINALOC), Ministry of Education (MINEDUC), Ministry of gender and family promotion (MIGEPROF), National Commission for Children (NCC), National Human Rights Commission (NHRC), National Council Persons with Disabilities (NCPD), Rwanda Education Board (REB), Handicap International (HI)). The team has been involved in NUDOR activities and its members are playing a great role to influence programs and policies set in their institutions.
- Follow up meetings were conducted in five districts where 30 persons have participated to monitor progress of enrolling children with disabilities in education. These include the vice Mayors in charge of social affairs, District Education Officer District Disability Officer, the District Coordinator of the National Council of Persons with Disabilities, Social Welfare Officer, Permanent Secretary of Joint Action Development Forum, Gender and family promotion officer. Important commitments to



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support NUDOR work were made by districts authorities.

- NUDOR has monitored the enrolment of children with disabilities in 14 schools where 134 children with disabilities out of 18,809 were in school. The students and teachers received messages on education of children with disabilities. Teachers were committed to adopt strategies to accommodate children with disabilities in schools and children with disabilities were committed to work hard for a bright future. It was an opportunity for them to share experience and challenges faced in education of children with disabilities.
- NUDOR conducted awareness campaigns in Ngororero, Nyaruguru, Gatsibo and Gakenke districts where 1420 persons participated. During these campaigns key messages on inclusive education were given and children with disabilities themselves raised their voices to share the challenges they face in education. Talks and exchanges are organized and children with disabilities take the opportunity to express their views and the challenges they face in their education. The educators receive the message on what inclusive education with the aim of increasing the number of children with disabilities accessing education. In addition to that, awareness campaigns targeting the general public were organized where the participants learnt about the right to education by children with disabilities.



### Highlights

- To ensure the impact of NUDOR interventions 77 success stories were collected, documented and shared. The project beneficiaries appreciated NUDOR interventions as they testify for having understood their education as a right not a favour.
- 1430 people learnt about UNCRPD and UNCRC with a focus on education through awareness campaigns in Ngororero District, Kavumu sector, Nyaruguru District, Muganza sector; Gatsibo district in Rugarama sector; Gasabo District in Gikomero sector.
- RADIO 1 produced and broadcast an emission to advocate for the rights of persons with disability, which was signed. The emission is broadcasted every Sunday from 5- 6h00 pm. Different topics have been covered during the emissions around the education of children with disabilities.
- In addition to the planned activities, NUDOR has developed links with Save the Children and Plan Rwanda to support activities in the same districts.

### Challenges and areas of development

Challenges identified in the implementation of the project included:

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- Developing a new application for 2015- 2015 period took longer than expected and delayed the implementation of some planned activities. Some activities planned for the 1st quarter have been shifted in the second and were smoothly implemented.
- There is a lack of data on children with disabilities of school age, which prevents NUDOR from developing a detailed picture of the enrolment of children with disabilities. This still remains a significant challenge.
- The implementation of the project conflicted with the school year calendar. This was due to the delay of fund transfer for the 3<sup>rd</sup> quarter. This meant there were a number of delays in implantation. To address this problem, the Advocacy and Disability Mainstreaming Officer had to work closely with head teachers who are very committed to work with NUDOR. They had to contact parents having children with disabilities and educators. The District Disability Officers were also strongly involved in the planned activities.



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## Strengthening the capacities of the Rwandan DPOs' coalition to be able to monitor, research and write a parallel report to the CRPD committee



The project is national coalition project for member organisations aimed at building the capacity member organisations and on the rights of persons with disabilities and as well as developing the first parallel report for Rwanda.

### Achievements in 2014

- NUDOR members have been introduced the DRF project and have developed a plan of action to develop a UNCPRD parallel report. The main priority areas identified were work and employment, women and children, health and social protection, access to information and communication, education, access to justice.
- A Steering committee of 14 persons with disabilities has been established to oversee the development of a steering committee and be trained in the UN reporting mechanisms. The Steering committee also developed a data collection tool, which has been presented to 50 persons with disabilities for their feedback.
- With additional funds from NPA, a consultancy firm (Legacy Advocates Limited) trained 30 persons with disabilities from 24 districts on the UNCRPD and relevant laws and policies protecting persons with disabilities in Rwanda. A compiled document explaining the overall fundamental rights of Persons with disabilities together with 2 training manuals were developed and transcribed in Braille. With the support of the consultant, they went on to train 87 persons with disabilities, from 6 districts of Gasabo, Gakenke, Gatsibo, Kirehe, Ngororero and Nyaruguru.
- 3 sub coalitions were formed and 7 small grant applications were developed amongst



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member organisations to apply for DRF funding. 7 applications were successful.

## Highlights

- Thanks to the trainings, there is increased awareness amongst persons with disabilities and disability persons' organisations on the UNCRPD implementation and state obligations. Understanding of how to prepare a parallel report and the reporting obligations has improved.
- There is a strong youth focus on the steering committee, which has the advantage of being a capacity building vehicle for younger members of the group. 60 % are below the age of 35 from different academic fields like law, journalism, education and psychology.
- There is strong commitment from the NUDOR board in supporting the preparation of a parallel report.

## Challenges and areas for development

- There was a delay in starting the project which affected implementation.
- NUDOR mobilized more than 28 million Rwandan francs from NPA to hire a consultancy firm, develop training manuals and conducting the trainings as there were a number of budget challenges such as salaries, trainings and materials.
- NUDOR has borrowed funds from its main account to cover for the salaries of the Project Officer as well as the Accountant for a period of 6 months. This challenge has been addressed to the DRF in a meeting conducted to the DRF Offices in Kampala and in the semi-annual report submitted concerning the project progress. It is hoped that DRF will consider the challenges reported for the year 2 of the project as it is still not clear how data collection will be conducted and where to get allowances for the steering committee members as well as the data entry and analysis. NUDOR will discuss the possibility of conducting joint activities with DRF, NPA and VSO during the process of data collection. At this time, NPA has already committed to support the parallel report development at different stages.

## Twese Hamwe Project



### Summary of your project

The Project, which started in July 2014, is designed to support the Organizations of People with Disabilities/ TWESE HAMWE is implemented to build the capacity of NUDOR and its organizations members to conduct advocacy to authorities and partners in order to promote the rights and social participation of People with Disabilities. In addition, it aims to sensitize services providers so that they deliver inclusive services.

### Achievements in 2014

In the 5 months of project implementation, a number of activities were completed.

- An assessment of disability in six Sectors of Rutsiro District and collection of the major barriers and challenges to participation for persons with disabilities.
- A training session of 35 DPOs leaders and 3 NUDOR staffs and 13 professionals from public institutions on the Social model of disability, UNCRPD and DET was
- A resource centre on disability with posters, policy documents, training resources and manuals has been created and opened.
- Compilation of laws on disability has been developed with information about the Constitution of Rwanda and all the relevant laws.
- Production of the first edition of a biannual newsletter outlining the latest work of NUDOR and its members.



### Challenges and areas for development

The challenges faced were as follows:

- Unfortunately the start of the project was delayed which affected the implementation of activities. Only 40% of the scheduled activities were completed. Therefore some of the activities have been rolled into the 2015 activity plan.
- The changes in the implementation of disability assessment in Rutsiro District

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## MALMO Project

The project works to strengthen the organisational capacity of Rwanda National Union of the Deaf (RNUD) RNUD and Rwanda National Association of Deaf Woman (RNADW) “UMUCYO” by increasing membership through establishing a local branch of each organization at the grassroots level by recruiting and registering of more members.

### Achievements in 2014

- The project reached 58 deaf people out of a targeted 60 Deaf people (97%) in 2 districts of Muhanga, and Nyagatare (30 from Muhanga and 28 from Nyagatare). Among the beneficiaries reached, 18 were male and 40 female.
- 15 elected committee members (100% of targeted) who are composed of 3 men and 12 women in two districts participated in the training on leadership skills; developing organizational objectives, mission and vision; a better understanding of youth and women’s rights, communication skills, advocacy and how to attract and recruit new members. A communications plan between branches and national associations has been developed.
- 15 committee members were recruited out of the 16 targeted members. However we consider to have reached 100% of targeted members as the constitution of RNADW states that RNADW board of directors shall comprise of only 7 Deaf women and girls aged 18 years or over.



### Highlights

- The new groups have helped deaf people to combat isolation and develop a support network. They were able to share experiences and work together to overcome barriers. During International Deaf Awareness Week (IDAW 2014) they had an opportunity to interact with decision makers and with other deaf people and share their experiences and challenges they had which involved abuse and/or denial of their basic human rights.
- RNUD and RNADW are now able to reach their members at a local level following the development of a membership database. Local members can also access information updates

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from RNUD and RNADW as following training of selected leaders, the committees are not aware of both RNUD and RNADW's goals, mission vision objectives, youth and women issues, collecting and registering new members, human rights of Deaf people as stated in the UNCRPD and advocacy strategies.



International Deaf Awareness Week activities 2014

### Challenges and areas of development

- There were challenges in being able to follow the original project plan due to late start of the project.
- Furthermore there were some challenges in delivering some of the activities, as some of the budget calculations were not large enough for the planned activities. For instance, follow up visits and formal membership registration of the Nyagatare branch: These activities were postponed due to time constraints and lack of budget line for transport for local members to travel to the branch. Members live across the region and have to travel to visit the branch.
- The majority of targeted Deaf people did not know Rwandan Sign language (using local gestures instead). This was extremely challenging in being able to communicate with participants. To overcome this, we endeavoured to provide clear information and support in the training. In the future we would like to provide sign language training for branch members and deaf people and children.