

GHANA FEDERATION OF THE DISABLED



**“STRENGTHENING THE DISABILITY MOVEMENT IN GHANA
PROJECT”**

PILOT SURVEY REPORT: BIRIM, HO, MANYA

BY

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LIST OF ACRONYMS

CCAG	Care and Concern Action Group
CHRAJ	Commission for Human Rights and Administrative Justice
DACF	District Assembly Common Fund
DANIDA	Danish International Development Agency
DPO	Development and Partner Organizations or Disabled persons organization
GAB	Ghana Association of the Blind
GES	Ghana Education Service
GFD	Ghana Federation of the Disabled
GNAD	Ghana National Association of the Deaf
GSPD	Ghana Society of the Physically Disabled
LEAP	Livelihood Empowerment Against Poverty
MDGs	Millennium Development Goals
NHIS	National Health Insurance Scheme
NYEP	National Youth Employment Program
OPWD	Organization of Persons with Disability
PWD	Persons with Disability
SIT	Social Inclusion Transfer
UN	United Nations
UNDP	United Nations Development Programme
UNICEF	United Nations Children's Fund
VOLDIN	Volta Regional Disability Network
VOLPHIG	Volta Region Physically Challenged Independent Group

Executive Summary

This report is the outcome of a research into the state of organizational development of three (3) Organizations of persons with Disabilities (OPWDs) in Ho, Manya Krobo and Birim districts. The target organizations included the local branches of the Ghana Association of the Blind (GAB), the Ghana Society of the physically Disabled (GSPD) and the Ghana National Association of the Deaf (GNAD).

The Purpose of the study is to generate a database on thematic areas such as advocacy, information and communication flow, the state of gender mainstreaming, membership, and governance within the local branches of the three organizations. The exercise forms part of the “Strengthening the Disability Movement of Ghana Project” of which DANIDA remain the funding organization. The study is also meant to evaluate the state of organizational development of the OPWDs in the pilot districts through the generation of a database that could make suggestions towards the strengthening of the disability movement in the respective areas.

Both qualitative and quantitative research techniques were used to conduct the study. The cross-sectional study gave the researcher the opportunity to conduct the work in the pilot districts at one point in time. Triangulation which involves the use of different research methods such as interviews, group discussions and observations were employed to improve the quality of the research. The secondary sources of data included periodic and specific project reports, meeting briefs and other relevant existing empirical literature.

This work has been divided into two broad sections. The first segment is a synthesis of information generated from all the 3 pilot districts namely Birim, Ho and Manya krobo. The second segment captures the specific district by district report.

Findings from the field established the following:

- Generally the level of advocacy in Ho and Manya can be considered to be lower as compared Birim.
- The caliber of leadership is a major factor that differentiates the OPWDs in the 3 pilot districts. The relatively higher educational level of the leadership of the Birim South and Ho Associations of the Blind, for instance remains a major factor of their dynamism as compared to their colleagues in the other districts.
- Significant gaps exist in the state of information and communication flow between the executive and the general membership of the target organizations.
- The executive compositions of the OPWDs are dominated by males. In all the pilot areas, males remain the heads of the various organizations. Thus the state of gender imbalance is very pronounced.
- Lack of common understanding of the eligibility criteria accompanying for the disbursement of the common fund has been a source of tension between the OPWDs in Manya Krobo and Ho. The OPWDs in Birim South have never encountered any such difficulty. This can be attributed to a long term relationship between the OPWDs in the Birim area and the district Assembly. PWDs in the area are also represented in the assembly.
- Fund raising is not consistent as the disability component of the common fund remains the major focus of the OPWDs.
- PWDs in the study areas lack awareness of some of their basic social rights. For instance, none of the OPWDs in the pilot districts are aware that the labor Act and regulations of 2003 and 2007 respectively entitled them to register with the district labor officer for job placement. The same applies to their level of awareness of the National Youth Employment Program (NYEP).
- Lack of proper documentation of activities remains another challenge to the target groups.

A number of conclusions have been derived from the main findings.

- The OPWDs need to broaden their scope and strategies of advocacy.
- The OPWDs need to strengthen their relationship with other stakeholders.

- There is a need for the OPWDs to be sensitized on specific areas of the national disability Act and other legislations that has bearing on disability.
- The various groups should adhere to a common information and communication procedures to ensure transparency and mutual trust between the leadership and the general membership.
- There is a need for the OPWDs to keep proper documentation of their activities including their membership register.
- A need to monitor the implementation of an equitable gender policy.
- The efforts at decentralization in the disability movement need to be deepened. Towards the realization of this end, the relevant structures, committees and sub-structures such as local advocacy committees, gender, health and education and monitoring and evaluation teams, need to be entrenched.
- In terms of fund raising, the OPWDs must look beyond the common fund. The over emphasis on the fund has led to low drive towards other mainstream sources.
- There is a need for continuous experience and information sharing between the various organizations.

CHAPTER ONE: INTRODUCTION

1.1 Background

It is estimated that, globally, almost one in ten people is a person living with a disability. Recent studies indicate that persons with disabilities (PWDs) constitute up to 20 percent of the population living in poverty in developing countries. Many persons with disabilities continue to face barriers to their participation in their communities and are often forced to live on the margins of society. They often face stigma and discrimination and are routinely denied basic rights such as, education, employment, access to health and reproductive health services. Many persons with disabilities are also forced into institutions, a direct breach of the rights to freedom of movement and to live in their communities.

The United Nations has a long history of promoting the rights and well-being of all people, including persons with disabilities. The Organization has worked to ensure their full and effective participation in the civil, political, economic, social and cultural spheres on an equal basis with others in order to achieve a society for all. The Organization's commitment to the full and equal enjoyment of all human rights by persons with disabilities is deeply rooted in a quest for social justice and equity in all aspects of societal development.

The World Programme of Action concerning Disabled Persons and the Standard Rules on Equalization of Opportunities for PWDs translated the Organization's commitment into an international policy framework, which has been further strengthened by the Convention on the Rights of Persons with Disabilities, an international legal instrument, to empower persons with disabilities to better their lives and that of their communities around the world.

Disability rights movements the world over assert that PWDs are human beings with inalienable rights and that these rights can only be secured through collective political action. It arises out of the realization that, whatever the social setting and whatever the disability, people with disabilities share a common experience of social oppression. There is no doubt that Persons with disabilities throughout history have often been unfortunately seen as objects of shame, fear, pity, or ridicule. For some time and until recently, societal misconceptions and prejudices kept disabled children out of the public schools, and sanctioned discrimination against disabled adults in employment, housing, and public accommodations. This prejudice has been exacerbated for people of color, women, and for members of ethnic and sexual minorities.

In developing countries, disabled people are often seen as the most disadvantaged by those in their own communities. Several researchers have noted that disabled people, particularly in developing countries, are often the victims of negative social attitudes and are subject to stigmatization, neglect, and sometimes exacerbation of the disabling condition or the onset of new disabling conditions, as a result. In some cases, disabled people are particularly subject to abuse, either physical (beatings, rape, etc.) or social and psychological (isolation, confinement, being made to feel guilty or inadequate, etc.).

Exclusion and marginalization reduce the opportunities for disabled people to contribute productively to the household and the community, and increase the risk of falling into poverty. UNICEF points out that some 150 million disabled children lack access to child care services, schools, recreation and other social services, and are likely to remain illiterate, and untrained, and ultimately join the unemployed.

In a developing country like Ghana, disabled persons constitute an impoverished and marginalized group, characterized by lack of access to public health, education, and other social services that would ideally support and protect people with disabilities. Economically as well as in social terms, disabled persons in developing countries are classified among the poorest of the poor.

There is a notion that people with disabilities in Ghana are unproductive and incapable of contributing in a positive way to society, and rather seen as constituting an economic burden on the family and the society at large, which leaves them in a vicious cycle of poverty. In developing countries there are rarely strong disability

movements actively working to improve the living conditions for people living with disabilities. This phenomenon has lived with us have perhaps led to a deep seated mentality that continue to hinder efforts aimed at ensuring that disability is viewed from a different lens.

In line with the objective of the DANIDA funded project, (“Strengthening the Disability Movement in Ghana”), a database was required to be developed for an evidence based advocacy, and to facilitate the monitoring of the project in close dialogue with members of Ghana Federation of the Disabled (GFD), OPWDs committees in the pilot districts and the advocacy committee of GFD. In fulfillment of this obligation, questionnaires were developed by the information officer to facilitate data collection in the three (3) districts namely Ho, Manya Krobo and Birim.

This report is the output of a series of research missions embarked upon in the last quarter of 2008 and follow up visits in August 2009. The information is based on the responses of the members of the OPWD committees as well as feedback from officials of various public institutions with whom the information officer interacted with in the districts. It is worth noting that a social research group (JMK Consultancy) was engaged to conduct a contextual analysis of the disability situation in the country in 2008. While the findings of JMK Consultancy provides a clue of the nationwide disability situation, the data presented in this document only represent the disability situation in the three (3) pilot districts mentioned above.

1.2 Problem Statement

There have been several international initiatives aimed at highlighting the numerous problems of PWDs over a long period of time. Some of such initiative includes the Convention on the Rights of Persons with Disabilities, which was adopted in December 2006 by the United Nations (UN). This optional protocol seeks to recognize the inherent dignity and worth and the equal and inalienable rights of all members of the human family as the foundation of freedom, justice and peace in the

world. It was embraced by member nations, yet a lot remains to be done as far as the rights of Persons with disabilities are concerned.

The Millennium Development Goals (MDGs) are specifically designed to address the needs of the world's poorest citizens and the world's most marginalized populations. The MDGs will however not be achieved if the policies, programmes and monitoring and evaluation activities of the MDGs do not cover and include persons with disabilities. While persons with disabilities make up ten per cent of the world's population, disability is associated with twenty per cent of global poverty according to the World Bank's findings (Elwan 1999).

Currently, there are no references to persons with disabilities either in the MDGs themselves or in the accompanying body of guidelines and policies, programmes and conferences that are part of the on-going MDG efforts whether at regional or national levels. In addition, the new revisions of the MDGs currently in process do not include persons with disabilities.

The international community urgently needs to act to mainstream disability into the MDG processes. This requires policy makers and technical experts specifically tasked with the programming, monitoring and evaluation of current MDG programmes to begin to consider disability as a core issue so that other future phases of the implementation of the MDGs will include disability as an important component of its core mission. It is therefore incumbent on policy makers, technical experts and for that matter the entire society to ensure that issues of disability are brought to the fore for long lasting solutions.

As pertains in other African countries, persons with disabilities in Ghana are marginalised and experience barriers to participation in society. These barriers include inequitable access to jobs and livelihood avenues, low levels of self esteem, limited physical mobility, high dependency and poverty. The limited participation and social interaction of people with disabilities coupled with superstition and prejudices entrenches the vulnerability of persons with disabilities. In some ethnic groups traditional and religious taboos that do not allow people with disabilities to become traditional leaders continue to exist. Both men and women with disabilities struggle to

live up to the traditional gender roles in Ghanaian society and experience discrimination, disempowerment, and social exclusion.

Majority of Ghanaians live below the poverty line and therefore poverty continues to be a major issue that continue to expose persons and groups to various levels of vulnerability. Poverty and disability seem to be inextricably linked. It is often noted that disabled people are poorer as a group, than the general population, and that people living in poverty are more likely than others to be disabled (Elwan 1999). Well-being is associated with the ability to work and fulfill various roles in society. Hence the inability of disabled persons to work and fulfill some roles naturally puts them below what is generally considered as well being by society. However, the links between poverty and disability do not appear to have been systematically and exhaustively examined, even in the developed countries.

According to the JMK Research Consortium (2008) marginalisation and discrimination influences the way that PWD perceive their own abilities and opportunities. As the majority of PWDs never manage to get an education and a meaningful work life, there are few resource persons and role models within the disability movement. The different efforts by the Ghanaian State have been limited due to lack of knowledge and political will to target and include PWDs. Limited financial and human resources are allocated to provide adequate services and this results in low levels of education, poor employment rates, inadequate rehabilitation services, and limited basic service provision.

In Ghana where different economic, social and political problems exist and compete for priority, the special needs of people with disabilities are easily neglected. At the same time the existing disability organisations have only to a limited degree been able to put disability issues on the political agenda. It is these interrelated problems that need to be addressed in order to improve the present situation for PWD in Ghana. The focus of this project is therefore to provide the relevant information based on the pilot survey in the three districts so that the necessary policies and programmes can be put in place to strengthen the disability movement in Ghana.

1.3 Objectives of the Study

The general objective of the study is to generate a database for an evidence based disability rights advocacy in Ghana.

The specific objectives of the study include the following:

- i. To generate a database on thematic areas of organizational development pertaining to the target organizations. The areas include advocacy, information and communication flow, gender mainstreaming, networking and collaboration. This is meant to enhance;
- ii. The assessment of the advocacy capacities of the OPWDs,
- iii. To assess the extent to which information and communication flow within the target organizations,
- iv. To evaluate the extent to which gender mainstreaming is established within the respective organizations, and to
- v. To make suggestions for mainstreaming disability in the target areas.

1.4.0 Methodology for the Study

1.4.1 Introduction

This section comprises in detail issues of methodology for the study. It has been used to dilate on the study design, study population, sample size and sampling procedure, sources of data, instrumentation, field study and data processing and analysis. The research was conducted with selected OPWDs in three pilot districts namely; Ho, Manya Krobo and Birim in Ghana. Ho is in the Volta region whilst Birim and Manya Krobo are in the Eastern Region of Ghana.

A research design was necessary as it detailed a plan outlining the study process. It is a detailed framework for the process of collecting, discussing, analyzing, and interpreting data/information as well as related literature in order to enhance drawing of inferences and final conclusions based on the relationships between and among the variables of interest in the study.

Both qualitative and quantitative research techniques were used to conduct the study. The cross-sectional study gave the researcher the opportunity to conduct the survey in the pilot districts at a point in time. Triangulation which involves the use of different research methods such as interviews, group discussions and observations were employed to improve the quality of the research through information gathering and filtering and/or complementation needed to overcome the short falls or weaknesses associated with a single method (Allen Rubin and Earl Babbie, 1997).

1.4.2 Study Population

The study population was made up members of the three major in the OPWDs in the pilot- districts. The study considered members of the Ghana Association of the Blind, Ghana Society for the Physically Disabled, and the Ghana National Association of the Blind. As much as possible, collaborative governmental agencies in the pilot districts formed part of the study population.

1.4.3 Sampling

The study made use of a number of sampling techniques to select the respondents for the data collection. The sampling took into consideration the peculiar characteristics of the population from which the sample was taken to ensure representativeness. This means that the sample population has similar characteristics as the population from which it was taken. This is necessary for the purposes of validity and generalization of the findings of the study (Marlow, 1998). This is also meant to provide a broader perspective of the disability situation in the respective areas whilst serving as source of cross reference for information provided by the OPWDs.

1.4.4 Sources of Data Collection

The study used both primary and secondary sources of data. The primary sources of data included interviews with the OPWDs and selected departments considered relevant to the understanding of the disability situation in the study areas.

A detailed interview schedule (interview guide) was employed to elicit practical and factual information from collaborative institutions. Combinations of

different instruments were employed in data collection. These included questionnaire, interview schedule and observations. The questionnaires were administered to members belonging to the OPWDs namely Ghana Association of the Blind (GAB), Ghana Association of the Blind (GSPD) and Ghana National association of the Deaf (GNAD).

The secondary sources of data included periodic and specific project reports, journals, meeting briefs, books and other relevant empirical literature of scholars as far as the disability movement is concerned. Other important information from the JMK Consortium was included in the secondary data collection because of its relevance in forming an important data base for this study.

The questionnaire included both open-ended and close-ended questions in order to elucidate both qualitative and quantitative information from respondents.

Table 1 below shows the organizations and numbers of respondents covered during the survey.

Table 1: Category and Number of Respondents Covered in the Survey

Category of Respondents	Number of Respondents in Pilot Districts			Total
	Ho	Birim	Manya Krobo	
1. OPWD				
GSPD	2	2	2	6
GAB	2	2	2	6
GNAD	2	2	1	5
2. OTHER INSTITUTIONS				
NHIS	1	1	1	3
NYEP	1	1	1	3
CHRAJ	1	1	1	3
GES	-	1	1	2
The DEP'T OF SOCIAL WELFARE	-	1	-	1
DISTRICT ASSEMBLIES	-	1	1	2

The LABOUR OFFICE	1	1	1	3
Total	10	13	11	34

Source: Field survey, 2008.

Table1 shows that a total of thirty-two persons were interviewed in the pilot districts. There were 10 respondents from Ho, thirteen (13) from Birim and eleven (11) respondents from Manya Krobo. It must be noted that the variations in numbers was partly due to the unavailability of respondents to respond to questions on various subject matter.

The unavailability of relevant stakeholders however created a gap as far as information needed is concerned though it had very little effect or impact on the study. OPWDs accounted for seventeen (17) respondents whilst the other seventeen went to stakeholders like the National Health Insurance Scheme (NHIS), National Youth Employment Programme (NYEP), Commissioner of Human Rights and Administrative Justice (CHRAJ), the Department of Social Welfare, Ghana Education Service (GES), and the Labor Office. It must however be noted that owing to lack of interest in the survey, there was no response from the Departments of Social Welfare in Ho and Manya Krobo, the same applied to the Ho Municipal Assembly.

CHAPTER TWO: ADVOCACY AND COLLABORATION

2.1 Collaboration with State Departments and Agencies.

Table 2 captures the contributions of, or collaboration from some relevant stakeholders in the pilot districts covered. These collaborators play significant roles in enhancing and strengthening the disability movement though not up to their maximum potential. The CHRAJ receives petitions relating to the abuse of the rights of persons with disability. There is a general lack of awareness among members of OPWD. Issues of stigmatization also come to the attention of CHRAJ which organizes public education for OPWDs on their rights and responsibilities. The CHRAJ also provides expert advice and guidance to OPWDs in the drafting of their constitutions.

The NYEP was started in 2004 by the Government of Ghana to provide employment to the youth of Ghana without exception to persons with disabilities. The NYEP in the pilot Districts are supposed to ensure that there is no discrimination when it comes to youth employment, the NYEP officials in the three districts however maintain that only a few PWDs turn up for job allocations.

With regards to education, it must also be noted that there aren't enough special schools in the pilot districts and in some cases not existent and teachers lack basic knowledge in special education. Many children with disability are therefore compelled to attend regular schools whilst others stay out of school.

Under the National Health Insurance Scheme (NHIS), the disabled are registered as indigent or classified under core poor and therefore exempted from paying same premiums paid by able bodied persons. The NHIS also organizes public education to sensitize persons with disabilities to register. The Social Welfare Department on the other hand registers all OPWDs in the Districts and sometimes assists them to secure financial assistance from corporate bodies. In some instances there seems to be a lack of collaboration between the OPWDS and the department.

Table 2. Roles Played by Stakeholders (Collaborators) in Enhancing the Lives of OPWDs

STAKEHOLDERS	NATURE OF ASSISTANCE TO OPWDs	REMARKS
CHRAJ	<ul style="list-style-type: none"> • Receives petitions on issues relating to the abuse of the rights OPWDs • Facilitates the claiming of the share of the common fund due to OPWDs • Assist OPWDs in the drafting of their constitution • Organizes public education for OPWDs on their rights and responsibilities 	<ul style="list-style-type: none"> • There is general lack of awareness among members of OPWDs about their rights and responsibilities • There are often complaints of stigmatization of members of the OPWD from the general public
NYEP	<ul style="list-style-type: none"> • Ensures that there is no discrimination against PWDs in employing persons on the NYEP • Gives them PWDs assistance with the application processes by offering them advice as to the kind of job that persons with disabilities should apply for. 	<ul style="list-style-type: none"> • Many of those that applied were not taken because of their disabilities as for instance they could not hear, see or walk • A few were offered jobs in teaching and plantation development
NHIS	<ul style="list-style-type: none"> • Ensures that OPWDs are appropriately registered with the National Health Insurance Scheme • Collaborates with OPWDs to ensure that their members are readily attended to when they visit health facilities. 	<ul style="list-style-type: none"> • Under the NHIs, disabled persons are registered as indigents (core poor)
GES	<ul style="list-style-type: none"> • persons with disabilities who are qualified to work with the Service are given appointment • Also to ensures that the needs of school children with some kind of disability are identified and assistance offered to such children 	<ul style="list-style-type: none"> • There are no many of PWD workers in the pilot districts, however those that are qualified and apply for various positions are readily given appointments
DISTRICT/ MUNICIPAL ASSEMBLIES	<ul style="list-style-type: none"> • OPWDs take part in local governance, • The Assemblies allocate 2% of the common fund to OPWDs based on clear programmes and plans to be submitted by persons with disabilities. 	<ul style="list-style-type: none"> • Though members with OPWDs are supposed to have representation in all district/ municipal assemblies they hardly have such representation
The SOCIAL WELFARE	<ul style="list-style-type: none"> • Has a responsibility of registering OPWDs in the various District/Municipal assemblies and liaising between the OPWDs and the state. 	<ul style="list-style-type: none"> • The executives of OPWDs most often embezzle funds in their care and are sometimes not able to account to their members • There seems to be lack of cooperation between the social welfare and some of the OPWDs in Many

2.2 Advocacy (capacity and initiatives)

Table 3 shows the various advocacy initiatives by the OPWDs. The OPWDs in pilot districts adopt many and various advocacy initiatives. From the survey, it came out that as many as five (5) advocacy initiative meetings are organized by OPWDs in collaboration with stakeholders and resource persons (Professionals) in a year. These initiatives are usually used to make demands for its members and also educate the general public. It is clear from table 3, that the OPWDs have similar advocacy initiatives but expressed in different contexts.

The GSPD is advocating for all stakeholders to ensure that all public buildings would be made accessible to them. This is in view of the fact that they have difficulty in accessing some buildings due to their disability. Important among of the issues that they advocate for is that commercial drivers should treat persons with disability with some respect but assist them to board such vehicles.

The issue of health care is of paramount importance to the OPWDs. They unanimously ask that they should be given special attention and not discriminated against since PWDs, more than anybody else need such services.

Table 3. Advocacy Initiatives by OPWDs

Association (OPWD)	Advocacy Initiative	Strategy	Remarks
Ghana Society of Physically Disabled	<ul style="list-style-type: none"> • Accessing health care • Accessibility to public buildings • Appealing to commercial drivers to be nice to their members. 	<ul style="list-style-type: none"> • Engage the media to sensitize stakeholders • Petitioning relevant authorities to ensure that are able to access public buildings 	<ul style="list-style-type: none"> • Hospitals and health institutions assist with sensitization • Through advocacy, the physically disabled in Birim have been assured that they will no longer queue at health centers • Through training members are able to write proposals.
Ghana Association of the Blind	<ul style="list-style-type: none"> • To address problems that members go through in accessing health care in public hospitals • Transportation and 2% of common fund • Meeting the transportation needs of the visually impaired 	<ul style="list-style-type: none"> • Stakeholders meeting • Press conferences • Radio talk shows 	<ul style="list-style-type: none"> • Advocacy is largely successful because there is enough awareness about the existence of the disability law • We use the media in our advocacy initiatives
Association of the Deaf	<ul style="list-style-type: none"> • Advocated for free healthcare • Advocated for interpreters at some public institutions e.g. the Volta region branch need one at the Dept. of Social welfare • Asking for our share of common fund 	<ul style="list-style-type: none"> • Appealing to health officials to treat our members well • Use s the local media 	<ul style="list-style-type: none"> • There is an improved accessibility to hospital • Need more sign language specialist to train many interpreters • Owing to financial difficulties, we are not able to organize many advocacy initiatives

Source: Field Survey, 2008.

The OPWDs used various strategies to carry their concerns across as can be seen from Table 3. Important among some the strategies were the use of the media, particularly through community radio programs. Stakeholder meetings and petitions to targeted organizations were also employed. In some cases, some of their initiatives have yielded some positive results though a lot remain unmet. By way of a success and as in the case GPSD in Birim, they no longer join queues to access health care.

There is enormous awareness about the disability law and some members of the OPWDs can now write proposals. However, they unanimously held that they are not able to organize adequate advocacy initiatives owing to financial constraints. The lack of sign language interpreters is still of utmost concern to GNAD since there is no end in sight to the few special interpreters available due to the general lack of interest.

Any meaningful advocacy initiative requires adequate resources. However, apart from Birim, accessibility to the disability component of the District Assembly Common Fund seems to have been the major pre-occupation of the target organizations. To some extent the OPWDs in Ho have also tackled issues beyond the common fund. The issues include accessibility to health care and provision of assistive (mobility devices). In this regard, GAB branches within Birim and Ho can particularly be singled out. Specific achievements realized through the above initiatives were significant levels of societal awareness and positive responses from corporate bodies. According to the respondents the major challenge was funding.

The findings from the survey also indicate that, with the exception of GAB, much of what was considered as major advocacy initiatives were undertaken under the auspices of the joint (GFD) committees rather than independent operations of the various organizations. Obviously this is a positive impact arising out of the project.

In almost all the three (3) districts community radio remains the major tool for advocacy. Generally, the strategy adopted were outputs of the executive members of the organizations. During the period preceding this study, each of the OPWDs had tackled an average of one advocacy issues. As indicated above, with the exception of OPWDs in Birim South, all the others had focused mainly on accessibility of the Common Fund to its members.

Evidence emerging from the field also point to the fact that, the membership of the various groups had significantly not benefitted from any previous training in evidence based advocacy. Thus in terms of training and capacity building pertaining to advocacy, all the respondents maintain that the GFD/DANIDA project remain the most profound advocacy initiative they have had since their establishment.

2.3 Information and Communication Flow

With regards to the flow of information and communication among the OPWDs, the general impression was that is has been good yet there is more room for improvement. The groups intimated that, sometimes information relating to programs and activity schedules, and invitations for participation sometimes reach them very late. There was a consensus that accessibility to mobile telecommunication had improved the level of communication among the membership at the district level, and between the district associations and their regional cum national organs.

The respondents held that general membership meetings are held once or twice monthly. Emergency meetings were also held when necessary. The executive of the various groups however meet more regularly. There however seems to be lack of proper and adequate documentation of activities and operations. For instance, none of the organizations was able to support the quoted membership figures with a register. Likewise, there was no evidence of minutes of previous meetings. Upon insistence for verification the respondents promised to make the relevant documentations available at a subsequent meeting.

The reason assigned by some interviewees was that the various documents were being updated. They also maintained that request for the said document was not communicated to them on time. Similarly there are no specific guidelines or standard for ensuring flow of information and communication between the membership and between the local branches and the respective national and regional organs.

With regards to the literacy in Braille among the blind, only 13 % (38 out of 291) of the members GAB in the 3 districts are literate in Braille. Out of this figure, 30 % are female whilst males constitute 70 %, There is however no brailing service in

all the pilot districts, meaning that members are virtually handicapped when it comes to using the Braille as an effective means of learning and a medium for communication used the world over.

In the case of GNAD, 81 % of the 110 registered members in the 3 pilot districts are literate in sign language. Females constitute 57 % whilst the remaining 43 % are males. This is quite encouraging yet many of them cannot communicate with other members of the community without an interpreter owing to the limited number of interpreters.

In the pilot districts it came out that persons with disabilities are at a considerable disadvantage by not being able to access information technologies. For instance, as education becomes increasingly dependent on information technology, not being able to access the Internet for example limits the learning potential of persons with disabilities and this translates into low development of personal capacities.

2.4 Awareness Creation and Membership Drive

Table 4 depicts the membership situation of PWDs in the pilot districts. Out of a total of 989 PWDs in the three pilot districts, a majority of five hundred and fifty two (56 %) are female, whilst four hundred and thirty seven (44 %) are males. It is instructive however to note that these are only registered members with their respective unions or associations and that many more haven't found it expedient or necessary to be part of such associations which might partly be due to the numerous stigma and discriminatory tendencies in the society.

It is not only true that there are more women with disabilities but that women and girls with disabilities are subject to multiple discrimination, and in this regard measures shall be taken to ensure the full and equal enjoyment by them of all human rights and fundamental freedoms. Table 4 also reveals that there are more registered members in the Birim district than in Ho and Manya Krobo. The also Field data reveals that, persons with physical disability outnumber all other disabilities put together; that is out of 989 PWDs, 588 (59.5%) are persons with physical disability.

Table 4 Membership of PWDs in Pilot Districts

Association	District	Males	Females	Total
Ghana Society of Physically Disabled	Birim Central/South	110	140	588
	Ho Municipality	90	110	
	Manya Krobo	54	84	
Ghana Association of the Blind	Birim Central/South	53	38	291
	Ho Municipality	36	34	
	Manya Krobo	40	90	
Association of the Deaf	Birim Central/South	20	8	110
	Ho Municipality	20	27	
	Manyo Krobo	14	21	
Total		437	552	989

Source: Field Survey, 2008.

2.5 Networking and Coordination

Prior to the establishment of the GFD committees in the 3 district there was no significant level of cooperation between the OPWDs, in terms of working together or having a joint disability front at the district level. However, among the 3 pilot districts, Birim can be considered an exception as some collaboration existed among GAB, GNAD and GSPD local branches prior to the commencement of the Joint project in the locality. While this collaboration has partly been stimulated by mutual efforts to get access to the common fund, the Joint project seems to have made the cooperative front an entrenched phenomenon.

Available evidence shows that the OPWDs in Birim and Ho have significant level of relationship not only between themselves but also with other Key institutions in their locality. The dominant institutions that's has some relations with the OPWDs include the social welfare department, the district Assembly, Mutual Health Insurance Scheme, the National Commission for Civic Education and the District

Education office. To some extent there also exists some relationship between the OPWDs and some churches as well as some corporate bodies.

It is however significant to note that not much collaboration or engagement exist between the OPWDs and key institutions such as the Commission for Human Rights and Administrative Justice, the District Labour and the National Youth Employment Programme offices. Obviously, a healthy collaboration between the OPWDs and the above institutions could go a long way in promoting and protecting the rights of PWDs in the respective areas. In the sphere of Networking and collaboration with DPOs, Birim is also ahead of the Ho and Manya.

A major challenge hindering the progress of the joint disability front in the 3 districts is the problem of communication between GAB and GNAD members. Even though sign language interpreters are expected to bridge this gap, they are hardly available especially in the case of Manya Krobo. Even the level of interpretation skills and knowledge seem inadequate. On the other hand, significant proportions of GNAD members are also not literate in standard sign language. Thus, even in situations where sign language interpreters are available, they do not have the desired impact on all target beneficiaries.

2.6 Gender Mainstreaming

All the respondents maintain that their respective organizations always try to ensure gender balance in their programs. In all the three districts males dominate the executive of the OPWDs by a ratio of approximately 60:40. The respondents emphasized that they ensure gender balance by ensuring that both male and female members participate in all programs and decision making processes. As part of the organizational structure adopted from their national organizations, all the OPWDs have a women's wing. However, prior to the project none of the groups had a gender committee to ensure, monitor, and evaluate progress relating to gender mainstreaming.

Table 5 Number of Executive Positions by Gender

Association	HO		BIRIM		MANYA KROBO		TOTAL
	Male	Female	Male	Female	Male	Female	
Ghana Society of the Physically Disabled	3	2	4	2	3	2	16
Ghana Association of the Blind	3	2	6	3	4	2	20
Ghana Association of the Deaf	3	1	3	2	3	3	15
Total	9	5	13	7	10	7	51

Source: Field Survey, 2008.

Table 5 presents a table of executive members by gender in the OPWD pilot districts. The level of representation at many levels can be measured by the caliber and number of persons in decision making. It is therefore important that there is always a balance to ensure equal representation so that the diverse concerns and views of members will be captured and dealt with appropriately. In case of the pilot districts under study, Table 4 has captured majority of female members than males, in this case one would expect that there are more females than males in executive positions, however the reverse is the case as captured in Table 5. Out of a total of fifty-one (51) executive members in the three pilot districts thirty-two (32) are males whilst nineteen (19) are females. This trend shows how the females are underrepresented at all levels of decision in all the OPWDs in the pilot Districts.

Each of the specific OPWDs registered in the pilot districts try as much as possible to encourage females to vie for executive positions yet not much is realized as far as female representation is concerned. This is vividly depicted by Table 5, which shows that in many cases or situations females don't even account for half of

positions available. For instance, there is just one executive female member among the four (4) executives of GNAD in the Ho municipality. It is also instructive to note that the very high executive positions like chairperson and president are mainly occupied by males whilst positions like treasurer are mainly occupied by females.

3.1.0 CHAPTER THREE: SPECIFIC DISTRICT REPORTS

This section captures the specific details from each pilot district. Responses from the state institutions have also been included in this section. As indicated earlier, separate questionnaires were developed and administered to relevant officials of key state institutions. This is intended to provide a broader perspective of the disability situation in the respective areas whilst serving as source of cross reference for information provided by the OPWDs.

Under this section there is a brief introduction of each pilot district, followed by background information and other relevant details on the respective OPWDs. .

3.1.0 Birim (south) District

Birim South remains among the most prominent districts in the Eastern Region of Ghana. Akyem Swedru is the capital. The area forms part of the newly created districts and municipalities, which were inaugurated at their various locations simultaneously on the 29th of February 2008. The area is well known for its mineral deposits but agriculture remains the backbone of its economy. However, with the creation of Birim Central, part of the areas which previously fell under the political and administrative jurisdiction of Birim South now falls under the sphere of Birim Central. This is a challenge that would be addressed in the course of the project.

The Birim Central Municipal is one of the 17 administrative districts in the eastern region of Ghana. It was carved out of the former Birim Council in 1987 as part of the government's decentralization programme. The municipality shares boundaries with Birim North and Kwaebibirem (to the north) Adansi South and Assin North (West). The other neighbors include Asikuma-Odoben-Brakwa and Agona West Municipal (South) and West Akim Municipal (East).

3.1.1 OPWDs in Birim South

The 3 major OPWDs, namely; the Ghana Association of the Blind (GAB), Ghana Society of the Physically Disabled (GSPD) and the Ghana National Association of the Deaf (GNAD) remain the active Disability groupings in the district. The three organizations collaborate with each other to ensure a unified disability front in the

district. Such collaboration underlies the dynamism of the district with regards to the mobilization of persons with disabilities.

3.1.2 The GAB

The Birim South Association of the Blind was established in 1995. Arguably, the local GAB branch can be considered the most vibrant and dynamic, not only in the district but also nationally. At present, there are 91 registered members of the association. This comprise of 53 males (58 %) and 38 females (42%). The group meets once in every two months. Organizationally, the Association can be said to have a democratic structure.

An election to the executive position in the association is undertaken once in every 4 years. There also exist mechanisms that ensure separation of powers between the executive members comprising a president, a vice president, a secretary, treasurer and a public relations officer.

Current Projects

The current projects of the Birim South Association of the Blind include; a

- corn mill operation (a flour processing plant)
- a social center under construction, and
- an outreach programme to mobilize and recruit new members

Sources of Funding

The major sources of funding for the Birim South branch of GAB include;

- The District Assembly's Common Fund,
- Occasional Fund Raising, and
- Proceeds from the Corn Mill Project.

The group has been able to consistently access the DA's Common Fund through a coherent proposal writing and sound project budgeting. In 2006 the association's

share of the fund amounted to 43,000 Ghana cedis. In 2007, 18,300 Ghana cedis was disbursed to the union whilst in 2008 the allocation was 1600 Ghana cedis

Strengths

The major strength of the Birim South Association of the Blind remains its educated and enlightened leadership. This accounts for the relative success of the Association, as compared to the situation in other districts. Their representative in the district assembly for instance holds a Bachelor degree.

Major challenges

- Lack of permanent office accommodation
- inadequate funding
- Lack of awareness on the rights of persons with disability.
- Little education of members about the National Disability Act.

3.1.3 The GSPD

The local society of the physically disabled can also be considered among the prominent union of PWDs in Birim South. Like the local GAB branch, the district group is also affiliated with the Ghana Society of the Physically Disabled (GSPD). The organization has an estimated registered membership of around 250 persons consisting of 110 (44 %) males and 140 (56 %) females.

The executive structure of the group consists of a president, vice president as well as a secretary. The rest include a financial secretary, women and youth representatives. The society meets once in every month.

Current Projects

The current projects being undertaken by the association include the following:

- an oil palm extraction facility, and
- a public awareness programme on disability.

Sources of Funding

The primary sources of funding for the group remain the following;

- District Assembly Common Fund
- Voluntary membership dues
- Proceeds from the oil palm extraction venture

Strengths

The Birim South Society of the Physically Challenged considers the commitment of its leadership and that of its membership as its major strength.

Challenges

Lack of regular election to executive positions poses a threat to the stability of the Society. While inadequate funding remains a problem for the organization, the creation of a new municipality (Birim Central) out of Birim South has a potential implication of reduced membership which in turn will affect the mobilization of funds and other community activities in the Birim South district.

3.1.4 GNAD

The Birim South Association of the Deaf is currently composed of 44 registered members including 24 males and 20 females. Like the local GAB and GSPD branches, it also has democratic structure, with elections taking place every four years.

Current projects

Currently, the association is engaged in furniture rentals as an income generating activity. This is aimed at poverty reduction among the membership and to ensure a consistent source of revenue to meet the administrative and other expenses of the association. Prior to the furniture rental business, the deaf union had engaged in freezing (cold storage) enterprise.

Sources of Funding

Like the other OPWDs namely GAB and GSPD, the District Assembly Common Fund remains a major source of funding to the Birim South Association of the Deaf. For instance in 2006 the association received 54 million old Ghana cedis. In 2007 the group received 4,400 new Ghana cedis. A furniture rental venture and voluntary membership dues also yield some income for the organization.

Challenges

Some of the partners of the local GNAD including the district assembly are of the view that lack of transparency and accountability on the part of the executive of the association remains a major challenge. The lack of openness is said to have resulted in mismanagement and collapse of a previous project undertaken by the group. To the current leadership, lack of office accommodation, education of the deaf and inadequate sign language interpreters remain the most bothersome.

3.1.5 DISABILITY CONTEXT IN BIRIM SOUTH

3.1.6 The Educational Scenario

As pertains in the majority of the districts and municipalities across the country, there is no special school for PWDs within the Birim Municipality. Children with disabilities who cannot benefit from inclusive education are sent to the Akropong Special School in the Eastern Region. Inclusive education is however practice in the municipality. According to the municipal director of education, there are (presently) 2 peri-pathetic and 3 inclusive education teachers attached to the municipal education office.

Table 6 OPWDs in Birim

OPWDs	Registered Members	Organizational Structure	Current Projects	Sources of funding	Political Represent. Participation	Strengths	Challenges
GAB	Male =53 Female =38 Total 91	1. Constitutionally elected executives 2. periodic elections every 4 years. 3. Meet once every two monthly.	1. A Corn milling project 2. Construction of a social centre 3. Outreach programme	1. Common Fund 2. Occasion. Fund raising 3. Proceeds from corn mill project.	One person currently represents all PWDs at the District Assembly social services committee.	1. Educated leadership 2. Committed Members 3. Unity	1.Lack of office accommodation 2.social/resource center 3. expansion of current projects
GSPD	Males=110 Femal=140 Total = 250	1.Constitutionally elected executives 2.periodic elections 3.Meets once in a month.	1.Oil palm extraction 2. Public education program through radio.	1. Common Fund 2. Voluntary membership dues 3.Furniture Rentals	All PWDs in the district are represented at the local government structure (DA?)through a GAB member	1.Committed leadership 2. zealous membership	1.lack of office accommodation 2. Mobilizing members from 2 districts. (Birim South and central)
GNAD	Males =20 Females=8 Total = 28	1.Constitutionally elected executives 2.Periodic elections every 4 years. 3. Meets once monthly.	1.Rental of furniture 2.cold store (Income generating venture).	District Assembly Common Fund	One person currently represents all PWDs at the District Assembly social services committee.	Unity among members_	1.Lack of office accommodation 2.lack of sign language interpreter 3. Education for the Deaf

Source: Field Survey, 2008.

3.1.7 Participation/Representation in Local Government

Within the Disability Movement, the Birim municipality is considered among the most organized concerning the mobilization of persons with disabilities. One of the major factors accounting for this development is the healthy cooperation between the OPWDs and the Municipal Assembly. For the past few years, Persons with disabilities have been represented in the Municipal Assembly. Currently, the chairperson of the social Services committee of the municipality is a PWD (a GAB member) who also doubles as a vice president of the GFD.

3.1.8 Accessibility to the District Assembly Common Fund (DACF)

The District Assembly common fund is an initiative of the Government of Ghana. The grant is meant for the augmentation of the revenue generated for local development. The disability component was initially pegged at 5 percent of the fund allocated to each district. The disabled share of the grant was eventually reduced from 5 to 2 percent. The total amount disbursed to each district depends on the money available to the government in a particular year.

Since the inception of the allocation of the District assembly common Fund in 2005, the various OPWDs in the Birim Municipality have been successful in the accessing the disability component (2 percent) of the fund without much difficulty, as compared to the scenario in other districts. The fund is disbursed to the 3 major disability organizations in the district namely; the Association of the Blind (GAB), the Society of the Physically Challenged (GSPD) and the Association of the Deaf (GNAD).

In 2006, a total of 39, 500 (Thirty Nine Thousand five Hundred) Ghana cedis was disbursed to the 3 groups. In 2007 the amount disbursed was 8,500 (Eight Thousand Five Hundred) cedis. The wide difference in the amount disbursed for the 2 years could be attributed to the reduction in percentage of the disability component of the common fund. The deductions is made by the budget officer of the municipal Assembly and disbursed to the 3 organizations. Each OPWD have been made to open a bank account through which money due them are paid.

The inability of PWDs to access the fund has led to tensions between the various OPWDs and the Assemblies in several districts across the country.

3.1.9 The Social Welfare Situation

Currently, 171 PWDs comprising 92 males (54 %) and 79 females (46 %) are registered with the Birim South Municipal Social Welfare Department. The district is listed among the pilot districts for the Livelihood Empowerment Against Poverty (LEAP) program; a state sponsored poverty reduction initiative. At present, the municipal social welfare department is coordinating two community-based poverty reduction programmes. One is a revolving micro finance fund supported by the Birim South Rural Bank while the other is known as "Social Inclusion Transfer (SIT)". It is an urban poverty reduction programme with benefits usually flowing in kind.

Like the LEAP, disability is also part of the eligibility criteria for prospective SIT beneficiaries. Both the office of the social welfare department and the membership of the OPWD committees agree that a very cordial relationship exist between them.

3.1.10 Employment

As part of the National Youth Employment Program (NYEP), persons with disabilities are to be supported to get job placement. According to the Birim Municipal Coordinator of the Youth Employment Programme, 17 persons with disability (10 males and 7 females) have been employed under the NYEP. Most of the beneficiaries were offered teaching and plantation (farming) jobs. In the opinion of the NYEP coordinator, the disability condition of most disabled persons account for the low employment rate of PWDs under the programme.

Besides the NYEP, the 2003 Labour Act and the 2007 Labour Regulations obligates the labour officer in every district to assist PWD who register for job placement. According to the Birim Municipal Labour Officer, 7 persons with disability (4 males and 3 females) were assisted to secure jobs in 2006. In 2007, 6 PWD (2 males and, 4 females) were assisted to get jobs through the labour office. Three PWD (2 males and 1 female) benefited from job placements. According to the municipal labour officer, the jobs offered were mainly of office/administrative in nature.

The figure assisted to have jobs were just around 25% of those who wanted assistance to get jobs. The reason for the low number of placements is because the very limited number of jobs as well as the competition from other segments of society. It is clear the public sector provides better employment opportunities for PWDs.

3.1.11 Accessibility to Health (Insurance)

According to the public relations officer of the District Mutual Health Insurance Scheme, a segment of the disabled population in Birim South has been registered as indigents. For Instance, some GAB and GSPD members in the district applied for free registration on the basis of financial need. A significant percentage of the applicants were duly considered and registered as indigents. Such initiatives have primarily been made possible through collaboration between the OPWDs and the office of the Mutual Health Insurance Scheme.

3.1.12 Human Rights

Unlike Ho and Manya districts, there have not been any reported cases of human rights abuses against persons with disabilities. From the available records (between 2005 and 2008) no such infringements was ever reported to the Commission for Human Rights and Administrative Justice (CHRAJ). It could not however be determine whether cases of such nature were ever reported in an earlier period. Moreover, the unavailability of such records at the district CHRAJ office does not imply that such problems never occur.

As at the period of the survey there is no legal aid service in the district. The closest legal office to the district could be found at Koforidua, the Eastern Regional capital.

3.2.0 Ho Municipality

The Ho Municipality lies between latitudes 6° 20' N and 6° 55' N and Longitudes 0° 12' E and 0° 53' E and covers an area of 2,660 sq km. The Municipality shares boundaries with the Adaklu-Anyigbe District to the South, Hohoe District to the North, South-Dayi District to the West and the Republic of Togo to the East. By Location, Ho Municipality can have economic co-operation with neighboring districts. The Ho

Municipality is also home to the regional capital of Volta Region. This, of course, makes it the largest urban centre in the region (source: <http://ghanadistricts.com>).

3.2.1 OPWDs in the Ho Municipality

Unlike the scenario in Birim South and Manya districts, there are more than three (3) OPWDs in the Ho Municipality. At present, there are seven (7) OPWDs currently operating in the municipality. Apart from the local GAB, GSPD and GNAD branches, there exist four (4) other disability organizations. The latter are said to be splinter groups from the three (3) major OPWDs. The other organizations include the Care and Concern Action Group (CCAG), Volta Region Physically Challenged Independent Group (VOLPHIG) and the Volta Regional Disability Network (VOLDIN). Out of the groups, VOLPHIG and (CCAG) are considered splinter groupings from GSPD. The splitting is attributed to internal conflicts among the membership and the executive of the latter.

In line with the stated objective of the project, the focus of the GFD is primarily on the three major local OPWDs namely the GAB, GSPD and GNAD.

3.2.2 The GAB

The Ho Association of the Blind currently has a membership of 104 persons. The group has a well defined political structure. General meetings of the association are organized once every year while the executive meets once quarterly. The association has adopted the constitution of its mother (national) organization. It is thus headed by a president who is assisted by a vice president, a secretary, treasurer and a public relations officer.

Current Projects

The ongoing activities of the Ho branch of GAB include the following;

- Formation of self-help groups.
- Awareness programmes on the opportunities available to, and capabilities of the blind.
- Regular training in management and entrepreneurship skills.

Sources of Funding

Over the past years the Ho municipal associations of the blind have been financially supported by the Abilis Foundation of Finland, the Netherland Embassy in Accra and the national GAB secretariat. The Volta Regional Disability Network has also been supporting the association. Some corporate and religious groups such as Ghana Telecom and the Evangelical Presbyterian church do support the association in kind. The municipal assembly is another benefactor of the union.

Opportunities

The leadership of the blind union in the Ho municipality maintains that, the group has adequate access to the political leadership in the area. The group is also very recognized by the media and also well received by the general public. There also exist an opportunity of working with other members of the regional disability network. There is also a community based integrated school for the blind at Mamfe-Avakpedome, in the North Tongu District.

Achievements

Upon petitioning the Regional Library Board in the municipality to make input into the re-design of the regional library, a speed ramp has been constructed to facilitate access to the ground floor of the Library. The local branches of the Ghana commercial bank have also responded to the concerns of the blind by way of priority service.

Major Challenges

The major challenges of the Association include;

- Inadequate funding
- Low capacity of leadership
- Poor information flow
- High financial expectation from members

- Poor medical care and inaccessibility to the national health insurance scheme.

Expectations

Among other things, the core expectations of the association comprise of a comprehensive public education on the rights of persons with disabilities. These include a public education) on the National Disability Act (715). The Ho branch of GAB will also like to see an increased support from the municipal assembly.

3.2.3 GSPD

The Ho Municipal branch of GSPD can be considered among the youngest OPWDs in the area. The group was established in early 2008. The regional grouping of the society has however been in existence for a significant period of years. In the past physically challenged persons in the area organized themselves solely under the auspices of the regional grouping. The motivation to establish a municipal union sprang out of the realization of the efficacy of decentralization and partly as a result of the development taking place in GAB and other local disability organizations.

Among the three major OPWDs, the society of the physically challenged in the Ho municipality seems to have the most problem with internal conflict. As mentioned earlier, splinter groups have emerged out from the society, partly as a result of the internal wrangling. Like the local GAB, the society also adopts the constitution of its mother organization (GSPD-national). Thus the executive comprise of a President, vice president, a secretary and Public Relations Officer. The rest include a treasurer and an organizer.

Current Projects

Partly owing to financial obstacles and the relatively younger period of existence, the society is yet to embark on any major activity or project. With the requisite assistance the organization will like to undertake some income generating activities particularly farming (food cropping and animal husbandry). The Ho

municipal branch of GSPD also seeks other employment opportunities for its members.

Funding

The group does not currently have access to any major source of funding. The Volta Regional Disability Network use to be the main organization through which the district Assembly Common Fund is channeled.

Major Challenges

- According to the leadership of the organization, their current challenges include
- Lack of finance
- Lack of development partners
- Inadequate mobility aids (i.e. easily movable wheel chairs and clutches etc)
- unemployment

3.2.4 GNAD

The Ho association of the Deaf was established inIt has a current membership of 48 persons. The association meets once every month to discuss issues relating to the welfare of its members. In line with the constitution of the national secretariat, the local deaf association is led by a president who is assisted by a vice-president. The rest of the executive include a secretary (and a deputy), a Treasurer (and a deputy) as well as a public relations officer. The president of the women wing also forms part of the executive. This applies to all the 3 major OPWDs at both the national and the local levels. The association meets once in every month.

Current Project

At the moment farming remains the only major project of the Ho municipal association of the deaf.

Funding

Membership dues account for the main source of income of the municipal deaf association. The group is nonetheless exploring other sources of funding. The Volta Regional Disability Network (VOLDIN) occasionally supports the association.

Current Priorities

To the Association of the Deaf in the Ho municipality, a special education for children with special needs is a priority. A commercial farming venture that would serve as a poverty reduction and income generating strategy is another want of the deaf union.

Challenges

- Funding
- Language/communication barrier
- Education for the deaf.
- Alms begging by a section of the deaf community

Table 7 OPWDs in Ho

OPWDs	Registered Members	Organizational Structure	Current Projects	Sources of funding	Political Representation/ Participation	Strengths	Challenges
GAB	Male =36 Female=34 Total =70	1.Constitutionally elected executives 2. Periodic Elections every 4 years. 3. Meet once every month.	1. Formation of self help groups. 2. Disability Awareness. 3. Entrepreneurship training.	1.Donations from Philanthropic organization and development partners 2. Common Fund	Not represented in the District Assembly or any of the local councils.	1. Accessibility to development partners and volunteers. 2.Location in the Regional capital	1. Inadequate funding. 2. Poor information flow. 3. High financial expect. Of members. 4.accessibility to health care.
GSPD	Male =90 Female=110 Total =200	1.Constitutionally elected executives 2.periodic elections 3.Seperation of powers Meets once in a month.	Farming	1. Voluntary membership dues	Not represented in the district assembly or any of the local councils.	1.Committed leadership 2. zealous membership	1.lack of finance 2.lack of development partners 3.unemployment 4. Accessibility to mobility aids.
GNAD	Male =20 Female=27 Total = 47	1.Constitutionally elected executives 2. Periodic elections 3.Seperation of powers Meets once in a month.	Farming	Occasional Support from the Volta Regional Disability Network (VOLDIN)	Not represented in the District Assembly or any of the local councils.	Unity among members_	1.Funding 2.Lack of sign language interpreter 3.Education for the Deaf

Source: Field Survey, 2008

3.2.5 DISABILITY CONTEXT IN HO

3.2.6 The Educational Situation

Both inclusive and special education systems are available for children (persons) with disabilities. There is a community based integrated school for the blind at Avakpadome, a suburb of the Volta Region. A special school for the deaf is also located in Hohoe. These institutions serve the special education needs of the entire Volta Region. Both Formal and informal (adult) education remain a priority to the various OPWDs in the municipality.

3.2.7 Human Rights (Accessibility to legal services)

The residents of Ho including persons with disabilities are privilege to have the Volta Regional Legal Aid Office sited in the municipality. In Ghana, the legal aid department offer free legal services for the underprivileged. Besides, the Commission for Human Rights and Administrative Justice (CHRAJ) also has a branch in the municipality. This also ensures that the underprivileged also have access to legal services.

According to the principal investigating officer of the local CHRAJ office, three (3) cases with bearings on right violation of PWDs were recorded between 2007 and 2008. In one particular case, a physically challenge person complained to the commission that his neighbor always make mockery of him and verbally abuse him because of his disability. In another instance a disabled person was wrongly arrested for an offence for which no evidence exists to guarantee a successful prosecution. At the time of the survey, the commission was still investigating the various cases to come out with the appropriate responses.

The commission maintains that its activities have contributed in promoting the rights of PWDs in the Ho municipality. It for instance organizes occasional public education for PWDs in the municipality. The commission also assisted the Volta Physically Challenged Independent Group (VOLGHIG) to draft its constitution.

3.2.8 Accessibility to the District Assembly Common Fund (DACF)

Even though there are common guidelines from the office of the Administrator of the District Assembly Common Fund, disparities exist in its disbursement. Whilst in Birim South and Manya districts the 3 major OPWDs access the fund directly from their respective assemblies, their colleagues in the Ho Municipality receive the grant through the Volta Regional Disability Network (VOLDIN). In other districts it has been reported that the social welfare departments receive the money. As already mentioned, lack of common understanding regarding the modalities guiding the disbursement of the fund has led to tensions between some several OPWDs and their respective assemblies..

Even though the OPWDs in the Ho municipality receive the grant through the regional disability network, the general consensus is that the groups prefer to access the money directly from the Assembly. Among the disabled community, there is a misperception about the criteria guiding the disbursement of the fund. Even though the assemblies are under obligation to issue the money to recognized OPWDs, there have been several reported cases of individual persons with disabilities, going directly to the assembly for the fund.

3.2.9 Employment

With regards to employment, the Ho municipal coordinator of the National Youth Employment Program (NYEP) held that PWDs rarely approach his outfit for registration. The coordinator further stressed that his outfit cannot compel PWDs to register for jobs. Since the inception of the Program only 2 persons with disabilities have been able to secure jobs through the NYEP.

The findings of this survey shows that with regards to employment, almost all the PWDs in the 3 pilot districts are not aware that the both the Labor Act of 2003 (and labor regulations of 2007) and the NYEP makes a special provision for them. As a result both the district labor offices and the NYEP centers have very few PWDs

registering for job opportunities. This was confirmed by the municipal labor officer who concluded that PWDs seem not to be aware of the Law.

3.2.10 Accessibility to Health Insurance

Even though the law guiding the operation of the National Health Insurance Scheme permits some categories of PWDs to register freely as indigents, no PWD in the Ho area has applied on the basis of being needy. This does not imply that the PWDs in the area are self sufficient. As with the case of employment, it is more likely that the various OPWDs are not aware that, there are conditions under which they could freely qualify for the National Health insurance.

3.2.11 Political Representation and Participation

Unlike the scenario in Birim South, there is no PWD in the Ho Municipal Assembly. PWDs in the area are however educated on their rights and are politically conscious (relatively). This has been through the collaboration of both state and private bodies. The electoral commission and the Center for Democratic Development in collaboration with the National GAB secretariat and the GFD have in the past, carried out several capacity building and political empowerment training programs for PWDs in the area. Prior to the 2008 general elections, members of the local GAB were for instance trained in the use of tactile ballot to ensure that they exercise their franchise. The OPWDs also has a relative cordial relationship with the political authorities.

3.3.0 Manya Krobo

Manya Krobo is is located in the Eastern Region of Ghana. Farming and fishing remain among the dominant economic activity in the area. It was among the foremost districts to try a community radio (medium) advocacy in the country, on a pilot basis. The natural environment of the area makes it a destination for several tourists. For instance Boti Falls, one of the nation's topmost sightseeing locations falls within the geography of the district. In line with the objective of the government to create new political units out of existing districts (for the sake of administrative convenience), the area has been divided into Upper and Lower Manya.

Lower Manya Krobo is located along the south-western corner of the Volta River. It lies between latitude 6.05S and 6.30N and longitude 0o08E and 0.20W. It is bordered to the north-east by Kwahu West Municipal, to the North-west by Fanteakwa, to the South-West by Dangme West, to the East and West by Asuogyaman and Yilo Krobo Districts respectively and to the south-east by North Tongu District. The District covers an area of 1,476 km, constituting about 8.1% of the total land area within the Region (18,310 km). The major towns in the district include Odumase township (which incorporates Atua, Agormanya and Nuaso), Akuse and Kpong in the Lower Manya area. The major towns in Upper Manya area are Asesewa, Sekesua, Akateng and Otokper.

After the re-demarcation, the jurisdiction of the project falls more within Upper Manya district. (Source: www.ghanadistricts.com).

3.3.1 OPWDs in Manya Krobo

The Manya Krobo local association of the blind and the society of the physically disabled remain the only organized OPWDs in the district at the time of this survey. The deaf are yet to officially organize themselves into a socially recognized group. As pertains in Ho and Birim south, there has been no previous survey on the basis of which the number of persons with disabilities could be estimated. The OPWDs come together under the umbrella of the Federation of the Disabled Associations (FODA).

3.3.2 GAB

Similar to the scenario in Ho and Birim South, the Manya association of the blind is the most visible OPWD in the district. The group is now composed of 85 persons (35, females 50 males) and has adopted the National GAB constitution.

Current Projects

The ongoing activities of the Manya Association of the Blind comprise a public awareness on disability issues, and a membership drive. The union is also lobbying to get a representative in the district assembly. In the past the association had undertaken a community based radio advocacy program. Besides, a previous

farming and bee keeping projects, as well as a support for blind students in the district.

Sources of funding

Occasional fund raising, and subvention from the national GAB secretariat serve as the major sources of income to the Manya association of the Blind.

Strengths

- *A functional executive*
Committed membership
- *An office space*

Priorities

- *Employable skill for members.*
- *Mobility training (especially the use of the white cane)*
- *Advocacy training for leadership.*
- *Furnishing of the association's office.*

Challenges

- *Accessibility to socio-economic opportunities.*
- *Social recognition*
- *Representation and participation in policy making and implementation*

3.3.3 The GSPD

The Manya society of the physically disabled also adopts the constitution of its parent organization: GSPD national. Thus the group is led by a Chairman who is assisted by a vice chairman, and a secretary. The rest of the executive include a financial secretary and a public relations officer. According to the chairman of the GFD committee in the district, the Society has not been able to organize itself well.

The problem is attributed to leadership crisis owing to lack of political changes within the union. It is for instance alleged that, there has not been any (executive) election over the past 10 years. Similar to the scenario in Birm south, the leadership of the local federation of PWDs is trying to help the society to resolve their leadership crisis.

Current projects

The Manya branch of GSPD is engage in Maize Farming. In the past, the group undertook a cosmetic and textile production to raise income. However the projects were abandoned because they were considered not to be profitable and sustainable.

Sources of Funding

- *Donations from charitable individuals and organizations.*
- *Membership dues*

Priorities

- *Accessibility to mobility aids*
- *Office space*
- *Vocational training/employment*
- *Education*

Challenges

- *Leadership crisis*
- *Political representation*

3.3.4 GNAD

At the time of the survey, the Manya Krobo local branch Association of the Deaf has just began organizing itself as a recognized OPWD.

Table 8. OPWDs in Manya Krobo

OPWDs	Registered Members	Organizational Structure	Current Projects	Sources of Funding	Political Representation and Participation	Strength	Challenges
GAB	Males =40 Females =90 Total =130	1.Constitutionally elected executives 2. Periodic elections 3.Seperation of powers Meet once every month.	Public awareness on disability issues.	1.Membership dues 2.Donor support	Not represented in the District Assembly or any of the local councils.	1.functional executive 2.committed leadership	1.Inaccessibility to socio-economic opportunities 2.lack Political Representation 3.funding
GSPD	Male = 54 Female =84 Total =138	1.Constitutionally elected executives Meet once every month. (NB: There has not been any executive election for the past 10 years.)	Maize Farming	1.Occasional donation from charities 2.membership dues	Not represented in the District Assembly or any of the local councils		1.Leadership Crisis/internal conflict 2.Political Representation
GNAD	Male =14 Female =21 Total =35						

Source: Field Survey, 2008.

3.3.5 THE DISABILITY CONTEXT IN MANYA KROBO

3.3.6 Human rights (Accessibility to Legal Services)

Data collected from the registrar of the Manya branch of the Commission for Human Rights and Administrative Justice (CHRAJ) indicate that, there have been cases relating to the abuse of the rights of PWDs in the district. However, due to the closely knitted nature of the kinship system, most of the cases are not reported to the law enforcement agencies. The registrar further noted that, partly owing to the fear of the reactions of extended family relations, even though people make un-official reports of abuse, most of the victims declined to make formal charges against the offenders.

The commission has received one major petition from the OPWDs. The latter has sent a complaint that the District assembly has consistently refused to release the disability component of the common fund to them.

3.3.7 Employment

At the time of the survey, the Manya Krobo outfit of the National Youth Employment Program has been able secure job placement for 5 (five) out of 8 (eight) PWDs who had applied for jobs under the scheme. The employed PWDs comprise 4 male and 1 female. The factors accounting for the low placement of disabled persons include the lack of the requisite professional and academic qualification. Low rate of repayment of credit is another factor. For instance those who were supported with credit under the youth in Agriculture Program were unable to pay back the credit. This has been a general problem nationwide. There have been several reported cases involving PWDs who have been unable to pay back credit offered them under various micro-finance initiatives.

3.3.8 Accessibility to the Common Fund

In the year 2006 the Manya District Assembly released an amount of 6,700 Ghana Cedis to the local GAB and GSPD branches. Since then there has been consistent tensions between the OPWDs and the Assembly over the disbursement for the subsequent years. The PWDs accuse the Assembly of deliberately withholding their grant.

The Assembly however maintains that, the OPWDs have not been able to fulfill the eligibility criteria for the release of the funds. The District budget officer and planning officer maintains that, the Association of the Disabled Persons has no clear cut programs that warrant the release of the fund. The Core criteria warranting the release of the funds is a comprehensive project proposal with an accompanying budget statement. Partly due to lack or inadequate of education on the part of the leadership of some of the OPWDs, several of them have failed to meet the criteria for the release of the fund.

3.3.9 Accessibility to Health Insurance

Since the inception of the Manya Krobo Mutual Health Insurance initiative, 39 persons with disabilities have registered with the scheme. No person with disability or OPWD has officially requested for assistance or applied to be registered with the scheme on the basis of financial need. Certain categories of disabled persons are however registered as indigents.

3.3.10 Conclusion

In terms of organizational development, the caliber of leadership account for the major factor that differentiate the OPWDs in the 3 areas. The higher education level of the leadership of the Birim South Association of the Blind, for instance remains a major factor of its dynamism as compared to their colleagues in the other districts. Lack of common understanding of the eligibility criteria accompanying the release of the common fund has been a source of tension between the OPWDs in Manya Krobo and Ho, the OPWDs in Birim South have never encountered any such difficulty.

From the data generated it is very clear that PWDs in the pilot districts lack awareness of some of their basic social rights. For instance, none of the OPWDs in the pilot districts are aware that the labor Act and regulations of 2003 and 2007 respectively entitled them to register with the district labor officer for job placement. The same applies to their level of awareness of the National Youth Employment Program (NYEP). At most of the state institutions, it also became clear that PWDs in the districts rarely make any approach to the agencies. In Birim South, the level of social awareness and empowerment seems to be relatively significant. Generally the level of advocacy in Ho and Manya can be considered to very low. The situation can be said to be relatively better in Birim.

With respect to the possible strategies could facilitate the strengthening of the Disability Movement in the pilot districts, the various OPWDs suggest the following;

- ❖ Political Representation (Participation in Policy formulation and Implementation).
- ❖ Skills training
- ❖ Financial support
- ❖ Education on the National Disability Act
- ❖ Constant interaction between the district and their National secretariats.
- ❖ Equal access to socio-economic opportunities.
- ❖ Empowerment towards self-sufficiency.
- ❖ Establishment of a resource and vocational training center for persons with disabilities.

The main findings from the field included the following:

- Generally the level of advocacy in Ho and Manya can be considered to be lower as compared Birim.
- The caliber of leadership account for the major factor that differentiate the OPWDs in the 3 pilot districts. The relatively higher educational level of the leadership of the Birim South and Ho Associations of the Blind, for instance

remains a major factor of their dynamism as compared to their colleagues in the other districts.

- Significant gap exists in the state of information and communication flow between the executive and the general membership of the target organizations.
- The executive compositions of the OPWDs are dominated by males. In all the pilot areas, males remain the heads of the various organizations. Thus the state of Gender balance is not very impressive.
- Lack of common understanding of the eligibility criteria accompanying the disbursement of the common fund has been a source of tension between the OPWDs in Manya Krobo and Ho. The OPWDs in Birim South have never encountered any such difficulty. This can be attributed to a long term relationship between the OPWDs in the latter area and the district Assembly. Moreover PWDs in the area are represented in the assembly.
- Fund raising is not consistent as the disability component of the common fund remains the major focus of the OPWDs.
- PWDs in the study areas lack awareness of some of their basic social rights. For instance, none of the OPWDs in the pilot districts are aware that the labor Act and regulations of 2003 and 2007 respectively entitled them to register with the district labor officer for job placement. The same applies to their level of awareness of the National Youth Employment Program (NYEP).
- Lack of proper documentation of activities remains another challenge to the target groups.

The conclusions derived from the main findings include the following:

- The OPWDs need to broaden their scope and strategies of advocacy
- The OPWDs need to strengthen the relationship between them the state departments and agencies as well as other DPOs within their respective areas.
- There is a need for the OPWDs to be sensitized on specific areas of the national disability Act and other legislations that has bearing on disability.

- The various groups should adhere to a common information and communication procedures to ensure transparency and mutual trust between the leadership and the general membership.
- There is a need for the OPWDs to keep proper documentation of their activities including their membership register.
- A need to monitor the implementation of an equitable gender policy.
- The efforts at decentralization in the disability movement need to be deepened. Towards the realization of this end the relevant structures, committees and sub-structures such as local advocacy committees, gender, health and education and monitoring and evaluation teams, need to be entrenched.
- In terms of fund raising, the OPWDs must look beyond the common fund. The over emphasis on the fund has led to low drive towards other mainstream sources.
- There is a need for continuous experience and information sharing between the various organizations.

It also ought to be emphasized that, the geographical and administrative jurisdiction of two (2) of the pilot districts namely; Birim South and Manya Krobo has changed from their original sizes and composition. This has been primarily due to the creation of new administrative districts by the state, which was intended to ensure convenient local governance (refer Activity 1.2.1 report pages 2, 16 &17).

Whilst part of Birim south now falls under the political jurisdiction of the newly created Birim central, Manya Krobo has also been splintered into Upper and lower Manya. It is therefore very necessary for these developments to be taken into consideration. This may warrant a re-naming of the 2 districts in the project documents and or necessitates a shift in the scope of the GFD committees (and the project) in the affected areas.

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- www.ghanadistricts.com (For geo-political background Information on Birim, Ho and Manya Krobo)

Appendix

Questionnaire for Data Collection: OPWDs in Pilot Districts

❖ Name of District

❖ Region

❖ Name of Respondent

❖ Official Position of Respondent _____ Sex M F

❖ Date of Interview _____ Time _____

Section A: Organizational Profile

1. Name of the association

2. Address of the association

3. Telephone number of the association

4. Email address of the association

5. Name of chair person

6. Telephone number of chair person

7. Date of formation of the association

Section B: Organizational Capacity

8. How many members does your district association have?

Males _____ Females _____ *(check the number with membership register)*

9. Does the association have a membership register?

Yes No *(if no, go to question 11)*

10. Please indicate the type

List on paper/book On PC Other, specify

11. Do you have an office accommodation or access to office facilities?

Own office Rented office Borrowed office Office in private home
 No office Sharing office with other DPO/NGO Other, specify

12. If the organization has an office is it administered by a voluntary or paid staff

13. How many members constitute the executive of the organization? _____

14. Are your executive positions Appointive Elective

15. How often has the executive meet in the last 12 months?

(check with minutes from the meetings)

16. Does your organization have a written constitution?

Yes No *(if no, go to question 18)*

17. When was it last revised / approved? _____

18. How many members did attend the last Annual General Meeting?

Males _____ Females _____ *(check the number with the minutes)*

Section C: Gender Mainstreaming

19. Does your association promote a gender balance in the decision making and its activities? Yes No *(if no, go to question 21)*

20. How is the gender balance promoted?

21. Do you have any gender related program? Yes No *(if no, go to question 23)*

22. What is the nature of the program?

23. How many females currently hold executive positions in the organization? _____

Section D: Information and Communication Flow

24. How often did the members meet in the last 12 months?

(check with minutes etc. from the meetings)

25. Apart from meetings how do the general members get access to information regarding plans and ongoing activities and other matters relating to the organization?

26. What are your main channels of communication? Telephone/texts Email
 Fax Letters/post mail Mouth-to-mouth Others, specify: _____

27. How many times in the last 12 months did you communicate with the regional and national branches of your mother organization? Regional _____ National _____

28. Do you have access to internet services in the district?
 Yes No (*if no, go to question 31*)

29. Do you access disability related information from the internet? Yes No

30. How often do you visit the website of your national organization? Daily
 Weekly Monthly More infrequently than monthly Not at all

31. What are your impression of the information flow between the national level and the district: Perfect Good Space for improvement Bad Very bad

FOR GAB ONLY

32. How many of your visually impaired members are literate in Braille?
Males _____ Females _____

33. Do you have access to brailing services? Yes No

34. Have you undertaken any CBR activities in your district for your members?
 Yes No

FOR GNAD ONLY

35. How many members of your association understand sign language?

Males _____ Females _____

36. How many sign language interpreters do you have access to in your district?

37. Do you face any difficulty in accessing the services of a sign language interpreter? Yes No *(if no, go to question 39)*

38. What is the nature of the challenge?

Section E: Advocacy/Lobbying

39. Does your association have an advocacy committee?

Yes No *(if no, go to question 41)*

40. In the last 12 months, how often did the committee meet?

(check with minutes from the meetings)

41. Have you ever carried out any advocacy activity within the past 2 years?

Yes No *(if no, go to question 54)*

42. When was your last advocacy initiative?

43. What issue did you advocate for?

44. How did you advocate for the issue(s)?

45. Did you involve any other organization in your effort?

Yes No *(if no, go to question 47)*

46. Which organization?

47. Did you seek the services or expertise of any external resource person?

Yes No *(if no, go to question 49)*

48. Who and in what capacity?

49. Who formulated the advocacy strategy/activity?

50. Do you consider your advocacy efforts as successful?

Yes No *(if no, go to question 52)*

51. What particular goals did you achieve?

52. Did you face any challenges in executing your advocacy efforts?

Yes No *(if no, go to question 54)*

53. What was the nature of the challenges?

54. Do you invite the media to cover your major activities in general? Yes No

55. In the past two years have you sent any concern to be published or broadcast in any media? Yes No *(if no, go to question 57)*

56. Which medium? Radio TV Newspapers Internet Other, specify

57. Do you face any challenge in getting your issues into the local media?

Yes No *(if no, go to question 59)*

58. What is the nature of the problem?

59. Have you had any training in advocacy?

Yes No (if no, go to question 61)

60. When was the last advocacy training you had and who did train you?

Section F: Networking

61. Do you have any collaboration with other disability organizations in the district or region? Yes No (if no, go to question 63)

62. How would you describe the collaboration with the other disability organizations?

Perfect Good Space for improvement Bad Very bad

63. Do you face any peculiar challenges working together in the GFD joint committees? Yes No (if no, go to question 65)

64. What are the challenges?

65. Do you face any challenges in linking up or relating with other organizations than other OPWDs? Yes No

66. Do you collaborate with other organisations or government/district agencies at district level? Yes No (if no, go to question 68)

67. Please specify:

Name of agency, organization, etc.	Area of collaboration	Do you receive any support from this agency (money, an

		office, etc.)

68. How do you consider to the relationship between you and the following state institutions?

Institution	State of Relationship
District/Municipal Assembly	<input type="checkbox"/> Very cordial <input type="checkbox"/> Cordial <input type="checkbox"/> Strain <input type="checkbox"/> No relations
Social Welfare Department	<input type="checkbox"/> Very cordial <input type="checkbox"/> Cordial <input type="checkbox"/> Strain <input type="checkbox"/> No relations
District Youth Employment Program	<input type="checkbox"/> Very cordial <input type="checkbox"/> Cordial <input type="checkbox"/> Strain <input type="checkbox"/> No relations
Mutual Health Insurance Scheme	<input type="checkbox"/> Very cordial <input type="checkbox"/> Cordial <input type="checkbox"/> Strain <input type="checkbox"/> No relations
District labor Office	<input type="checkbox"/> Very cordial <input type="checkbox"/> Cordial <input type="checkbox"/> Strain <input type="checkbox"/> No relations
CHRAJ/Legal Aid Board	<input type="checkbox"/> Very cordial <input type="checkbox"/> Cordial <input type="checkbox"/> Strain <input type="checkbox"/> No relations
The local media/community radio station	<input type="checkbox"/> Very cordial <input type="checkbox"/> Cordial <input type="checkbox"/> Strain <input type="checkbox"/> No relations
Local chiefs/Traditional authorities	<input type="checkbox"/> Very cordial <input type="checkbox"/> Cordial <input type="checkbox"/> Strain <input type="checkbox"/> No relations
Any other organization	<input type="checkbox"/> Very cordial <input type="checkbox"/> Cordial <input type="checkbox"/> Strain <input type="checkbox"/> No relations

Section G: Activities

Date/period	Name/type of activity	Donor	Number of ordinary members involved

69. Make a list of all activities implemented by the district association during the last 2 years

70. Have your district association been engaged in activities related to improving the accessibility to the society for PWDs in the last 12 months?

Yes No (if no, go to question 72)

71. Please indicate the type of activities

Section H: Fund raising/financial management

72. Does the district association have a bank account? Yes No

73. Does the district association make a yearly financial report?

Yes No (if no, go to question 75)

74. Are the financial report presented to the membership of the association?

Yes No

75. In the last 12 months, how often did you fundraising?

76. Do your district association have an fund raising strategy?

Yes No (if no, go to question 78)

77. When the strategy was last revised?

78. Have you ever had any training in fund raising within the last 2 years? Yes

No

79. How did you fund your activities in the last 2 years? (check with the financial reports if available)

Source of funding	The last 12 months	The last 12-24 months
Support from your national association	GHC	GHC
Private donations	GHC	GHC
Churches	GHC	GHC
District Assembly Common Fund	GHC	GHC
NGO's	GHC	GHC
Member's dues	GHC	GHC
Other donors	GHC	GHC
Others, specify:	GHC	GHC

