

Project Plan for Leadership Development Course
for Persons with Disabilities 2008

KNOWLEDGE FOR CHANGE
- The counseling and education center-



**The youth organization of people with disabilities
“Zhiger”
The Republic of Kazakhstan**

Introduction

People with disabilities are one of the less protected social groups in Kazakhstan. Though we have some fundamental laws people with disabilities do not know how to apply them in the difficult situations. On the other hand some of them consider that disability NGOs and government should provide financial support to secure all just because they are disabled. This project is aimed at providing social and psychological support with which it is possible to help people with disabilities understand that they can use their rights to secure their social lives without waiting for somebody's help. Moreover people without disabilities will realize that there is no difference between them as the human beings and people with disabilities and start taking them to their communities.

Background information

Almost 17 years has past since our independence. And now we have some good laws such as constitution and the international convention on human rights to protect ourselves. There is also the program of rehabilitation of persons with disabilities the aim of which is to improve the life of the disabled people in near future we will sign and probably ratify the convention on the rights of persons with disabilities. All of these laws can be useful if people know how to operate them. Unfortunately some social group representatives cannot use their rights when it is needed because they simply do not know them. People with disabilities are one of these groups. It is because many of them have low self esteem. More over the medical approach is used by government in addressing the disabled persons. So the only way to solve this problem is education and counseling. Within this 2 years project it is possible to increase the rights awareness and self esteem of people with disabilities and change the social attitude conducting educational trainings and giving counseling.

The overall goal:

is to provide the knowledge and support to people with disabilities so that they are able to live inclusively in the society and advocate for their rights.

Concrete objectives:

- To create the human rights center.
- To provide counseling to persons with disabilities.
- To conduct trainings teaching basic rights.
- To conduct seminars on disability understanding in order to increase the self-esteem of persons with disabilities and to make people without disabilities to understand and accept people with disabilities.
- To conduct open days and demonstrations promoting the rights of persons with disabilities.

Stake holders:

- Beneficiaries. - persons with disabilities with the average between 16 and 40. these people can have different disabilities but most of the problems are common for all the disabled. It can be students, workers and any persons who feel lack of social understanding.
- Opposition - probably some of the elder members of the Kazakh society of the blind who take part in decision making.
- Supporters - some NGOs, for example the association of women with disabilities “Shirak” whose activities are aimed at supporting people with disabilities and NGOs of persons with disabilities, the advocacy organization “Zhan”, political parties, persons with disabilities.
- The project implementers – 4 persons: the project coordinator, q trainer/counselor and a secretary/ editor. The project coordinator is the person who will take responsibility for all the center activities and administration work. The secretary/editor will do all the administrative assisting duties and be involved in printing and binding of the needed materials. The 2 trainer/ councilors will provide counseling on different types of problems.

The impact:

- More people with disabilities will know more on their rights.
- People with disabilities will look at themselves with more respect and be open to the society.
- The number of cases of rights violation of the disabled people will be reduced.
- Community will start accepting people with disabilities into their communities.

- People without disabilities will be better informed on how to associate with and I involve people with disabilities since they have some materials and knowledge obtained from the center.

The project plan implementation:

- Resource assessment. In our organization there some resources already that is going to help in meeting the project objectives. In terms of human resources there are some trained people who are members of the organization. One of the members is a qualified international trainer and has just completed an 8 week leadership training course of persons with disabilities in Japan. In terms of the target audience we have a large number of people with disabilities who are eager to have knowledge on their rights. For administrative purposes our office will be used. However, there will be a need to find a space for the service provision for we will negotiate with the library director to get the permission to use one more room. In terms of office equipment one desktop computer is available and other office equipment will be needed.

- Preparation stage. Before going to work some preparation actions should be taken. First of all the place for counseling and other activities should be arranged. It should be set and equipped in such a way, to make people feel convenient to talk about their problems when they have a face to face counseling. There should be a telephone line that can be used to provide counseling on the phone and internet connection. To successfully conduct our activities the following office equipment will be needed: one desktop computer, one scanner, one printer, Braille embosser, projector, paper, stationeries, board, markers, vipers. Some materials such as laws and others should be produced in an accessible format [Braille, audio/DAISY and large print]. Some other materials that will be used in trainings should be translated to the Russian and Kazakh languages from English and Japanese. To inform people about this center some advertisement campaign will be done through mass media and handouts distribution. The preparation process will take 3 month. The total duration of the project is 2 years from May 2009 to May 2011 without including the preparation stage.

- Creation of the training and counseling center. The aim of the center creation is to support people with disabilities in their daily life and to increase their rights awareness so that they are able to advocate for themselves. The center will provide counseling on any kind of problems people with disabilities face in their daily life. The content of these problems can be different; it can be interpersonal relationship, various types of violence, education and others. People feel hurt because they experience discrimination based on their disability and our task is to support them in their troubles and equip with knowledge which they can use every day. Counseling will be provided by persons with disabilities. We will also conduct trainings and seminars on different themes such as disability understanding, leadership and facilitation, rights awareness. People with and without disabilities will take part in it. In terms of the center staff a secretary/editor, two trainer/councilors and coordinator

will work there. They will be recruited from our human resources mentioned above by interview.

Trainings. Within the 2 years framework of the project the center will conduct 2 trainings that consist of 12 sessions each. Training sessions will be conducted on the monthly bases. The preparation to them will start two weeks before during which all the needed materials will be prepared and printed in accessible formats [audio/DAISY, Braille and large print]. We will make an agreement with the library for the blind and visually impaired on using one of the library rooms to conduct the trainings. The participants will know about the coming event through handouts distribution and information provision to different institutions such as universities. The aim of the trainings is to increase the knowledge on how to use rights of people with disabilities in self-advocating in order to make them feel more confident and active in society. During the training course the following themes will be covered: the constitution of the Republic of Kazakhstan, the international convention on human rights, the program of rehabilitation of persons with disabilities and the convention on the rights of persons with disabilities. 15 persons with disabilities will take part in training. This will be students, young workers and other persons who are not able to confidently advocate for themselves. Each of them will be provided with the materials needed for a training session. These trainings will be conducted by the trainer/councilors. Each training session will last for one day so the lunch and coffee breaks will be organized.

- **Seminars.** 8 seminars on quarterly bases will be conducted within the project framework. The preparation to each of these activities will start 2 weeks before. The announcement about the coming seminars will be available through the information provided to different institutions such as libraries, universities and handouts distribution. The place of seminars conduction such as hotel should be booked. Seminars will last for two days so the three times a day meals and accommodation for the trainers and the participants should be included. The accommodation is needed firstly because some of the participants live in the rural areas, secondly because staying in one place participants with and without disabilities will have more interaction during which they will receive more information about each other. The transportation cost for the rural citizens and transportation of the equipment should be included. All the materials will be combined and printed in the accessible formats [Braille, large print and audio/DAISY]. some materials used by JICA during the training on the human rights and advocacy will be used. Each trainee will receive a folder with all the information needed for a seminar. 15 persons with and without disabilities will take part in these activities. The aim of the seminars is to discuss and understand the disability concept, to promote leadership and facilitation, to discuss the concept of abuse and discrimination and related to these themes issues. After every seminar the press conference will be conducted in order to let people with and without disabilities know from the participants and trainer/councilors more about these activities and disability issues.

The seminars schedule

Activity	Theme	Month
seminar	The concept of disability	June
Seminar	Leadership and facilitation	September
seminar	Advocacy and abuse	December
Seminar	Disability and equality	March
Seminar	The concept of disability	June
Seminar	Leadership and facilitation	September
Seminar	Advocacy and abuse	January
Seminar	Disability and equality	April

- Open day activities. Four open day activities will be conducted in the period of project. Each in six months. To keep the interest of the people the open days will be varied in terms of the manner of conducting them and venues. Two of these events will be held within the organization's premises, whereas the other two will take place in other public venues. During these open days there will be exhibitions showing different assistive devices used by people with disabilities. Different activities done by the organization will also be shown there. The purpose of these open days is to show the general public capabilities of people with disabilities so that they are accepted in their communities. This is why a cross section of people will be invited to these open days. Some of the people will include: government officials, media representatives and other members of the community. In preparation that will start three weeks before each of the open days the following actions will be taken: booking of the places, advertisement through posters and handout distribution, invitations to all the guests through letters, production of leaflets and other handouts, collection of all the materials to be exhibited and identification of the people to man the different stands, production of banners.
- Involvement of people without disabilities to our activities. The center will conduct an advertisement campaign before seminars during preparation stage providing the information about the coming event. The information will be provided to universities and other institutions which work with the youth. With the aim of changing the attitude of people without disabilities towards people with disabilities 8 seminars will be conducted, in which each of the seminars will have 15 participants, 7 of whom will be people with disabilities and the rest will be without disabilities. The involvement of these people without disabilities in the seminars will result in change of their attitude and understanding regarding people with disabilities. On the other hand coming to the open day activities people

without disabilities will observe how people with disabilities live and asking them questions and reading our brochures and leaflets that are distributed during these open days they will get more information. This will make them be able to share such a positive view of the disabilities to their respective peers, family member, workmates and other members of their society. Having been involved in such activities they will have known more about activities of our center which are beneficial to not only people with disabilities but also others. Consequently, most of them will start coming to the center, thereby benefiting from it in terms of their association with the disabled.

- Media involvement. Media is one of the powerful sources of information. With its help it is possible to provide a lot of information to equip people without disabilities with knowledge about people with disabilities and thus make one step to change the social attitude to people with disabilities. Most of the information provision will be conducted with its help. Some articles will be published in our local newspapers, some programs will be broadcasted in TV. The programs and newspaper articles will describe the life of people with disabilities telling about their talents and everyday issues. Newspaper articles will be published once a month but TV programs will appear 4 time a year.

Monitoring and evaluation

In terms of monitoring we will be holding monitoring exercise in which there will be an assessment of the progress that is being made. And this will be done on monthly basis. A check list will be used in the monitoring and it will be developed with reference to the concrete project objectives. This check list will reflect all the positive and negative points through covering results of trainings and seminars. By the end of each training session and each seminar the trainees will be asked to write a short review which will describe the training or the seminar value that they could personally see. In terms of counseling each case will be registered and analyzed in order to develop the statistic base and ways of better support to our users.

An evaluation exercise will be done at the end of the project with the use of questionnaires. A hundred of questionnaires will be produced. 75 of them will target people with disabilities and the rest to people without disabilities. These questionnaires will cover representatives of different social groups such as students with and without disabilities, representatives of different organizations, for example NGOs and others. The questions will cover the following themes: what disability is for people with and without disabilities, how to differentiate and understand discrimination, democracy, equality and so like.

Possible obstacles

The medical model is very much rooted in social understanding of disability concept by both persons with and without disabilities. And because of that it is difficult to introduce the social model and to put it to action. Many people without disabilities still consider people with disabilities to be ill while some of these people with disabilities wish only to receive some financial support from charity based organizations without making any efforts to live inclusively in the society and realize themselves.

Budget planning

The budget will not include the costs of all available resources mentioned in the resource assessment. However, on the part of human resource the budget will include all issues dealing with monitoring requirements for these people. These may be salaries and allowances.

<	Number of items	Price per piece	Total price per item	Price per piece in USD	total in USD
Office appliances					
Stationery	3	2000	6000	17	51
A 4 size paper	5	400	2000	3	15
Braille paper	10	300	3000	3	30
White Board	1	2000	2000	17	17
marker	1	1000	1000	8	8
Viper	3	100	300	1	3
Sub-Total					124
Office equipment					
Laptop computer	1	120000	150000	1000	1000
Scanner/printer/copy machine	1	35000	35000	292	292
Projector	1	144000	144000	1200	1200
Sub-Total					2492
Consultancy fee					

Translation from Japanese to Russian	15	1300	19500		163
				11	
Sub-Total					163
Common expenses					
Accommodation	288	5000	1440000	42	12000
Telephone line	26	5000	130000	42	1083
Sub-Total					13083
Travel					
Transportation of persons from the rural areas to Almaty.	4	19500	78000		650
				163	
Transportation inside the city of Almaty	36	2000	72000		600
				17	
Sub-Total					1250
Personal cost					
Project coordinator	24	30000	960000		6000
				250	
2 Trainer/councilor	24	60000	1440000		12000
				500	
Secretary/editor	24	30000	720000	250	6000
Sub-Total					24000
Others					
Meals	24	600	972000	5	120
Sub-Total					120
Grand Total					41,232

To raise funds for the implementation of this project this plan will be submitted to foundations and NGOs to be considered for funding.

Impact of JICA Course

During the leadership development course many classes were closely related to this project. Some of them will be used as the base for the seminars , namely the training on advocacy and human rights, facilitation and leadership development. The idea of rights protection and counseling provision appeared after those trainings and received further development throughout the course. It is important not only to understand and evaluate the life of persons with disabilities but to let people without disabilities realize it. Teaching all of these issues will greatly contribute to mutual understanding and respect of people with and without disabilities to each other.

Observing the history and activities of different organizations in Japan it is possible to analyze the work of my organization and apply the method of organization management. This course is not a big step but jump forward for my organization.

Conclusion

To sum up it should be noticed that the republic of Kazakhstan already has some base which can support this project: laws and strong supporters. Moreover there is a group of people with disabilities including a person graduated from the JICA course on leadership development who wish to promote this idea. After the successful project implementation there will be more people with and without disabilities who are ready to cooperate with each other and promote the idea of equality to secure bright future of our country.