

**Project Plan for
JICA Leadership Development Course
for Persons with Disabilities 2008**

**Disability for Ability Project
(DIFAP)**

**Federation of Disability Organizations
in Malawi**

INTRODUCTION

In Malawi people with disabilities are a subject of abuse and discrimination. Apart from attitude, the other problem is that the disability law that is there is out dated and people take advantage. To deal with this problem it is proper to take an approach that is going to target not only the general public, but authorities and the disabled as well.

BACKGROUND

Malawi is a developing country which became independent in 1964 and existed under political dictatorship over a period of about thirty years. However Malawi embraced a democratic system of government since 1993, a situation which gave hope to most of the Malawians for better life. Due to this development the Malawi government and other non governmental organizations have embarked on several developmental activities aimed at at improving lives of Malawians. This kind of an attitude is also held by a majority of Malawians who feel a person with disabilities is of no value in their society and therefore deserves nothing, If anything they should receive out of charity.

Because of this downward look on persons with disabilities, they are mostly regarded as second class citizens and have been victims of different types of abuses. Most of such kind of abuses have gone unreported since the victims do not know about their rights, even for those who know their rights they are not confident enough to go and report due to how the public attitude on them.

Others do not even know where to report in the event that their rights have been abused. Abusers have taken advantages of this unpleasant situation by targeting persons with disabilities. This evidenced by having many persons with disabilities being victims of sexual abuse as seen in large number of disabled single mothers; other children with have been denied a chance to attend because their parents are afraid of being laughed at by their friends. In so doing children right to education is also violated.

In the area of education though schools are t here almost all of them are inaccessible. More especially with primary schools and other secondary schools that in the hands of communities the problem is even worse since most of the local leaders are the ones that have a negative attitude towards persons with disabilities.

In addition to this most schools do not have facilities for special needs students. This has led to a situation where students with special needs have to struggle through the education process more than the other students.

With the aim to Improve food security at house hold and national level the government introduced the targeted subsidy program for farm inputs for the poor, including people with disabilities. However the implementation process has in most cases skipped this group of beneficiaries. This has been so mostly die to the already mentioned negative attitude by other authorities who are had to change. People with disabilities are therefore being forced on the bottom of the list of the poor.

Despite the numerous political platform directives made by the president promoting the employment of persons with disabilities, only one ministry has responded favourably and no private institution has done anything.

It is clearly seen that these abuses and discriminations are still causing misery to people with disabilities. People with disabilities therefore should be empowered with ways to prevent any kind of abuse against their rights either as individuals or as a group. The training of trainers workshops will give enough of the knowledge to the leaders in this tasks of abuse prevention and this information will in turn be given to other peers.

Another important thing which has to be done is a vibrant, well informed, proactive, swift and reactive advocacy team whose presence should be felt both at community and national levels. Through different types of media program, public lectures, rallies and other activities the authorities and the general public will come to know more about people with disabilities and their, needs, potentials, contributions and limitations.

This group of people or advocates will be made even more with the training of others at alter stage thereby making it more effective.

Attitude change is a hard thing to be achieved and it is only through a vigorous, continuous and mass campaign that this can be accomplished.

The involvement of young people in the training will assist in the sustainability of the impact of the project. with The establishment of the resource unit within FEDOMA will help in creating a sustainable pool of resources for use by people with disabilities and others in

OVERALL GOAL

-To alleviate abuse and discrimination of persons with disabilities through awareness raising and capacity building so that people with disabilities fully enjoy their human rights and participate in social and economic and other spheres of life.

CONCRETE OBJECTIVES

- To increase information accessibility in human rights for people with disabilities.
- To enhance the participation of persons with disabilities in advocating for their own rights.
- To strengthen the work against abuse of rights of persons with disabilities with their own involvement.
- Increase coverage of disability issues in the media as an advocacy tool.
- Influence the formulation and enactment of disability friendly policies and laws.

STAKEHOLDERS

BENEFICIARIES:

The target group will firstly be persons with disabilities who are already attached to advocacy groups of persons with disabilities. Their belonging to an advocacy group is a primary indication of their interest in working for the good of the disability community. However proper consultations will be made to have only those people who have a strong passion for this course.

For a person who has passion for advocacy work any extra knowledge is of a great value, since this work has so many challenges as one meets different kinds of audience.

In addition, those people with disabilities to be trained in abuse prevention should also be interested in the workshops since it is for the good of the disability family. Since most people with disabilities have for so long suffered in silence the workshop will play an important role by being a platform where most of the experiences will be shared and find solutions.

Other persons without disabilities will also be involved in the project either as participants or as assistants.

Those who will be involved as assistants will be people who have an experience in helping people with disabilities in various activities. Whereas those who will participate in the project as trainees will some be people who have had a special interest in covering disability issues.

In addition, there are other media personnel who have an interest to explore new areas of coverage and these will also play a significant role in the project.

Students with disabilities also benefit from the project. This group of people is another which is filled with the zeal of trying to learn new things and participate in such activities and the introduction of these issues will surely make them glad to participate. After all they are a group of people which is vulnerable to abuse.

The other target is different officials in various government departments who are ignorant of disability issues, but have interest to mainstream these issues in their programs.

For the public lectures some students in the tertiary institutions will benefit by finding more knowledge which will be of academic help to them.

SUPPORTERS:

-Federation of Disability Organization in Malawi [FEDOMA]. This will be the organization in the implementation of this project.

-Malawi Union of the Blind [MUB]. It will also play a significant role in the implementation of the project.

The above mentioned organizations are the ones to which I belong and the project will basically benefit members of these organizations.

-National Initiative for Civic Education [NICE]. This is a long term government project which has a task to civic educate the general public on different issues and it has signed a

memorandum of understanding with Malawi Union of the Blind to be able to use some of their facilities so that the disability community is well informed.

-Malawi Human Rights Commission, which is a human rights protection arm of the government of Malawi. It has a section looking into disability affairs, though it has done almost nothing in the provision of information on human rights to the disabled.

-Malawi Police Service Victim Support Unit.

IMPACTS

-Many people with disabilities will be equipped with knowledge and information on human rights and how to prevent any form of abuse against themselves and other people with disabilities. This will be achieved by the training of not less than 520 people in abuse prevention.

This will result in the improvement of the quality of lives of persons with disabilities who will no longer be treated as less human beings, but as human beings who deserves all the respect like any other person.

The expectation is that there will be a reduction in cases of abuses against persons with disabilities since most of them will now know where to report in the case of any kind of abuse against them.

-More people with disabilities will be involved in advocacy work and therefore being able to fight for rights of all people with disabilities both at community and national levels. This will help in creating a society where persons with disabilities are able to benefit from different developmental programs run by the government and other stakeholders, be it in the educational, agricultural and other sectors of the society.

-People with disabilities will be able to receive information about their rights and in addition getting the information in accessible formats.

-Government officials and other authorities will be able to get the needed information as they try to mainstream disability issues within their institutions.

-On long term basis the public lectures will help in having a crop of future professionals that are knowledgeable about the mainstreaming of disability issues within their work areas. This will assist in having a future that is accommodating to persons with disabilities.

-The country's development process is also going to be speeded up since the number of productive people in the country will be increased.

-Productivity at the family level will also be improved since there is no one who has to be in the family as a burden.

In addition the number of productive people in the family will have increased.

-Students and other people listening to the public lectures will have an opportunity to explore and make research or even specialize.

-Media personnel will have a good source of information for coverage and even specialize in disability affairs.

-Enactment of disability friendly laws due to the creation of good relations with the parliamentary committee responsible for disability affairs.

-The general public will become well informed on disability rights due to campaign and therefore being able to avoid being in conflict with existing laws.

PROJECT IMPLEMENTATION PLAN

RESOURCE ASSESSMENT

As an umbrella organization, Federation of Disability Organization in Malawi [FEDOMA] has a large membership base which is a primary target audience as well as a good pool of human resource which will assist in the effective implementation of the project.

In addition, FEDOMA has an established secretariat equipped with four professionals qualified in the field of administration. One of the four is the accountant who has ably and responsibly managed the organization's finances for a long time, about five years now. FEDOMA also has three members who have been trained in advocacy work both within Malawi and outside Malawi and have a great experience in this field. These are the people who are going to play an important role in the area of advocacy training. However in the area of personnel there will be a need to get some more staff to assist in the efficient implementation of the project, and that other areas of the organization should not be compromised.

The current FEDOMA offices are the ones that are going to be used for the administration of the project. Even the establishment of the human rights resource unit FEDOMA has a room which can be used for this purpose.

Despite having these resources, furniture, some office equipment, resource unit materials, equipment and other things will be needed.

Fortunately, the starting point for collection of the resource unit materials is also there since there so many human rights documents agreed upon or produced either locally, at continental or International level.

Most of these documents will have to be reproduced into more copies.

For the grass root training activities venues for conducting them can be secured with the cooperation that is there between Malawi Union of the Blind and National Initiative for Civic Education, which has Libraries and halls across the country.

In case of transportation the organization has a vehicle which can be used for the work in this project.

PREPARATION

After the whole project plan is ready all stakeholders shall be served with a copy of the plan. This will assist in making every player in the project know what they will be involved in and what will be expected of them in the whole exercise.

Another thing which has to be done from now is the revision of FEDOMA's 2009 plan of action to accommodate all activities from this project that are to be done in this year.

Preliminary booking of all the venues where workshops of the first phase will be conducted will have to be done during this preparatory period. And on the resource unit, a plan off how the room secured for the resource unit should be set will be made so that when time comes to implement the unit's activities everything should go on smoothly. The same thing will happen in the planning of the office.

In preparation for the workshops in the first phase, facilitators will be decided based on a criteria set by this plan as it appears under Outline of Implementation Plan. These people will also be informed in advance about the topics they will be expected to handle during the particular workshops, so that they fully prepare for their sessions. Development of the terms of reference for the would be project staff of another thing that will be done in this preparatory phase of the project. And about the resource unit, all readily available resources will be collected, if negotiations for obtaining such materials will be done or commenced. At least two meetings will be held at management level in order to discuss the way the project will be a success. Lastly in terms of preparations, using a check list drawn based on the resource assessment will be used to make sure that all resources that are owned by the organization or to be mobilized locally by the are really available and in the right condition for project.

PROJECT IMPLEMENTATION PLAN

The implementation process of this project is going to be done by the proponent of this project plan as a contact person and Federation of Disability Organizations in Malawi. However, there will be the recruitment of new staff to work in the smooth implementation of the plan. There will be a need for about four people.

The project plan will comprise of the project coordinator, who will be in-charge of managing and coordinating all project activities. He will be reporting to the executive director. He shall be a holder of at least a first degree from a recognized and some experience in project management and preference will be given to applicant with disability.

An accountant for this project will BE the one already working as the organization's accountant.

There will also be a need for a project secretary, who will be responsible for all public relation issues and secretarial and documentation roles of the project.

In terms of the requirements for a candidate to hold this position, he or she will have to be in possession of at least a diploma in business administration.

Another position to be filled will be of project assistant to work mostly in the resource unit.

All the positions will be advertised in the local media for people to make applications. The whole process of advertisements, short listing and interviews will be done between

the last two weeks of the month of December, 2008 and the first two weeks of January, 2009.

This project will run for a period of two years in four phases of six months each. The starting most of the project is January, 2009 and the end is December, 2010.

The first activity to be done will be the establishment of a human rights resource unit. This unit will provide human rights information to people with disabilities so that they are aware of human rights issues. Most of the information will be in accessible formats like Braille, large print, and the normal print.

There will also be many information in posters, banners, placards. FEDOMA member organizations will have access to these materials whenever they have an event that promotes rights of people with disabilities. People without disabilities will also get information at this unit. Modalities of accessing books either by an organization will be worked out by the project team. The unit will be equipped with: six shelves, a computer with related things like scanner, printer, CD burner, a binder, a photocopier, and other furniture and other materials.

These may include recorders, tapes etc.

All these things should be ready by 15th January, 2009.

After all these things are in their place in unit, the team will now work on rules and regulations governing the operation of the unit while considering the purpose of the facility.

By 1st February, 2009 the human rights resource unit of the project will have to start its activities.

At the official opening a press conference will be conducted at which several dignitaries will be invited, more especially those who are highly regarded in the human rights field. This will also act as a platform through which the general public will be informed about the birth of the facility.

Some advocacy work will also be conducted against any form of abuse and discrimination targeted at persons with disabilities.

Even before the establishment of the human rights resource unit another to be done will be the acquisition of office equipment for the project. These will include: Two office desks, two executive chairs, six other chairs, filing cabinet, two computers and other office materials.

During the first phase of the project one of the most important activities is the Advocacy and human rights training which will involve twenty people fourteen of them will be representing the eight affiliate members of FEDOMA and six other with influence in the society, but with a great interest in disability issues.

These will have to be either journalists, artists or other public figures.

On the part of those to come from FEDOMA member organizations, a good track record and experience in advocacy work either at community level will be the fundamental requirement.

Another requirement in both cases will be at least a post secondary school qualification.

This training will run for five days including arrival and departure days to and from the venue of the workshop.

In addition to the participants there will also be assistants to assist participants with disabilities. These will be six in number.

Another group of people to be at the workshop is that of the project team, which will comprise of the project coordinator, secretary and the accountant.

A team of facilitators will have to be chosen well in advance. However, a priority will be given to FEDOMA members who have had a lot of experience in advocacy work at the national level and had gone through several trainings and have also facilitated not less than five workshops at a higher level. Three facilitators will be taken for this task.

However one of them will have to come from the mainstream civil society.

They will also be responsible for all consultation in the case that some expertise is needed to tackle a particular issue. For example: when a public lecture is to target civil engineering students, some consultations will have to be done with a qualified civil engineers who is already knowledgeable of issues of accessibility for persons with disabilities.

This workshop is going to take place in the second week of the month of February, 2009. It there means that by the 16th of January, 2009 all preparatory works of this should be completed.

These works include: Hiring of the workshop venue, hiring of facilitators, procurement of all workshop materials like stationery and others, and invitation of all participants and assistants.

These participants and assistants will be invited through mails either postal or electronic. The workshop will also have an opening ceremony, to which the guest of honor will have to be one of the cabinet ministers, preferably the one responsible for persons with disabilities. Making the opening ceremony of a high status will assist in more publicity not only for the workshop, but also for the campaign against any form of abuse or discrimination of persons with disabilities.

The people who will be trained in this workshop will be a core or central team in all advocacy work to be done in this project in collaboration with their facilitators.

Within this same first phase of the project there will be another workshop. But this one will be dealing with human right awareness and abuse prevention of persons with disabilities. It will involve twenty persons with disabilities drawn from all member organization of FEDOMA.

This one will take place In the central region of Malawi at a location to be decided in the preparatory activities of the project. This workshop will be for five days including the days for arrival and departure.

The advocacy workshop will be conducted in the second week of February, 2009 and the other one will be in the third or fourth week of the same month. All preparatory works for this workshops will have to be completed by the 30th January, 2009.

The choice of participants will be started well before the beginning of project. In terms of the human rights and abuse prevention workshop the following are some guidelines to be used in the choice of the participants:

- Of the twenty participants twelve of them should be females, since mostly they are the ones that suffer abuses.

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- -Participants should comprise of not less than three types of disabilities to assure a good representation.
- -Participants should be holders of at least a Malawi Junior Certificate of Education so as to ensure better understanding of issues.
- -Participants should be members who have been active in their respective organizations more especially at the community level for not less than two years.
- The identification process of the participants will be done by the project team in consultation with FEDOMA member organizations.
- Six assistants will be needed to help in mobility and communication. These will be chosen based on their experience with people with disabilities.
- At the workshop the project team will do all administration and logistical duties. It will be a group of three people, that is including the accountant.
- There will be three facilitators who will be chosen based on the following criteria:
 - -Those with at least a post secondary qualification.
 - -Vast experience in facilitating on rights of marginalized, more especially people with disabilities.
 - -Preference will be given to people with disabilities.

All these graduates of these human rights awareness and abuse prevention workshop will be required to train not less than twenty-five people at the grass root level in order to bring more players in the fight against abuses of rights of persons with disabilities.

At this level the target will be mostly students with disabilities, since they are the ones that are also susceptible to abuses. And this is the group of people that holds the future of the disability movement. Nevertheless, those youths out of school will also be considered as long as they should not be more than twenty-five years old.

Each training session at the grass root will be for a day and take not less than five hours and not more than six hours. It will have to be non residential.

Each of the Trainers will hold two sessions; the first one with ten participants or trainees and the second one with fifteen trainees.

Some material, technical and financial support will be provided to the trainers in order to make the programs successful.

These grass root training sessions will be conducted in the month of March for the first sessions and from the second sessions they will be held in May, 2009. Each of the trainers will be required to submit a report to the project office based on the reporting format taught to them in their training.

This will also act as a way of assessing the effectiveness of the training of trainers workshop on human rights awareness and abuse prevention.

After the trainers' report have proved a success in the way they conducted their workshop then they will be allowed to go ahead to organized the second sessions for the remaining fifteen people.

However if it so happens that the report is not impressive then they will be corrected where necessary and get a closer supervision in the second session.

The report from trainers will due in the project office by the 30th of March,

The second round of grass root training sessions will be held in the month of May, 2009 .

Each one of them will have their own day of conducting a workshop. In the second case report will be needed in the project office by mid of June, 2009.

At the grass root level venues for sessions will be found using the relationship that exist between Malawi Union of the Blind and National Initiative for Civic Education.

While in other cases the hiring of venues will follow the following guidelines:

- The venues should be barrier-free. Thus it should have flat floors, or ramps or elevators.
- It should have enough space for easy communication with participants with hearing impairment.

- It should not be located in a noisy location for participants to concentrate better more especially for participants with visual impairment, who mostly rely on hearing.

Another activity which will take place in this project is public lecture. Four of them will be held in all the three regions of the country.

The whole idea is to let the general public come to know more about disability issues in relation to human rights and the development of the country.

It will also deliberately target academic communities so that they can take disability field as a potential area worthy exploring.

In this case areas or topics will be chosen on which a lecture will be based. People in-charge of these will be the advocacy team trained in the first phase of the project.

Some of the areas to be tackled may include: Civil engineering in which an expert will be consulted to give advice on some areas on the issue of accessibility. However, all the work will initially be done by the responsible advocacy team.

Another public lecture will be on education, travel and tourism and mass communication. In each of the public lectures two of the members of advocacy team will be available to do the work. They will be accompanied by some well knowledgeable people in the disability field so that they assist each other in clarifying all kind of misconceptions or questions which may arise from the audience.

Invitations will also be extended to officials from the ministry responsible for the topic at hand and other players in that field.

The first will be held in Lilongwe any day in the month of May, 2009.

Two public lectures will take place in two different institutions in the southern region.

These will take place any day in the month of September, 2009 and April, 2010.

This will be in the second and another one in the third phase of the project.

The last of the public lectures will take place in the northern region city of Mzuzu. It will be held in the fourth phase of the project in any day in the month of September, 2010. To all these public lectures media people will be invited so as to ensure wide coverage of project activities thereby maximizing the impact of the project.

This project will also endeavor to create a very favorable relations with media by holding at least four meetings with personnel from this industry.

Each of the meetings will be held in each of the project phases.

In these meetings different happenings in the disability sector will be discussed for publicity.

The press will also be given a chance to express whatever challenges they face when covering these issues.

The agenda for these meetings will be worked out by the project team in conjunction with the advocacy team and the pressmen through their leader chosen in the first of the meetings.

The first of these meetings will be conducted in May, 2009.

All preparations for this meeting will have to be completed by the 21st April, 2009. Another of such meetings will be in any of the days in November, 2009 and this will be in second phase of the project, whereas the meeting for the third phase will be in any day in February, 2010. And any day in September, 2010 will be for the last of the meetings between FEDOMA team and the press in the project.

However, this will be the beginning of a long term relationship of these two sides. At this last meeting a committee will be elected to sustain this relationship.

Another thing to involve the advocacy team will be the holding of advocacy meetings with some top government officials.

Firstly, there will be arrangements to make appointments to meet these officials.

The first of such kind of meetings will be with Ministers responsible for Agriculture, Education and the one responsible for persons with disabilities. These will be three different meetings. But all these meetings shall be held during the month of June, 2009.

All arrangements to do with these meetings shall be completed by 30th May, 2009.

These meetings will provide a platform to create a good working relationship between the respective ministers and the disability community. At such kind of a meeting forum lobbying will be done to win political will for the advancement of disability issues within the respective ministries, considering the fact that these ministers will have just been appointed into their positions.

Other types of meetings will be with district commissioners in one district in the central region and another one in the northern region. The districts will be chosen based on the complaints from the FEDOMA district members about discrimination. The aim is to campaign for mainstreaming of disability issues right from the district level.

These meetings will take place in August, 2010 and it will be within the fourth phase.

All preparatory works will be completed by 15th July, 2010.

Another group to have its support won is that of parliamentarians. The year 2009 is an election one. Malawians will be going to the polls to elect both the president and members of parliament. Mindful of the fact that this new parliament will be in office for the next five years and the bills will be going through their hands there will be a need to win their support right from the start. It is against this understanding that a meeting will be held with members of the parliamentary committee on disability affairs. This will be a lunch on meeting between the advocacy team and the parliamentary committee members. All preparations for this meeting will have to be through by the 1st of November, 2009.

The meeting itself will be held any day in December, 2009.

A related activity to this event will be a visit to the Malawi National Assembly, while the house will be meeting, by members of the advocacy team and other people with disabilities on a lobbying campaign for disability friendly laws in general and the passing of specific laws to do with disability issues.

This will be done in any of the sittings between September and December, 2009.

All preparations for this activity shall be completed by 30th August, 2009.

In the third and fourth phases a series of open air rallies will be conducted promoting rights of persons with disabilities.

In these rallies different activities will be performed mainly by those people who attended grass root trainings conducted by the graduates of the human rights awareness and abuse prevention workshops.

However, other people will also be welcomed to perform after assessing their work, to make sure that they are in line with the theme of the rallies.

This will act as a follow up activity to the training of trainers workshops on human rights awareness and abuse prevention as well as to the grass root trainings.

At the same time the rallies will campaign against any form of abuse and discrimination of people with disabilities.

To give the rallies a high status some cabinet ministers or other civil society leaders will be invited to the functions.

A wide range of Journalists will also be invited to cover the rallies.

The first of these rallies will be held in the southern region in February, 2010 and the second will be staged in the northern region in March, 2010.

One of the remaining three rallies will also be held in the northern region, but it will be in the fourth phase in October, 2010. In November and December, 2010 the rallies will be in the central region.

All preparatory works of these rallies will have to be through two weeks before the day for the actual rally.

Advocates will play a key role in organizing these rallies. Those advocates living close to the venue of the event will be responsible for organizing that particular rally.

This project will be run by Federation of Disability Organizations in Malawi and other member organizations will also help in the implementation process as advisors to the project team and advocacy team on different issues.

National Initiative for Civic Education and other human rights players will also give their support in this work.

As already mentioned above the media will throughout the implementation process will be involved so that the public is well informed about all messages being passed on to them.

The creation of the relation with them will assist in the realization of this goal.

MONITORING AND EVALUATION

The impact of the project will be measured in different ways and at different stages of the project.

Factors to be measured will be like numbers of people who have benefited from a particular activity of the project; numbers of people, exact or approximate, reached out with the messages in the activities; introduction of services for people with disabilities or mainstreaming of disabilities by institutions; reduction of cases of abuse against persons with disabilities; increased awareness of human rights amongst persons with disabilities shown by an increased participation of these people in such issues; increased number of

people with disabilities who are able to report any abuse against themselves or their friend; coverage of disability issues by the media; demand for information on human rights by persons with disabilities; disability friendly facilities; attitude of the public towards persons with disabilities and others.

In this project there are some activities that require the primary target to report and this will be one of the mechanisms to be used in the monitoring and evaluation process. These reports will provide both qualitative and quantitative information. There are activities like all workshops in which the facilitators will give their reports on the workshop; and evaluation forms will as well be used.

Grass root training will also require the trainers to submit reports and a quality control mechanism is already in place to intervene in the case that things are not going on well. A check list will also be developed to be used to refer to on monthly basis what activities have been done in a particular period.

Meetings with the media will also play a major role in this process of monitoring and evaluation, since a review of the relationship between the press and the disability movement and important feedback will be gained. At such kind of a meeting the frequency of coverage of disability issues will also be checked.

Questionnaires will be sent to different stakeholders in the project to evaluate the project at the end of the project. Some of the questionnaires will be sent electronically; others through post and others by hand.

The same mechanism will be applied at the end of every phase of the project to check the progress.

Some activities have follow up activities. For example, grass root trainings will follow the training of trainers workshop and the people to be trained in the grass root trainings will be heavily involved in the various open rallies.

Interviews will be used as an a valuation tool in the project.

In this case attitude change will be checked both on the part of the beneficiaries as well as the communities.

POSSIBLE OBSTACLES

The following are some of the threats that the project may face in the course of implementation:

-The numerous and tight procedures that are supposed to be followed in trying to meet government officials like ministers may disturb the flow of the project and this can result in not meeting the targeted ministers thereby making some activities fail.

However, there will be the use of intermediaries, who are within the government system, so that they will help in securing an appointment with the needed ministers or officials. These intermediaries are also connected to the disability movement.

-The busy schedule of members of parliament and ministers may be an excuse for some of them for not wanting to meet the advocates. To overcome this problem The meetings will be organized in such a way that the parliamentarians are held during a time that they are resting. It will be conducted during lunch time on a day that they meet only in the morning.

Another thing is to make the meetings short and precise.

-High expectations from some beneficiaries in terms of financial gains on the project. This is why thorough consultations and a strict scrutiny of the members will be made to make sure that the people selected to play a big role in the project are the ones with a great passion for the work.

-Some of the people targeted in this project are students who are busy with their own academic pressure and it is difficult to get hold of them. And to deal with this challenge, grass root trainings will be conducted during school vacations or holidays or weekends.

LEADERSHIP DEVELOPMENT OF PERSONS WITH DISABILITIES TRAINING'S CONTRIBUTION TO THE PROJECT PLAN

This training has greatly contributed to the creation of this project plan. The following are some of the contributions:

-The advocacy training in this plan has been a result of the lectures made by leaders in the disability movement in Japan. A visit to DPI Japan offices helped to give knowledge on how the disability movement in Japan has organized its advocacy work. Some lectures also which were dealing with Movement of Persons with Disability to Bring also motivated me to do this work.

-The human rights and advocacy workshops have helped to design the human rights awareness and abuse prevention training of trainers workshops that are going to be conducted in the first phase of the project.

-The public lectures are having a special emphasis on the future professionals, who are now in the universities, and are the ones who are going to help have a favorable world for the disabled in the future If they know more about disability this time. This is being developed from a story which was shared during individual trainings programs by Mr Takushi Yatsuyanagi of Hands Independent Living Center.

It was learnt that the involvement of university students as personal assistants has helped in creating a generation of professionals which is well knowledgeable of disability issues.

-The involvement of the media was learnt from the Mugino Sato experience where it was learnt that they have created good relations with the media to support them in their activities regardless of the opposition from the community in the initial stages of their work.

The topic on organization Management has also contributed to this element of media relations.

-The accessibility check has helped to create a good campaign strategy in this project for barrier-free infrastructure in Malawi.

-The efforts to have good relations with parliament is inspired by the many disability related laws that Japan has, as learnt from lectures on Welfare Services and Measures for Persons with Disabilities.

Nevertheless, some of the issues have been adopted in such a way that they can be implemented better with the context in which the project will be conducted.

CONCLUDING STATEMENT

This project is aimed at alleviating the different types of abuses and discrimination faced by people with disabilities in Malawi. This means it is a work against deep rooted attitudes and longstanding beliefs and practices, which is not a simple task.

This is why this project has taken several measures to deal with such challenges. The two types of workshops are basically targeting people with disabilities, that is for them to be empowered .

The project will also mount a mass campaign against these malpractices against the disabled.

The cross section of audience in this project and the varied strategies in reaching out to them is one thing that is going to help come up with good results at every stage of the implementation process.

Grass root Trainees

No.	Expenses	Cost	No. of people	Unit	Occasions	Total
1-	Trainer	20	20	workshop	1	400
2-	Food	5	20	meal	1	100
3-	Transportation	5	25	day	1	125
						625

Media Relation Meeting

No.	Expenses	Cost	No. of people	Unit	Occasions	Total
1-	Food	10	20	meal	4	800
2-	Transportation	5	20		4	400
						1400

Public Lectures

No.	Expenses	Cost	No. of people	Unit	Occasions	Total
1-	Lecturer	50	1	Lecture	4	200
2-	Refreshment	1	20		4	80
3-	Transportation	5	20		4	400
						680

Meeting with Parliament Committee

No.	Expenses	Cost	No. of people	Unit	Occasions	Total
1-	Food	15	25		1	375
2-	Transportation	5	25		1	125
						500

Rallies

No.	Expenses	Cost	No. of people	Unit	Occasions	Total
1-	Refreshment	5	30		5	750
2-	Transportation	5	30		5	750
3-	Banners	50	3	Banner	5	750
						2250

Meeting of Government Officials

No	Expenses	Cost	No of People	unit	Occasions	Total
1-	Accommodation	25	3		3	225
2-	Food	20	3		3	180
3-	Transportation	100	1		3	300
						705

In order to implement the program, the estimated budget is: 54874 USA Dollars the money will be raised from foundation and other income generating activities to work through cooperation with the private sector