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Alliance

**"COMMUNITY SERVICES TO VULNERABLE GROUPS"**  
**FINAL PERFORMANCE REPORT**

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**Component III "Expanding Participation of People with Disabilities"**

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Name of USAID office: USAID/Ukraine Regional Contracting office  
USAID Regional Mission representative office in Belarus  
Development objective: Democracy, human rights and development

## I. PROJECT GOAL AND OBJECTIVES

At the present time the number of persons with disabilities in Belarus exceeds 500,000 people, 119000 children with special needs, including about 30,000 children with disabilities. Marginalization of adults and young people with disabilities is typical in Belarusian society. While adults are excluded from active participation in social life, economic activity and decision-making practices, children with disabilities suffer from insufficient access to inclusive education and inappropriate quality of habilitation services.

In September 2009 Christian Children's Fund, a member of the ChildFund Alliance, accomplished the "Expanding Participation of People with Disabilities" project component of the USAID funded cooperative agreement in Belarus. The project component was focused on the inclusion of persons with disabilities into mainstream Belarusian society and strengthening the capacity of organizations of person with disabilities (DPOs). This project element contributed to CCF's programs in Belarus that seek to improve the living conditions of families of children with disabilities and create alternative care options for orphans currently in state run institutions.

The project had three main objectives:

- To support initiatives of people with disabilities and to extend current services provided by local organizations to PWD in both urban and rural areas through small-grants to Belarusian DPOs.
- To encourage advocacy efforts by Belarusian DPOs to promote rights of people with disabilities.
- To improve capacity of Belarusian DPOs supporting people with disabilities and their families.

## II. OVERALL DESCRIPTION OF THE PROJECT ACTIVITIES

Within the framework of the project "*Expanding Participation of People with Disabilities*" CCF piloted several activities that increase PWDs' role in the society as well as strengthened civil society organizations of persons with disabilities.

Approximately \$90,000 was awarded to Belarusian DPOs through 9 small-grants to support 65 new or improved services for people with disabilities including job placement, professional education, inclusion and habilitation for children with disabilities.

A CCF-facilitated Task Force on Advocacy has been working to promote the model of Multidisciplinary Councils on Disability Issues in local communities to allow PWDs' participation in decision making, and local agenda setting. The Task Force of DPO leaders and experts and CCF staff elaborated a manual/resource handbook and conducted a series of Round Tables in several communities to introduce the idea of the Council to key stakeholders. By the end of the project one Council on Disabilities Issues was established in the town of Pinsk and there are several sites where this initiative is pending but needing additional efforts and support.

In addition to a series of capacity building workshops on management and advocacy CCF has been running a six-month course entitled "*Leadership without Boundaries*" that offered PWDs a skill-building training in integrated groups. The course equipped its participants with knowledge, increased their self-confidence. Thanks to ongoing interaction within the course participants established social/professional network as a background for future joint activities. This inspired 12 of them to become peer-to-peer advisors and supporters of positive changes that impact living conditions of people with disabilities as well as entire communities where they live.

The table below lists all the activities conducted to support project objectives and achieve (expected) results.

Table 1: Specific events and activities of the project

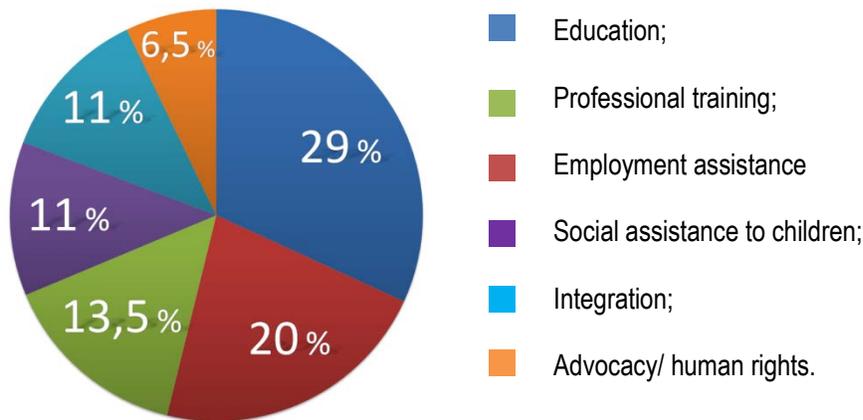
| Support to PWD initiatives and community-based services           | Encourage DPOs' advocacy efforts   | Strengthen DPOs' organizational capacity  |
|---|--|---|
| Project presentation for main stakeholders and partners           | Training "Strategic approach to advocacy and public relations"   | Assessment of DPOs' needs in capacity building  |
| Call for proposals  | Theme information meeting "Convention on the Rights of Persons with Disability"  | Series of work group meetings on participatory design of the training course "Leadership without Boundaries"                  |
| Workshop "Project design and proposal writing"                    | Series of Task Force meetings "The model of multidisciplinary community-based committees on disability issues"           | 1 <sup>st</sup> session "Master of communication" of the training course "Leadership without Boundaries"                      |
| Individual consultations on proposal writing                      | International training "Self-advocacy of people with disability: building partnership with local community"              | 2 <sup>nd</sup> session "In the center of success of organization" of the training course "Leadership without Boundaries"     |
| Evaluation and selection of project proposals                     | International training "Leadership and advocacy in program development and policy change"                                | 3 <sup>rd</sup> session "Partnership with community" of the training course "Leadership without Boundaries"                   |
| Workshop "CCF rules and regulations in sub-grants administration" | Theme information meeting "The model of multidisciplinary community-based committees on disability issues"               | 4 <sup>th</sup> session "Training of trainers" of the training course "Leadership without Boundaries"                         |
| Training "Effective project management"                           | Round Table "Discrimination of people with disability"   | International training "Best practices in inclusive education"  |
| Monitoring and evaluation site visits                             | Round Table "The model of multidisciplinary community-based committees on disability issues" (Mozyr)                     | 2 local workshop "Barrier-free environment for people with disability"  |
| Final round table for CCF grantee NGOs                            | Publication of the manual/resource book "The model of multidisciplinary community-based committees on disability issues" | Local workshop "Engagement of families of PWD in CSO activity"<br>Local workshop "Employment and labor rehabilitation of PWD" |

### III. PROJECT OUTPUTS/OUTCOMES

Financial assistance, capacity building interventions and advocacy initiatives launched by CCF all were focused on increasing civic activism, encouraging leadership, and improving quality of community-based services run by PWD associations. The project results exceed our expectations.

The project helped to stimulate the work of DPOs and significantly improved support services provided by them for people with disabilities. The number of PWD self-generated initiatives encouraged and facilitated by CCF project was 87. Due to small grants sixty five (65) created/improved services helped to increase access to education, vocational training and employment opportunities, and social support for people with disabilities. These services were especially appreciated by the target population as they address hard-to-reach groups such as those who live in rural areas. Disabled People Organizations demonstrated high potential for future programs as well as readiness for additional capacity building initiatives in the area of advocacy, service delivery and management. The number of children who participated in integrated activities was greater than 6 times the pre-project number and reached 324 people (approximately 4 times the planned target). The total number of adults who benefited from integrated activities was 2,556 people which far exceeded the 600 we had planned. *For more information, please, see Annex 1, 2, and 3.*

Diagram 1: established/improved services by type



The project encouraged advocacy efforts by Belorussian DPOs. In one year the number of PWD efforts increased from 25 to 38 (against 35 planned). The advocacy efforts were concentrated on three main areas: lowering discrimination of PWDs, creating a non-barrier environment, and promoting community-based coordinating councils on PWD issues. Efforts on lowering discrimination of PWDs included a round table, Internet forum, a court suit against Opera House, and a number of publications. Efforts toward creating an environment free of barriers included trainings, letters to local administrations, and publications. Efforts on promotion of coordinating councils on PWDs' issues included holding round tables, elaborating manuals, drafting regulations, and holding meetings with deputies initiated by the Task Advocacy Group created within the project. The Task Advocacy Group produced a Manual/resource book entitled "Local Multidisciplinary Council on Disability Issues" to provide guidelines for implementation of the Local Multidisciplinary Council on Disability Issues- a model that ensures participation of people with disabilities in decision making processes at the community level. It is expected that PWD-leaders and activists of local DPOs in communities will start using the model to initiate and establish such councils in their communities. It will help them to influence local policy implementation and its transformation towards recognition and protection of the human rights of people with disabilities.

By the end the project year the Pinsk Executive Committee approved the creation of the Commission on PWD issues as a follow-up of efforts by Pinsk's NGO "Association of People on Wheelchairs". Local authorities in Mozyr and Orsha towns started-up activities aimed to create the Commissions too. The process started in several communities may be replicated in other districts and impact national-level policies and decision-makers.

*For more information, please, see Annex 3.*

All capacity building events were very popular among people from DPOs who were eager to improve their knowledge and skills. The total number of PWD-service organizations that went through capacity building at CCF was 65 against 30 planned. Seventy two (72) percent of CCF's trainees reported application of acquired knowledge and skills in practice.

In summary, thus far:

- CCF involved nearly 70 organizations and associations of people with disabilities in different project interventions including small-grants, workshops, trainings, themed information meetings, round tables and task force activities.
- Over 20 capacity building interventions on management, advocacy, and leadership including three international trainings on inclusive education and self-advocacy were organized by CCF for Belarusian DPOs.
- The group of 12 leaders prepared to implement their own initiatives supporting people with disabilities. The training course named "Leadership without Boundaries" was the first in Belarus that created a new opportunity for people with disabilities to acquire knowledge and develop leadership skills and then to use these leadership skills on an individual level, in the social life of a community and in decision making. PWDs, their family members, and specialists of state-sponsored services who graduated from the training course became actors of positive change in their neighborhoods and in August, 2009 they initiated a series of self-generated workshops on barrier-free environments, employment of mothers of children with disabilities, and legal rights of young men with disabilities in several small towns of Belarus.
- Approximately \$90,000 was awarded to Belarusian DPOs through 9 small-grants to support 65 services for people with disabilities including job placement facilities, professional education, inclusion and habilitation for children with disabilities. During 6 months 3,988 people (676 children and 3312 adults) benefited from the established services or/and participated in DPOs' events and initiatives.
- The manual/resource book "Local Multidisciplinary Council on Disability Issues" was published to provide guidelines in implementation of the model of participation of people with disabilities in the decision making process at the community level. It is expected that PWD-leaders and activists of local DPOs in communities will start using the model to initiate and establish such councils in their communities. Through active participation in the activity of the Local Multidisciplinary Council on Disability Issues people with disabilities will influence local policy implementation and its transformation towards recognition and protection of the human rights of people with disabilities. The process started in several communities may be replicated in other districts and impact national-level policies and decision-makers.
- Within the period of project implementation 6 PWD-related policy documents were produced.

#### IV. CHALLENGES/ CONSTRAINTS

- Uncertainty in rules and requirements for small grants registration at the Department of Humanitarian Assistance led to unexpected delays in getting registration licenses, unforeseen requests to NGOs for extra documents and as a result created barriers for timely implementation of project activity.
- Due to the global economic and financial crises exchange, devaluation of the Belarusian ruble during the project term reached 30%. As a result DPO-recipients of the small grants faced a budget deficiency because their budgets were prepared using the previous exchange rate. To ensure successful achievement of planned goals and objectives CCF-Belarus negotiated some project adjustments with affected small-grantees.

#### V. LESSONS LEARNED

- ✍ CCF Belarus managed to target nearly 70 disability-related NGOs and ensured significant contribution of PWD to the project in terms of active participation and commitment to a common purpose. This was possible because the project design was built upon the results of the participatory needs assessment conducted at the preliminary stage of the project. Sensitivity to the acute needs of the target population ensured project interventions were appropriate and relevant.
- ✍ Small-grants awarded to disability-related NGOs were a necessary condition for new community-based services established to provide social support, integration, and employment to PWD and their family members. However, sustainability of the established services is fragile due to DPOs' poor fundraising capacity and limited opportunities to

raise funds locally especially in rural districts where they run projects. In future programs more attention should be paid to comprehensive PR and fundraising thus increasing DPOs' capacity to recruit supporters, find new sources of funding, and mobilize local resources.

- ✍ The short period for small-grants implementation (only about 6 months) combined with few planned capacity building events focused on managerial aspects were not enough for institutionalization of the best practices in project management, planning, and evaluation by the targeted DPOs. To achieve a vivid progress in organizational capacity of DPOs there is a need for a series of trainings on organizational development as well as a longer period of time for small grant implementation.
- ✍ The project did not support experience exchange visits. But according to CCF's small-grantees, NGOs would benefit from networking and experience exchange in project management and delivery of disability-related services. Mutually beneficial experience exchange should be considered in future programs.
- ✍ The training course "Leadership without Boundaries" (up to 6 months) and its approach to leadership development (leader for oneself- leader for organization- leader for community) proved its effectiveness. It resulted in numerous follow-up activities made by its participants to address disability-related issues in their communities. The training resource of the graduates will be used in the next stage of project development in order to provide peer-to-peer support and replication activities.
- ✍ International trainings brought best international practices, new knowledge, and facilitated thinking processes among the participants. Follow-up activities for adaptation of the best international practices in Belarus are required. Among the most promising topics are inclusive education, self-advocacy, and its adaptation to local specifics and the given reality in Belarus.
- ✍ Working in mixed groups and integration of people with disabilities and people without disabilities created a trusting atmosphere at CCF workshops and helped to achieve both groups' full potential in achieving educational goals.

#### IV. FUTURE PLANS

The project extension for 2009 – 2012 will build upon the results already achieved by CCF within the framework of the pilot period of the project "Expanding Participation of People with Disabilities". The main field of activities for the extension period will be as follows:

Implementation of small-grants activity will focus on assistance to the organizations uniting people with disabilities and representing their interests. It will increase the capacity of PWD to satisfy their own needs and improve the extent of their independence and integration in the society. The grants will be aimed at developing innovative social services but will also result in strengthening disability-related NGOs and increasing awareness of the general public of the issues.

CCF will help foster the establishment of Multidisciplinary Councils on Disability Issues in project targeted communities. The councils will serve as a liaison between different agencies in order to coordinate their activities and identify existing gaps and needs in the integration of PWD. The capacity of the councils in strategy development, decision making and communication will be strengthened through a series of trainings. The councils are also expected to develop and assist with official adoptions of local disability policies and PWD integration strategies.

The organizational development of grassroots, PWD-focused organizations will consist of a series of workshops on leadership skills, organizational capacity-building, volunteering, fundraising, and financial management.

#### V. BUDGET

The SF-272 report will be submitted under separate cover by CCF's Headquarters.

Overview of CCF small grants

Summary list of the project’s small grants

| # | DPO NAME   | PROJECT NAME  | GRANT AMOUNT | STATUS   |
|---|--|---|--------------|----------|
| 1 | Youth NGO “The ABC of entrepreneurship”  | “Make a choice for your future”   | \$ 9,960.00  | FINISHED |
| 2 | Bobruisk NGO “Association of people on wheelchairs”  | “Right to work”   | \$ 9,968.00  | FINISHED |
| 3 | NGO “Belarusian Association of Assistance to Children and Young People with Disabilities” (Baran branch) | “Workshop for social and labor rehabilitation of children/young people with disabilities”               | \$ 9,990.00  | FINISHED |
| 4 | NGO “Belarusian Children Hospice”  | “Creation of twenty-four-hour respite care service for hopelessly ill children with disabilities”       | \$ 10,000.00 | FINISHED |
| 5 | Gomel NGO “Association of People with mobility disability”   | “Empowerment for equal opportunities and equal rights”  | \$ 9,810.00  | FINISHED |
| 6 | Mozyr NGO “Association of people on wheelchairs”   | “New horizons”  | \$ 9,997.00  | FINISHED |
| 7 | Pinsk NGO “Association of people on wheelchairs”   | “Computer literacy education course - new opportunity for employment of young people with disabilities” | \$ 9,611.01  | FINISHED |
| 8 | NGO “Rehabilitation and sport club of people with disabilities”  | “Equal rights for people with disability in employment and sport activity”                              | \$ 9,953.70  | FINISHED |
| 9 | NGO “Young Men Christian Association”  | “Social Integration of children with mental and physical disabilities”                                  | \$ 9,929.62  | FINISHED |

In total 89,219.33 was awarded to Belarusian DPOs through 9 sub-grants to support 65 new or improved services for people with disabilities including job placement facilities, professional education, integration and habilitation for children with disabilities. During 6 months 3,988 people (676 children and 3312 adults) benefited from the established services or/and participated in DPOs' events and initiatives.

### Detailed description of the project's small grants

| Youth NGO "The ABC of entrepreneurship"             | "Make a choice for your future"  | 02.04.2009. – 01.09.2009 (5 months) |
|---|--|-------------------------------------|
| NGO contact details:                                | 5 Pobediteley ave., Minsk; phone: 8(029)668-69-56; <a href="mailto:abcentre@mail.ru">abcentre@mail.ru</a>  |                                     |
| Brief description of the project:                   | The project was aimed at increasing participation of young PWDs in economy and business. The core activity of the project was the training course on entrepreneurship. The course covered such aspects as generation of a business idea, business management and business planning. Special emphasis was made on legal regulations and rules related to the establishment of a new business and operation of private enterprise.   |                                     |
| Services established/improved:                      | <ol style="list-style-type: none"> <li>1. Training course "Technology of Starting Your Own Business";</li> <li>2. Telephone consulting of PWDs on PWD-related issues;</li> <li>3. Assistance in business planning;</li> <li>4. Reference Book for the Entrepreneur for PWDs who want to start own business.</li> </ol>   |                                     |
| Beneficiaries/ participants:                        | Adults: 115 (including 46 men and 69 women)  |                                     |
| Bobruisk NGO "Association of people on wheelchairs" | "Right to work"  | 02.04.2009. – 01.09.2009 (5 months) |
| NGO contact details:                                | 14 Parkovy side str., Bobruisk; phone: 8(0225)48-22-73, 8(029)103-27-33; <a href="mailto:velomoto@mail.ru">velomoto@mail.ru</a>  |                                     |
| Brief description of the project:                   | The project was aimed at promoting the human rights of PWDs in social and economic spheres. The approach of the implementing NGO was based on empowerment of PWDs' self-advocacy efforts, dealing with state social protection and employment institutions. The wheelchair users in Bobruisk benefited from legal counseling, information and advocacy training offered by the project. PWDs enrolled in the project improved their confidence in realizing rights, in getting necessary services, social assistance, insurance and employment. To facilitate practical application of obtained knowledge and skills and to ensure follow-up self-advocacy actions by PWDs they were be provided with supervising support of their more experienced peers. |                                     |

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| Services established/improved: | <ol style="list-style-type: none"> <li>5. Consulting PWDs on employment and professional orientation;</li> <li>6. Telephone consulting of PWDs on ways to pass Medical Commission and to get an individual rehabilitation program;</li> <li>7. Training for PWDs "I Have the Right to Work";</li> <li>8. Consulting PWDs on how to get technical secondary and higher education;</li> <li>9. Manual "I Have the Right to Work" with information on how PWDs should look for and find work;</li> <li>10. Training circles for PWDs;</li> <li>11. Consulting on healthy way of life;</li> <li>12. Consulting on how to use a wheelchair;</li> <li>13. Consulting on PWD specific issues.</li> </ol> |
| Beneficiaries/ participants:   | Adults: 479 (including 192 men and 287 women)   |

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| NGO “Belarusian Association of Assistance to Children and Young People with Disabilities” (Baran branch) | “Workshop for social and labor rehabilitation of young people with disabilities”   | 06.03.2009. – 01.09.2009<br>(6 months) |
| NGO contact details:   | 9-1 Orshanskaya str., Baran; phone: 8(0216) 25-20-40; <a href="mailto:faina@vitebsk.by">faina@vitebsk.by</a>   |  |
| Brief description of the project:  | The project opened new services for labor and social rehabilitation of young people with disability. Small groups of young people were involved in workshop activities on <b>a)</b> sewing, <b>b)</b> design & publishing, and <b>c)</b> photography. In addition to workshop activity young people were trained to develop their creativity, labor skills and basic communication skills. The project enhanced communication and PR aimed at mainstream community members to improve integration of young people with disabilities in cultural and social life of the community through theatrical performance, trade exhibition of workshop’s handicrafts, monthly information bulletin, and different publications purposefully made by “design and publishing” and “photography” groups. |  |

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|--------------------------------|---|
| Services established/improved: | <ol style="list-style-type: none"> <li>14. Training course in photography for children;</li> <li>15. Training "Legal Basics for PWD";</li> <li>16. Training "Participatory Community Appraisal" for PWDs NGOs;</li> <li>17. Training "Legal Basics for PWDs on local governance and NGO partnership";</li> <li>18. Training "Ways to Get Employed";</li> <li>19. Excursion for PWDs to Minsk;</li> <li>20. Distribution among organizations and families of PWDs of Calendar 2010 issued by PWDs;</li> <li>21. Training course in sewing;</li> <li>22. Providing sewing equipment;</li> <li>23. NGO web-site <a href="http://www.stupeni2005.org">www.stupeni2005.org</a>;</li> <li>24. Training course on printing;</li> <li>25. Informing public on PWD issues through printed bulletin.</li> </ol> |
| Beneficiaries/ participants:   | <p>Children: 381 (including 169 girls and 212 boys);<br/> Adults: 1,633 (including 724 men and 909 women).</p>  |

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|--|---|---|
| <b>NGO “Belarusian Children Hospice”</b> | “Creation of twenty-four-hour respite care service for hopelessly ill children with disabilities”   | 16.02.2009. – 16.08.2009.<br>(6 months) |
| NGO contact details:                     | 100-A Berezovaya roscha str., Borovliany, Minsk rayon; phone: 8(017)505-27-45, <a href="mailto:hospicepall@mail.belpak.by">hospicepall@mail.belpak.by</a>   |   |
| Brief description of the project:        | <p>The project provided social support services to hopelessly ill children with disabilities and members of their families. To improve living conditions of children and their parents the project established a new service – twenty-four-hour respite care for children, where they will get necessary care and support. Social adaptation of the parents was improved through psychological counseling, legal advice and peer-to-peer group interaction. The project managed to mobilize parents’ resources to change them from beneficiaries to active supporters of themselves and their peers. Thus, the group of parents was trained as nurses to provide services at the twenty-four-hour respite care.</p> |   |

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| Services established/improved: | <ul style="list-style-type: none"> <li>26. 24/24 respite care for children with disabilities;</li> <li>27. Providing work for parents trained as PWD-children-sitters;</li> <li>28. Providing social day-offs for parents of PWD-children;</li> <li>29. Training mothers of PWD-children as nurses;</li> <li>30. Providing free food for sick children with disabilities in social beds;</li> <li>31. Providing medical equipment and material for sick children;</li> <li>32. Social pedagogue's assistance for children with disabilities;</li> <li>33. Psychological assistance to parents of children with disabilities.</li> </ul> |
| Beneficiaries/ participants:   | <p>Children: 170 (including 79 girls and 91 boys);<br/> Adults: 77 (including 30 men and 47 women).</p>   |

**Gomel NGO “Association of People with mobility disability”**      “Empowerment for equal opportunities and equal rights”      19.02.2009. – 19.08.2009. (6 months)

|                                   |  |
|-----------------------------------|--|
| NGO contact details:              | 6-1 Mezhdugorodnaya str., Gomel; phone: 8(0232)46-08-94, 8(0232)45-88-48, 8(029)667-66-01; <a href="mailto:prometey-invo@tut.by">prometey-invo@tut.by</a>  |
| Brief description of the project: | The project allows putting into practice the system of habilitation with complex social, medical and psychological assistance for people with disabilities. This was done in close partnership with Gomel Regional Hospital for People with Disabilities. Services including educational events on legal issues, self-assistance, health, hygiene and nutrition, etc. were offered to PWDs, family members and medical workers The aim of this assistance was to help people who became disabled to effectively cope with their new reality and challenging environment.   |
| Services established/improved:    | <ul style="list-style-type: none"> <li>34. Hot line for PWDs;</li> <li>35. Manual on how to maintain health and on rehabilitation when living after trauma for PWDs' family members;</li> <li>36. Trainings for family members of PWDs in specifics of post-trauma rehabilitation of PWDs;</li> <li>37. Trainings for medical specialists in specifics of post-trauma rehabilitation of PWDs;</li> <li>38. Manual on how to maintain health and on rehabilitation when living after trauma for PWDs;</li> <li>39. TV film about rehabilitation services for PWDs in the hospital;</li> <li>40. Assistance for PWDs at hospitals;</li> <li>41. Library for PWDs;</li> <li>42. Training basketball in wheel-chairs.</li> </ul> |
| Beneficiaries/ participants:      | Adults: 566 (including 226 men and 340 women).   |

**Mozyr NGO “Association of people on wheelchairs”**

“New horizons”

20.02.2009. – 20.08.2009 (6 months)

NGO contact details:

13-5 Druzhby ave., Mozyr; phone: 8(02351)5-09-60, 8(02351)3-79-02 (fax), 8(029)737-55-77; [shevko@list.ru](mailto:shevko@list.ru)

Brief description of the project:

The project aim was to improve access to education services and creating additional opportunities for employment of young people with physical disabilities. Computer literacy trainings were offered to different audiences such as wheelchair users, children with disabilities of the Mozyr Center of Rehabilitation of Children with Disabilities, young people with disabilities of the Mozyr daycare center for young PWD, people with severe disability (through home visiting).

Services established/improved:

43. Professional training for PWD teachers;
44. Computer courses for PWDs;
45. Training "No Barriers" for state institutions;
46. Providing computer and printing/copying facilities.

Beneficiaries/ participants:

Adults: 106 (including 62 men and 44 women).

**Pinsk NGO “Association of people on wheelchairs”**

“Computer literacy education course - new opportunity for employment of young people with disabilities”

19.02.2009. – 19.08.2009.  
(6 months)

NGO contact details:

4-2 Albrehtovskaya str., Pinsk; phone: 8(0165)35-43-56, 8(029)948-68-35; [helnik@bk.ru](mailto:helnik@bk.ru)

Brief description of the project:

The project established an educational center and improved access to this service for young people with disabilities from Pinsk and Pinsk district, Stolín district and Ivatsevichi district. The first group of young PWD passed through the educational course and received a new profession as PC operators. After completion of education the group earned certificates valid for Pinsk employment center, which acts in the project as the partner organization.

Services established/improved:

47. Job training "Personal Console Operator";
48. Legal consulting for PWDs;
49. Consulting on PCs;
50. Transportation of PWDs to classes;
51. Organizing free time together with and for PWDs;
52. Integrated groups of PWDs and other persons;
53. Humanitarian aid.

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| Beneficiaries/ participants: | Children: 4 (including 2 girls and 2 boys);<br>Adults: 78 (including 52 men and 26 women). |
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| <b>NGO “Rehabilitation and sport club of people with disabilities”</b> | “Equal rights for people with disability in employment and sport activity” | 11.03.2009. – 01.09.2009.<br>(5.5 months) |
|--|--|---|

|                                   |  |
|-----------------------------------|--|
| NGO contact details:              | 5-41 Orlovskaya str., Minsk; phone: 8(017)288-87-43, 8(029)764-95-38; <a href="mailto:vad@open.by">vad@open.by</a>   |
| Brief description of the project: | The project goal was to increase PWDs’ participation in economy and sport activity. The social enterprise was established to produce special wheelchairs for sport activity. Social entrepreneurship helped in a) professional education and employment of people with disabilities; b) installation of producing technology; c) running income generation activity and support of NGO non-profit programs. Additional alternative for people with disabilities to get special wheelchairs was be created by the project, which means that new type of social/support equipment for PWDs appeared at the market. |
| Services established/improved:    | 54. Web-site ( <a href="http://www.a-team.minsk.by/index.html">http://www.a-team.minsk.by/index.html</a> );<br>55. Forum for PWDs at the site <a href="http://rski.nsys.by/forum/viewtopic.php?f=6&amp;t=611">http://rski.nsys.by/forum/viewtopic.php?f=6&amp;t=611</a> ;<br>56. Consulting PWDs on ways to get labour recommendations from Medical Commission;<br>57. Professional trainings for PWDs on developing skills necessary for producing wheelchairs;<br>58. Employment of PWDs.  |
| Beneficiaries/ participants:      | Adults: 156 (including 62 men and 94 women)  |

|  |  |   |
|--|--|---|
| <b>NGO “Young Men Christian Association”</b> | “Social Integration of children with mental and physical disabilities” | 20.03.2009. – 31.08.2009.<br>(5 months) |
|--|--|---|

|                      |   |
|----------------------|---|
| NGO contact details: | 4-26 Sumitskogo str., Molodechno; phone: 8(29)636-29-70; 8(29)879-27-67; <a href="mailto:shiman70@gmail.com">shiman70@gmail.com</a> |
|----------------------|---|

|                                   |   |
|-----------------------------------|---|
| Brief description of the project: | <p>The project was aimed at increasing the integration of children with disabilities in the cultural and social life of the society. Two integrated groups of children with disabilities and typically developing children were formed in both targeted communities (Molodechno and Vitebsk). Within the framework of the project integrated theatrical teams were trained to conduct theatrical-music performance in Molodechno and Vitebsk. Children were encouraged to create scenarios and produce décor by themselves. This approach will strengthen interaction and integration of enrolled children as well as foster their talents. Information component included publication of 3 issues of <i>information bulletin</i> "The world seen with my own eyes" and theme calendar.</p> |
| Services established/improved:    | <ul style="list-style-type: none"> <li>59. Exhibition of objects of art made by children-PWDs (in Vitebsk);</li> <li>60. Theatre performances for PWDs "Little Girl and Karlsson" (in Vitebsk);</li> <li>61. Theatre performances for PWDs "Voyage across Fairy Tales" (in Molodechno);</li> <li>62. Theatre circle for integrated group of children with and without disabilities (Molodechno, Vitebsk);</li> <li>63. Organizing free time activities for children with disabilities (Molodechno, Vitebsk);</li> <li>64. Information newsletter by and for PWDs (in Molodechno);</li> <li>65. Organizing festivities and free time for children and adolescents (Molodechno, Vitebsk);</li> </ul>  |
| Beneficiaries/ participants:      | <p>Children: 121 (67 boys and 54 girls);<br/> Adults: 102 (including 37 men and 65 women).</p>  |



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**Annex 2: "Expanding Participation of People with Disabilities in Belarus"**

**Performance Monitoring and Evaluation Plan**  
**October 2008 – September 2009**

**Objective 1: To support people with disabilities' (PWDs) initiatives and extension of current services provided by local organizations to PWDs in both urban and rural areas through micro-grants to Belarusian people with disabilities' organizations (DPOs)**

| Indicator |   | Definition & Unit of Measure   | Baseline |     | Planned Targets | Achieved Targets             |
|-----------|---|--|----------|-----|-----------------|------------------------------|
| 1.1.      | Number of PWD initiatives   | Number of initiatives prepared and provided by and/or with PWDs within CCF project   | Dec 2008 | 20  | 50              | 87                           |
| 1.2.      | Number of PWD services  | Number of services created/improved and provided by and/or with PWDs within CCF project  | Dec 2008 | 50  | 65              | 65<br>(44 new - 21 improved) |
| 1.3.      | Number of children (sex-disaggregated) involved in PWDs' initiatives                            | Number of children (sex-disaggregated) with and without disabilities who have participated in the initiatives/activities prepared and implemented by and/or with PWDs within CCF project | Dec 2008 | 50  | 75              | 324<br>(148m-176f)           |
| 1.4.      | Number of children with disabilities (sex-disaggregated) covered by PWDs' new/improved services | Number of children with disabilities (sex-disaggregated) who have accessed new/improved services created/improved and provided by and/or with PWDs within CCF project                    | Dec 2008 | 150 | 190             | 352<br>(224m-128f)           |

|      |   |  |          |     |     |                      |
|------|---|--|----------|-----|-----|----------------------|
| 1.5. | Number of adults (sex-disaggregated) involved in PWD initiatives                              | Number of adults (sex-disaggregated) with and without disabilities who have participated in the initiatives/activities prepared and implemented by and/or with PWDs within CCF project | Dec 2008 | 150 | 600 | 2556<br>(947m-1609f) |
| 1.6. | Number of adults with disabilities (sex-disaggregated) covered by PWDs' new/improved services | Number of adults with disabilities (sex-disaggregated) who have accessed new/improved services created/improved and provided by and/or with PWDs within CCF project                    | Dec 2008 | 280 | 400 | 756<br>(484m-272f)   |

**Objective 2: To encourage advocacy efforts by Belarusian DPOs to promote rights of people with disabilities and their family members**

| Indicator |   | Definition & Unit of Measure   | Baseline |    | Planned Targets | Achieved Targets |
|-----------|---|--|----------|----|-----------------|------------------|
| 2.1.      | Number of PWD advocacy efforts                    | Number of efforts aimed at promoting interests and rights of PWDs, initiated and implemented by and/or with the participation of PWDs within CCF project | Dec 2008 | 25 | 35              | 38               |
| 2.2.      | Number of elaborated PWD-related policy documents | Number of PWD-related policy documents influenced/elaborated by and/or with the participation of PWDs within CCF project                                 | Dec 2008 | 4  | 6               | 6                |

**Objective 3: To enhance better management and service provision to DPO constituents through capacity building of Belarusian DPOs in organizational and methodological areas**

| Indicator |   | Definition & Unit of Measure   | Baseline |     | Planned Targets | Achieved Targets |
|-----------|---|--|----------|-----|-----------------|------------------|
| 3.1.      | Number of PWD-service organizations trained in the project  | Number of PWD-service organizations representatives of which have been trained within CCF PWD project including educational activities within CCF-supported PWD projects | Dec 2008 | n/a | 30              | 65               |
| 3.2.      | Number of PWD-related specialists (sex-disaggregated) trained in the project                      | Number of PWD-related specialists (sex-disaggregated) that have been trained within CCF PWD project including educational activities within CCF-supported PWD projects   | Dec 2008 | n/a | 100             | 143<br>(46m-97f) |
| 3.3.      | Percent of PWDs trained in the project who have applied acquired knowledge and skills in practice | Percent of PWD-related specialists trained within CCF project who have demonstrated application of acquired knowledge and skills in practice and produced evidence of it | Dec 2008 | n/a | 70%             | 72%              |



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## Annex 3: “Expanding Participation of People with Disabilities in Belarus”

### Comments to PMP of PWD Project

Report covers the period of the project implementation from October 2008 to September 2009

### List of NGO small-grantees implementing local projects supported by CCF PWD Project

|   | Name of NGO, place  | Start-up date     |
|---|---|-------------------|
| 1 | NGO “Belarusian Children Hospice” - <b>Minsk</b>  | February 16, 2009 |
| 2 | NGO “Association of People with Mobility Disability” - <b>Gomel</b>   | February 19, 2009 |
| 3 | NGO “Association of People on Wheelchairs” – <b>Pinsk</b> , Brest oblast  | February 19, 2009 |
| 4 | NGO “Association of People on Wheelchairs” – <b>Mozyr</b> , Gomel oblast  | February 20, 2009 |
| 5 | NGO “Belarusian Association of Assistance to Children and Young People with Disabilities” – <b>Baran</b> , Vitebsk oblast | March 06, 2009    |
| 6 | NGO “Rehabilitation and Sports Club of People with Disabilities” – <b>Minsk</b>   | March 11, 2009    |
| 7 | NGO “Young Men Christian Association” – <b>Molodechno</b> , Minsk oblast  | March 20, 2009    |
| 8 | NGO “The ABC of entrepreneurship” - <b>Minsk</b>  | April 02, 2009    |
| 9 | NGO “Association of people on wheelchairs” – <b>Bobruisk</b> , Mogilev oblast   | April 02, 2009    |

**Objective 1:** *To support people with disabilities’ (PWDs) initiatives and extension of current services provided by local organizations to PWDs in both urban and rural areas through micro-grants to Belarusian people with disabilities’ organizations (DPOs)*

*Indicator 1.1. Number of PWD initiatives*

The indicator measures the number of initiatives prepared and provided by and/or with PWDs within CCF project

The final target set for this indicator was 50.

At the beginning of the project implementation CCF conducted a training on Project Design and Proposal Writing for DPOs. As a follow-up to this intervention 26 project applications were developed and submitted to CCF, 16 presentation-shows of the projects were made by the project teams, an exhibition of PWDs' work and a children's theatre were prepared and provided by and with PWDs. Later initiatives took the form of round tables, exhibitions, charitable events, informational events, conferences, outings, trainings, and others. So in the course of the project 87 initiatives were prepared and provided by grantees. Final value of the indicator was **87** initiatives.

*Indicator 1.2. Number of PWD services*

The indicator measures the number of services created/improved and provided by and/or with PWDs within CCF project

The final target for this indicator was 65.

Below is the list of new or improved services created as a result of sub-grants implementation.

**List of new services developed within NGOs' local projects**

|           |   |   |
|-----------|---|---|
| <b>1</b>  | Professional training for PWD teachers  | <b>Association of People on Wheelchairs, Mozyr, Gomel oblast</b>  |
| <b>2</b>  | Training "No Barriers" for state institutions   |   |
| <b>3</b>  | 24/24 respite care for children with disabilities                                     |   |
| <b>4</b>  | Providing work for parents trained as PWD-children-sitters                            | <b>Belarusian Children Hospice, Minsk</b>   |
| <b>5</b>  | Providing social days-off for parents of PWD-children                                 |   |
| <b>6</b>  | Training mothers of PWD-children as nurses  |   |
| <b>7</b>  | Training course in photography for children   |   |
| <b>8</b>  | Training "Legal Basics for PWD"   | <b>Belarusian Association of Assistance to Children and Young People with Disabilities, Baran, Vitebsk oblast</b> |
| <b>9</b>  | Training "Participatory Community Appraisal" for PWDs NGOs                            |   |
| <b>10</b> | Training "Legal Basics for PWDs on local governance and NGO partnership"              |   |
| <b>11</b> | Training "Ways to Get Employed"   |   |
| <b>12</b> | Excursion for PWDs to Minsk   |   |
| <b>13</b> | Distribution among organizations and families of PWDs of Calendar 2010 issued by PWDs |   |
| <b>14</b> | Job training "Personal Console Operator"  |   |
| <b>15</b> | Legal consulting for PWDs   | <b>Association of People on Wheelchairs, Pinsk</b>  |

|    |  |   |
|----|--|---|
| 16 | Consulting on PCs  |   |
| 17 | Transportation of PWDs to classes  |   |
| 18 | Hotline for PWDs   |   |
| 19 | Manual on how to maintain health and on rehabilitation when living after trauma for PWDs' family members   | <b>Association of People with Mobility Disability, Gomel</b>  |
| 20 | Trainings for family members of PWDs in specifics of post-trauma rehabilitation of PWDs  |   |
| 21 | Trainings for medical specialists in specifics of post-trauma rehabilitation of PWDs   |   |
| 22 | Manual on how to maintain health and on rehabilitation when living after trauma for PWDs   |   |
| 23 | TV film on rehabilitation services for PWDs in the hospital  |   |
| 24 | Exhibition of objects of art made by children-PWDs   |   |
| 25 | Theatre performances for PWDs "Little Girl and Karlsson"   | <b>Young Men Christian Association, (Molodechno, Vitebsk)</b> |
| 26 | Theatre performances for PWDs "Voyage across Fairy Tales"  |   |
| 27 | Theatre circle for integrated group of children with and without disabilities  |   |
| 28 | Organizing free time activities for children with disabilities   |   |
| 29 | Information newsletter by and for PWDs   |   |
| 30 | Forum for PWDs at the site <a href="http://rski.nsys.by/forum/viewtopic.php?f=6&amp;t=611">http://rski.nsys.by/forum/viewtopic.php?f=6&amp;t=611</a> |   |
| 31 | Consulting PWDs on ways to get labor recommendations from Medical Commission   | <b>National Sports Club of PWDs, Minsk</b>                    |
| 32 | Professional trainings for PWDs on developing skills necessary for producing wheelchairs   |   |
| 33 | Employment of PWDs   |   |
| 34 | Consulting PWDs on employment and professional orientation   |   |
| 35 | Consulting PWDs on employment and professional orientation   | <b>Association of People on Wheelchairs, Bobruisk</b>         |
| 36 | Telephone consulting of PWDs on ways to pass Medical Commission review and to get an individual rehabilitation program                               |   |
| 37 | Training for PWDs "I Have the Right to Work"   |   |
| 38 | Consulting PWDs on how to get technical secondary and higher education   |   |
| 39 | Manual "I Have the Right to Work" with information on how PWDs should look for and find work   |   |

|    |   |   |
|----|---|---|
| 40 | Training circles for PWDs   | <b>The ABC of Entrepreneurship, Minsk</b> |
| 41 | Training course "Technology of Starting Your Own Business"                  |   |
| 42 | Telephone consulting of PWDs on PWD-related issues                          |   |
| 43 | Assistance in business planning   |   |
| 44 | Reference Book for the Entrepreneur for PWDs who want to start own business |   |

### List of improved services within NGOs' local projects

|    |   |   |
|----|---|---|
| 1  | Training course in sewing   | <b>Belarusian Association of Assistance to Children and Young People with Disabilities, Baran</b> |
| 2  | Providing sewing equipment  |   |
| 3  | NGO web-site <a href="http://www.stupeni2005.org">www.stupeni2005.org</a> |   |
| 4  | Training course on printing   |   |
| 5  | Informing public on PWD issues through printed bulletin                   |   |
| 6  | Providing free food for sick children with disabilities in social beds    | <b>Belarusian Children Hospice, Minsk</b>   |
| 7  | Providing medical equipment and materials for sick children               |   |
| 8  | Social pedagogue's assistance for children with disabilities              |   |
| 9  | Psychological assistance to parents of children with disabilities         |   |
| 10 | Providing computer and printing/copying facilities                        | <b>Association of People on Wheelchairs, Mozyr, Gomel oblast</b>                                  |
| 11 | Computer courses for PWDs   |   |
| 12 | Organizing free time together with and for PWDs                           | <b>Association of People on Wheelchairs, Pinsk</b>  |
| 13 | Integrated groups of PWDs and other persons                               |   |
| 14 | Humanitarian aid  |   |
| 15 | Assistance for PWDs at hospitals  | <b>Association of People with Mobility Disability, Gomel</b>                                      |
| 16 | Library for PWDs  |   |
| 17 | Training to play basketball in wheelchairs                                |   |
| 18 | Organizing festivities and free time for children and adolescents         | <b>Young Men Christian Association, Molodechno</b>  |

|    |                                       |  |
|----|---------------------------------------|--|
| 19 | Consulting on healthy way of life     | Association of People on Wheelchairs, Bobruisk |
| 20 | Consulting on how to use a wheelchair |  |
| 21 | Consulting on PWD specific issues     |  |

On the whole NGO small-grantees managed to create and improve 65 services for PWDs. So the final value of the indicator was **65**.

*Indicator 1.3. Number of children (sex-disaggregated) involved in PWDs' initiatives*

The indicator measures the number of children (sex-disaggregated) with and without disabilities who have participated in the initiatives/activities prepared and implemented by and/or with PWDs within CCF project

The planned target for this indicator was 75.

Within the time period of project implementation 148 boys and 176 girls prepared and participated in the PWDs' initiatives in Baran, Vitebsk region, Minsk, Vitebsk, and Molodechno. Final value for the indicator was **324**.

*Indicator 1.4. Number of children with disabilities (sex-disaggregated) covered by PWDs' new/improved services*

The indicator measures the number of children with disabilities (sex-disaggregated) who have accessed new/improved services created/improved and provided by and/or with PWDs within CCF project

The planned target for this indicator was 190.

Since the start-up of the local projects 224 boys and 128 girls with disabilities enjoyed services of DPOs-grantees.

Final value for the indicator is **352**.

*Indicator 1.5. Number of adults (sex-disaggregated) involved in PWD initiatives*

The indicator measures the number of adults (sex-disaggregated) with and without disabilities who have participated in the initiatives/activities prepared and implemented by and/or with PWDs within CCF project

The planned target for this indicator was 600.

Within the time of the project's implementation 947 men and 1609 women were involved in PWDs' initiatives in Baran, Minsk, Vitebsk, and Molodechno, Pinsk, Mozyr, and Gomel.

Final value for the indicator was **2556**.

*Indicator 1.6. Number of adults with disabilities (sex-disaggregated) covered by PWDs' new/improved services*

The indicator measures the number of adults with disabilities (sex-disaggregated) who have accessed new/improved services created/improved and provided by and/or with PWDs within CCF project

The planned target for this indicator was 400.  
Since the start-up of the local projects 484 men and 272 women with disabilities enjoyed services of DPOs-grantees.  
Final value for the indicator was **756**.

***Objective 2:** To encourage advocacy efforts by Belarusian DPOs to promote rights of people with disabilities and their family members*

*Indicator2.1. Number of PWD advocacy efforts*

The indicator measures the number of efforts aimed at promoting interests and rights of PWDs, initiated and implemented by and/or with the participation of PWDs within CCF project.

The planned target for this indicator was 35.

By the end of the project advocacy efforts were concentrated on three main areas: lowering discrimination of PWDs, creation of an environment free from barriers, and promotion of coordinating councils on PWDs' issues.

Efforts on lowering discrimination of PWDs included a round table, Internet forum, a court suit against Opera House, and a number of publications.

Efforts on creation of environment free from barriers included trainings, letters to local administrations, and publications.

Efforts on promotion of coordinating councils on PWDs' issues included Advocacy Task Force activities, round tables, manuals, regulations drafts, meetings with deputies.

Final value for the indicator was **38**.

*Indicator2.2. Number of elaborated PWD-related policy documents*

The indicator measures the number of PWD-related policy documents influenced/elaborated by and/or with the participation of PWDs within CCF project.

The planned target for this indicator was 6.

Within the period of project implementation, the following initiatives were undertaken to influence services and policies for PWDs:

- Decision of Pinsk Executive Committee to create Commission on PWD issues as a follow-up of efforts by Pinsk NGO "Association of People on Wheelchairs"
- Decision of Gomel oblast Coordinating Committee to start professional training of 12 PWDs in the profession of PC operator as a follow-up of Gomel NGO "Association of People with Mobility Disability"
- Initiation of discussion in Gomel Executive Committee of the issue of social taxi in Gomel as a follow-up of the letter of wheelchair PWD Dmitri Lapitski supported by Gomel NGO "Association of People with Mobility Disability"
- Range of activities and official letter to Minsk Executive Committee by Minsk City Council Deputy Yuri Chechukevich in support of the initiative of NGO "The ABC of entrepreneurship" to ease the procedures of starting business by PWDs
- Check-up by the State Control of the situation with PWD-friendly environment in Mozyr and town authorities activities to improve the situation, as a follow-up of the letter sent by leader of Mozyr NGO "Association of People on Wheelchairs"
- Start-up of activities by local authorities to create Commission on PWD issues in Mozyr and to re-activate the Commission on PWD issues in Orsha as an outcome of the Group product "Manual on How to Create Local Commissions on PWD Issues" produced by the Project Group of Experts

The final value for the indicator was **6**.

**Objective 3:** *To enhance better management and service provision to DPO constituents through capacity building of Belarusian DPOs in organizational and methodological areas*

**Indicator 3.1.** *Number of PWD-service organizations trained in the project*

The indicator measures the number of PWD-service organizations representatives that have been trained within CCF PWD project including educational activities within CCF-supported PWD projects

The planned target for this indicator was 30.

DPOs are very motivated to learn and all educational events provided for them at CCF are very popular among people from DPOs who are eager to improve their knowledge and skills. The total number of PWD-service organizations that went through capacity building at CCF is 65 out of which 43 are NGOs and 22 are state non-commercial institutions.

Final value for the indicator was **65**.

**List of organizations is below:**

| No | NGO   | Town                 |
|----|---|----------------------|
| 1  | ABC of Entrepreneurship   | Minsk                |
| 2  | Alternative   | Svetlogorsk (Gomel)  |
| 3  | Association of foster parents   | Minsk                |
| 4  | Association of People on Wheelchairs  | Bobruisk (Mogilev)   |
| 5  | Association of People on Wheelchairs  | Minsk                |
| 6  | Association of People on Wheelchairs  | Mogilev              |
| 7  | Association of People on Wheelchairs  | Mozyr                |
| 8  | Association of People on Wheelchairs  | Pinsk (Brest)        |
| 9  | Association of People with Mobility Disability                                      | Gomel                |
| 10 | Belarusian Association of Assistance to Children and Young People with Disabilities | Baran (Vitebsk)      |
| 11 | Belarusian Association of Assistance to Children and Young People with Disabilities | Bykhov (Mogilev)     |
| 12 | Belarusian Association of Assistance to Children and Young People with Disabilities | Volkovysk (Grodno)   |
| 13 | Belarusian Association of Assistance to Children and Young People with Disabilities | Znitkovichi (Gomel)  |
| 14 | Belarusian Association of Assistance to Children and Young People with Disabilities | Kobrin (Brest)       |
| 15 | Belarusian Association of Assistance to Children and Young People with Disabilities | Lyuban (Minsk)       |
| 16 | Belarusian Association of Assistance to Children and Young People with Disabilities | Minsk                |
| 17 | Belarusian Association of Assistance to Children and Young People with Disabilities | Mogilev              |
| 18 | Belarusian Association of Assistance to Children and Young People with Disabilities | Osipovichi (Mogilev) |
| 19 | Belarusian Association of Assistance to Children and Young People with Disabilities | Pukhovichi (Minsk)   |
| 20 | Belarusian Association of Assistance to Children and Young People with Disabilities | Slutsk (Minsk)       |
| 21 | Belarusian Association of Assistance to Children and Young People with Disabilities | Smolevichi (Minsk)   |

|    |  |                             |
|----|--|-----------------------------|
| 22 | Belarusian Association of People with Disabilities | Kobrin (Brest)              |
| 23 | Belarusian Association of People with Disabilities | Liozno (Vitebsk)            |
| 24 | Belarusian Association of People with Disabilities | Minsk                       |
| 25 | Belarusian Association of People with Disabilities | Minsk, Pervomaisky district |
| 26 | Belarusian Association of People with Disabilities | Pinsk (Brest)               |
| 27 | Belarusian Association of People with Disabilities | Svetlogorsk (Gomel)         |
| 28 | Belarusian Children's Hospice                      | Grodno                      |
| 29 | Belarusian Children's Hospice                      | Minsk                       |
| 30 | Club "Vetraz" (Sail)                               | Pinsk (Brest)               |
| 31 | Doctors' Union                                     | Mogilev                     |
| 32 | Golubye Berega (Blue Shores)                       | Mogilev                     |
| 33 | Health to XXI century                              | Minsk                       |
| 34 | Hope to Children                                   | Minsk                       |
| 35 | Horse Riding and Hippo-therapy                     | Minsk                       |
| 36 | Mercy  | Minsk                       |
| 37 | Newspaper Vmeste (Together)                        | Minsk                       |
| 38 | PWD and Environment                                | Brest                       |
| 39 | Rehabilitation and Sports Club of PWD              | Minsk                       |
| 40 | SOS Kinderdorf                                     | Minsk                       |
| 41 | YMCA   | Vitebsk                     |
| 42 | YMCA   | Lida (Grodno)               |
| 43 | YMCA   | Molodechno (Minsk)          |

| No | State Non-Commercial Institution              | Town                |
|----|---|---------------------|
| 1  | Academy of Post-Diploma Education             | Minsk               |
| 2  | Belarusian State Pedagogical University       | Minsk               |
| 3  | Department of Culture                         | Mozyr               |
| 4  | Department of Special Education               | Minsk               |
| 5  | Habilitation Center                           | Bykhov (Mogilev)    |
| 6  | Habilitation Center                           | Gomel               |
| 7  | Habilitation Center                           | Liozno (Vitebsk)    |
| 8  | Habilitation Center                           | Minsk               |
| 9  | Habilitation Center                           | Slavgorod (Mogilev) |
| 10 | Habilitation Center                           | Mozyr               |
| 11 | Housing and Communal Services                 | Mozyr               |
| 12 | National Institute of Education               | Minsk               |
| 13 | Newspaper "Yezhednevnik" (Diary)              | Minsk               |
| 14 | Newspaper "Zhytsio Palesja" (Life of Polesje) | Mozyr               |
| 15 | School  | Zaluzhje (Minsk)    |
| 16 | School No 111                                 | Minsk               |
| 17 | School No 91                                  | Minsk               |
| 18 | State Pedagogical University                  | Mozyr               |
| 19 | Territorial Center of Social Service          | Minsk               |
| 20 | Territorial Center of Social Service          | Mozyr               |
| 21 | Territorial Center of Social Service          | Smorgon             |
| 22 | TV  | Mozyr               |

**TOTAL - 65 organizations**

*Indicator3.2. Number of PWD-related specialists (sex-disaggregated) trained in the project*

The indicator measures the number of PWD- related specialists (sex-disaggregated) that have been trained within CCF PWD project including educational activities within CCF-supported PWD projects.

The planned target for this indicator was 100.

The number of PWD-related specialists who visited CCF educational events reached 143 people (46 men and 97 women).

The final value for the indicator was **143**.

*Indicator3.3. Percent of PWDs trained in the project who have applied acquired knowledge and skills in practice*

The indicator measures the percent of PWD-related specialists trained within CCF project who have demonstrated application of acquired knowledge and skills in practice and produced evidence of it.

The planned target for this indicator was 70%.

In the reporting period the value of the indicator was measured by the follow-up activities performed by the trainees themselves. 103 out of 143 trained people applied the acquired skills in their own initiatives conducted at various levels.

The final value for the indicator was **72%**.

### Unveiling the potential of PWDs

When Sergey L. was 6 years old he was diagnosed with diabetes. Daily insulin injections led to the deterioration of his eyesight, which caused difficulties in studying so he had to leave school early and surely entering the university was out of the question. At the age of 16 he started to work, but without proper education or skills he could only get a job involving physical work. In a few years time he had to quit the job – physical overloads at work contributed to the loss of eyesight, he was diagnosed with a 1<sup>st</sup> level of disablement (the most serious out of 3 possible levels).

For years Sergey lived on a disability grant as all his attempts to get a decent job so he could fulfill himself had failed. All his life Sergey felt that his potential was unfulfilled. It is so unfair that because of your disabilities such simple things as having a family and a good job are unattainable dreams. Sergey wanted to live a full life and was ready to take every chance to do it.

Such a chance to change his life came with the project “Right to Work” that he found out about from his friends. In 2009 the Bobruisk branch of the “Republican Association of People on Wheelchairs” was awarded a small-grant by CCF-Belarus to implement the project aimed at helping people with disabilities to improve their living conditions by providing them with legal and psychological assistance in fulfilling themselves in the professional sphere. Owing to the assistance and guidance he was rendered within the project and the faith in himself he regained at the age of 40, Sergey became a student of Belarusian State University of Culture and Arts and is studying to become a cultural events manager.



Participants of the project “Right to Work”

In Sergey's hometown Bobruisk there are 7248 people with disabilities; 80% of them are unemployed. The project “Right to Work” was aimed at promoting human rights of people with disabilities in social and economic spheres. By means of legal counseling and advocacy training participants acquired guidelines on how to stand up for their rights, including on how to exercise their right to work, the right they are too often being deprived of. During 6 months of project implementation 79 people with disabilities were rendered legal and psychological assistance, 18 of them are already employed, 6 more are continuing education.

*Tatyana Pukalo, project coordinator: “People with disabilities really want to work. Take me for example: before the start of the project I was unemployed. I always told my friends that I wanted to become a businesswoman, but they just laughed at me. I have a 2<sup>nd</sup> level of disablement; no one is willing to hire a person with a disability. Today I get job offers both from non-governmental organizations and state services. My day is scheduled to the last minute. ”*

As a result of the project a manual was published representing a step-by-step algorithm of getting a job, entering college or university, starting one's own business for young PWDs. Though the project is already over, the Bobruisk branch of the organization “Republican Association of People on Wheelchairs” is planning to expand the project by establishing a Club for people with disabilities who are looking for a job, to help them get employed provided with supervising support of their more experienced peers. In the future it is planned to establish home-worker/telecommuter networks to provide work for those people with disabilities who can work at home only.

### **It's better to regret things you've done, than to regret the undone. The story of Anya Shumak**

After trauma Anya was confined to a wheel-chair. She felt like there was no future for her; as any 20-year-old girl who suddenly sees her dreams crash, she felt depressed and useless. Her first steps in accepting her new condition started with CCF's project "Expanding Participation of People with Disabilities".

This February she as a representative of CCF's partner-organization attended the training course "Leadership without Boundaries," conducted by CCF's specialists. The course aimed to help people with disabilities unveil their leadership potential, explore the opportunities in their personal life, as well as in their organizations and communities. During this course, CCF trainers worked with Anya and other participants on improving their communication skills, taught them how to mobilize their resources, cope with stress and establish partnership with NGOs, government officials and mass media.

Participants of the course "Leadership without Boundaries" were offered an additional TOT course to become trainers themselves. Anya was very enthusiastic about it and was chosen to become one of the 12 participants of this course.

*Anya: "I've always been very shy and reserved. When speaking in front of the audience I started stuttering. Even to introduce myself to the audience was a challenge for me" says Anya about her pre-course experience. "But with the help of the training I gained confidence in myself and even became a trainer."*



In 2009 the organization Anya was a member of was awarded a small-grant by CCF to implement the project "New Horizons" aimed to provide young people with physical disabilities with better access to education services and create additional opportunities for their employment. Anya was able to prove herself as a trainer in this project providing computer literacy training for other people with disabilities.

*Anya: "The New Horizons project is already over, but my students keep calling me asking advice not only about professional issues, but about personal life matters. Now I can call myself a relationship expert as well".*

The knowledge and skills Anya obtained in the project were of great interest to local authorities of her hometown, Mozyr, who invited her to conduct a seminar for them on non-barrier environment. The seminar turned out to be a great success. Later, she was asked to conduct additional trainings on disability issues for local social service personnel. As part of the advocacy activities of CCF's project "Expanding Participation of People with Disabilities" a round-table was held in Anya's hometown, Mozyr. One of the core issues discussed there was a plan to establish a Multidisciplinary Council on Disability Issues, where people with disabilities would play an active role in decision making.



In less than a year, Anya has become a true community leader. She is optimistic about her future and has many plans. In the nearest future she's planning to get a job as a computer designer and is looking forward to trying herself in new areas such as car racing for people with disabilities.

*Anya: "The project helped me open up, overcome my shyness, grow as a person and become an expert on disability issues. Yes, I sometimes still feel down, but then I look at the progress I've achieved in such a short period of time and I feel proud of myself. I say to myself: "Yes, I can". Today I live with a motto "it's better to regret things you've done, than to regret the undone".*