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EVALUATION OF
GOODWILL INDUSTRIES OF AMERICA

Study Undertaken for
The Agency for International Development
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By:

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SUMMARY AND RECOMMENDATIONS

GIA has proven its capabilities in identifying disabled leadership in the countries and regions in which it is working. I was impressed by the networking that GIA has accomplished and by its commitment to the integration and full participation of disabled people. I was also struck by GIA's low-cost, low-key, appropriate technological approaches which serve as a solid foundation for the future.

I would never have suspected, based on innumerable international meetings concerned with disability issues, that GIA could be as successful as it has been in locating articulate, intelligent and forceful disabled leaders throughout the developing world. The four countries that I visited, Jamaica, Senegal, Togo and Mauritania, have organizations of disabled people (all of which have been initiated by GIA with the exception of Senegal where GIA has affected the direction of the existing organization). These organizations form, within their own nations and regions, a base on which to expand economic opportunities for disabled people. GIA's continued technical assistance will help these organizations to develop increased employment opportunities for disabled people. Indeed, Mauritania has already proven its ability to provide training and placement in jobs for disabled people.

This identification has been no simple task. Not only

are developing nations difficult places to work and live, there are jealousies, political difficulties (developing nations don't appreciate pressure consumer groups), the absence of established routes to social and economic participation. In some cases (Jamaica and Togo) there are roadblocks from the groups which have been working with the handicapped (often religious groups) which resist new ideas and GIA's emphasis on disabled participation and flexible programming. GIA deserves credit for overcoming these varied obstacles in the identification and support of these disabled groups and leaders.

The difficulties of working successfully in the third world are, I sensed, even greater than they were twenty years ago when I lived in West Africa. The optimism of independence has gone. It has been replaced by disillusion, discontent, crime, threats to personal safety, racial antagonisms. The high spirits and hopefulness of twenty years ago have been replaced by a deterioration of spirit. Both foreigners working in development programs and the people of the countries I visited are frustrated and disillusioned.

There is material deterioration also. Communications are difficult and uncertain, transportation is a major problem, inflation and corruption rob developing societies of motivation and determination.

Another surprise, and one that somewhat belies United

Nations statistics on the desperate plight of the disabled in developing countries, is that class and money have liberated some disabled people in the developing world. These people are holding jobs of responsibility and are leading lives commensurate with their educations and backgrounds. Although these people are certainly a small minority, they are the role models for the majority of illiterate, untrained disabled people. They exist. They need to be identified and assisted in playing a leadership role for disabled people. GIA has been outstandingly successful in doing just this.

While the GIA success in the identification of leaders, the establishing of networks, the technical assistance to consumer, private and government organizations is clearly quantifiable, GIA's impact on the economy is more difficult to ascertain and more fragile to quantify. It is, however, quantifiable in some respects. There have been 24 shoemakers trained in Dakar; there are two disabled trainees in the YMCA program in Dakar; there were some 50 delegates from throughout the Caribbean in attendance at the CARD Assembly in Barbados in June; there are trained typists at work in Mauritania and trainees receiving stipends.

GIA's economic impact is a progressive one. The foundation has been established, the leaders and groups identified, the projects have been considered and some are in the process of being funded by organizations other than

GIA. Families, with disabled members, have been freed to seek work in the community because GIA training and placement programs have freed them of the responsibility of daily caring for their disabled family member. While the numbers of disabled people who have been trained and placed under GIA auspices is relatively small, the impact of any disabled person being trained and placed in the developing world's difficult and competitive job markets is creating new awareness of disabled people and new visibility. Huntley Forrester is being interviewed by newspapers in Jamaica. Hundreds of Mauritians no longer think of disabled people as only "beggars."

GIA's efforts to date initially appear scattered and fragmented. In fact, they are not. Some tentative approaches have not proven successful. Contacts which appeared promising have not borne fruit. On balance, however, the GIA flexibility and willingness to experiment is paying off. It has identified a network of leaders and organizations which with continued technical assistance and support, have the potential of making major economic changes in the lives of disabled people in developing nations.

GIA, with continued Agency for International Development support, can build on its base and generate economic linkages which in turn support AID's goals and objectives. GIA can do this without burdening AID field

staffs and resources while playing a complimentary role to AID's specific country objectives as it has the potential to do, for example, in Senegal.

RECOMMENDATIONS

1. That the Agency for International Development fully fund the GIA Matching Grant application to enable GIA to build on the base that it has formed.
2. That GIA give more field focus to its operations by directly linking domestic US Goodwills with organizations in the developing world. This field focus linkage would include technical assistance, leadership development, training and financial and material support from the domestic US Goodwill.
3. That GIA institutionalize its international programming to avoid a continued reliance on "personalities." A systemization of GIA's international programming would allow greater use of the skills of Goodwill US officials and disabled Americans in overseas assignments.
4. That GIA use its existing talented staff interchangeably and not restricted to one

region. For example, Miss Roche's leadership development skills and French Language should be used in French-speaking Caribbean nations to identify local leaders and field focus projects as well as to encourage participation in CARD. Mr. Farr's experience in workshop management should be used in English speaking Africa with organizations which are building workshops/coop programs.

5. That CARD be given more field focus by operating the organization without a paid executive director and central office. In lieu of this, I recommend that CARD's top five officers - the president and four vice presidents - be given direct support for organizing seminars on specific topics and in offering Caribbean area training. Additionally, the elected president should have allocated sufficient funds to hire an assistant for correspondence, newsletter, organizing of regional seminars and workshops. The GIA affiliates in the Caribbean should be used as training sites. Each of the four vice presidents should program according to their assigned Rehabilitation International area -

medical, social, vocational and educational. By allocating responsibilities directly to the five elected officers, CARD will establish a clearer field focus, help to overcome nationalistic objections (such as those found in Jamaica), and encourage future participation in the election of officers. (Holding an office with CARD will be coveted as it means a direct field focus program.)

6. WAFAH's budget proposal (approximately 167,000) for the first year must be scaled down considerably and financial participation of member organizations and member nations must be the first priority...even before the hiring (if feasible) of an executive director. The location of a WAFAH office and executive director in Bamako seems reasonable as the location is central in West Africa and as Mali is willing to provide the office. WAFAH too must concentrate its initial programs on field focus projects. WAFAH has the promise of providing real support services to disabled organizations in West Africa.
7. GIA must take advantage of all opportunities to initiate training and job placement for mentally handicapped and mentally retarded

people. Both Senegal and Jamaica offer such opportunities and these should be pursued with vigor.

8. GIA is already a founding member of a task force in Washington with the objective of furthering the involvement of disabled Americans in development work in the third world. GIA should, whenever feasible, use disabled Americans as consultants and in training programs.
9. GIA should become more involved with the programming of foreign visitors to the United States which will, in turn, bring more recognition to its programs in developing nations while encouraging foreign visitors to examine the lot of disabled people in their own countries upon their return. GIA should also be involved in Peace Corps volunteer training with the objective of increasing awareness among PCVs about the potential of disabled people in the developing world.
10. GIA must continue to stress the integration of disabled people into existing programs and projects and avoid the generation of "special" programs. One means of

accomplishing this goal would be GIA participation in the annual meetings of other PVOs in the U.S. which are not now programming for disabled people abroad. To further this recommendation, GIA should consider another "disability in developing nations" U.S. conference carefully targeted to "how to" approaches based on GIA's successes with such non-disabled organizations as the YMCA, PACT and Sister Cities.

GIA should become better known to AID and Peace Corps desk officers assigned to countries where GIA is working for the purpose of closer collaboration and more targeted projects.

PART II

GIA'S IMPACT ON OTHER U.S. PRIVATE VOLUNTARY ORGANIZATIONS

Moses Perry of the YMCA's international office has spent twenty years living in Africa building a YMCA network there. He welcomes the YMCA's new direction which is to build links directly between U.S. YMCA's and third world YMCAs. He believes that this approach will build a more solid support base within the U.S. for assisting developing nations while eliminating the potential of a middleman bureaucracy in the national headquarters of the YMCA.

Mr. Perry found that GIA "turned him around" to realizing the development potential of disabled people. He looks back on his twenty years in Africa as one of "missed opportunities." He attributes his new awareness of - and the YMCA's growing involvement with - disabled people directly to GIA. He is a strong supporter of the regional concept and believes that GIA is on the right track with regional organizations such as WAFAH and CARD. He feels that these regional organizations have a better chance of realizing local funding rather than relying solely on outside monies. He believes that too many projects in the third world are too dependent on outside funding sources and that developing nations will never move until they become financially responsible for at least part of

their own development.

He applauds GIA also for creating direct links between some Goodwills in the U.S. and third world organizations. The DAKAR YMCA affiliation and the Oakland-Ghana project are two with which Mr. Perry has worked and which he believes to be innovative and on the right track.

Moses Perry was not the only nonprofit representative who was fulsome in praise of GIA's international programming. James Egstrom of Sister Cities International lauded GIA for its cooperation in establishing contacts for Sister Cities, in helping locate strong U.S. Goodwill's with an interest in Sister Cities operations, in training Sister Cities people and in cooperative programming for foreign visitors.

Sister Cities participation has paid off in another way for at least one Goodwill. The director of the Oakland, California Goodwill who has collaborated with Sister Cities and the YMCA on establishing a training project in Ghana commented that his affiliation with Sister Cities has given him a new fundraising source and has proven extremely useful in creating new awareness for Goodwill in Oakland.

Another private nonprofit organization which has found GIA international to be most useful is PACT (Private Agencies Collaborating Together) headquartered in New York City. Tom Franklin, PACT's African Program Director, sees

GIA as having been naive in its original approaches in Senegal but bold and innovative in Mauritania. It was GIA that introduced PACT to the Mauritanian UNHPM (National Union of Physically and Mentally Handicapped Mauritians - a consumer organization) which PACT is subsequently funding. Franklin is not discouraged by the initial difficulties in Senegal and wants to meet with the people there along with GIA to get the FNASS program back on the right track. Although Franklin, who also has years of African experience, is dubious about the regional concept, he is supportive of it because he believes that local governments will otherwise continue to impose isolation on disabled people. Franklin is opposed to "institutionalization" but believes that GIA international is operating with flexibility and is not married to any single approach. Franklin too identifies disabled people as having development potential in the third world.

Fred Stickney director of Oakland YMCA accompanied William Wieggers, director of the Oakland Goodwill, to Ghana. They both felt frustrated by the lack of initiative that they perceived among their Ghana contacts. They also both expressed that the national GIA and YMCA offices should be doing more to further the project before it dies in its tracks. Stickney sent a young YMCA worker, Mark Haywood, to Ghana in early 1981 to further the project. Both the

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Oakland YMCA and the Oakland Goodwill continue to support the Ghana training project but are anxious to see some results of their trips and consultations.

Gregory Dixon, Partners of the Americas, also works with GIA, particularly in the Caribbean. He is critical of GIA for not sharing information about its activities in the caribbean but very hopeful about the outlook for disabled people in the Caribbean and enthusiastic about a new Partners project headquartered in Jamaica. This lack of collaboration can easily be overcome and this has been discussed with GIA.

Conclusion. Overwhelmingly then, GIA has the support of the private, nonprofit U.S. agencies with which it works. GIA is frequently commended for its contributions in ideas and programs and for its single-minded dedication to the inclusion and equality of disabled people.

GIA needs, however, to expand its contacts with religious organizations which assume a major responsibility for disabled people in developing nations. It needs to improve its follow-up capabilities on projects that it initiates such as the YMCA Ghana training program. It needs to do more homework on the validity of other private agencies before becoming involved in cooperative projects such as the OIC Togo arrangement. It needs to initiate more memorandums of understanding such as the one

with the YMCA. It needs to be more responsive to the aims of other private agencies which may not be vocationally oriented to the same degree that GIA is.

To further the momentum which GIA has initiated then, GIA must reach out to more U.S. private agencies and insure the inclusion of disabled people in the programs of these agencies. This outreach should be sensitive to the goals of the other private agencies and realistic in appraising the amount of vocational product that may emerge from such cooperative undertakings.

GIA's IMPACT ON INTERNATIONAL ORGANIZATIONS

Norman Cooper, director of the vocational rehabilitation section of the International Labour Office (United Nations) in Geneva, is lavish in his praise of GIA international programs and the impact that he finds these programs making in the developing world. Mr. Cooper is familiar with both CARD (Caribbean Association for the Rehabilitation of the Disabled) and its president John Fisk, as well as with WAFAH (West African Federation of Associations of Handicapped People). He has also worked with GLARP (Grupo Latino-americano de Rehabilitacion Profesional) which was a GIA initiative. Mr. Cooper is pleased that GLARP has done so very well in attracting members and funding and he is convinced that CARD and WAFAH have the same potential. GLARP, by the way, is responding to overtures from CARD and the breach with GIA and GLARP seems likely to come to an end.

Mr. Cooper cites these GIA regional associations as the model for the Organization of African Unity-supported African Rehabilitation Institute with which the ILO is collaborating. The first meeting of the African Rehabilitation Institute will be held this coming winter. It will not only be modeled on GIA programs, its subject will be the training of rehabilitation and vocational workshop directors, and one of the invited resource people

(funded by ILO) is Susan Roche, GIA's African program director.

Conclusion. GIA has made a more favorable and profound impression on the International Labour Office than it has, in many ways, on U.S. international agencies including the Agency for International Development and the Peace Corps. It is essential that GIA present its case to AID and the Peace Corps in a more coherent and less impassioned manner than it has in the past. For example, if the situation is as dire for disabled people in developing nations as GIA has made it out to be in the past, then how is it that GIA is able to identify outstanding disabled leadership throughout the developing world? It simply doesn't mesh.

There are other United Nations agencies that could also benefit from GIA's experience and dedication. As one of GIA's goals is to improve the lot of disabled people in rural areas of the developing world, it must be more responsive to the multi-and-bi-lateral rural development schemes to include a role for rural handicapped people.

GIA has demonstrated its flexibility and its ability to work with both regional professional as well as consumer associations. It also works well with national consumer and professional associations. It has the flexibility to do more rural projects such as the PVO project in Jamaica (fund pending) and the embryonic rural training project with the Togo Union des Infirmes.

PART IV

GIA AND THE CARIBBEAN

GIA's role in the Caribbean is both national and multi-national. This causes some confusion among people in the Caribbean, but the GIA role is as well understood as the roles of the Salvation Army, the Partners of the Americas, the Peace Corps, etc.

Programs for the handicapped in the Caribbean are racked by national jealousies, dissention, personal animosities (the Caribbean is a small world), and a lack of money, trained personnel and government support, as well as a sense of being overwhelmed by the tasks at hand.

In Jamaica, interest in the handicapped is somewhat of a "hot" issue. A number of projects are pending, awaiting outside funding, and there is a sense of excitement being generated by new concepts such as multi-discipline approaches, special education teacher training, an embryonic disabled consumer movement, and the advent - in Jamaica - of compulsory integrated education for all.

For these reasons, some early Jamaican support for CARD (Caribbean Association for the Disabled) has been withdrawn. Jamaica's national prospects are now looking much brighter and the potential of accomplishing some much needed work with handicapped people in Jamaica is currently more absorbing than the idea of sharing with other

(often poorer) Caribbean nations. The lesser developed islands are, however, much more positive about a Caribbean association and a Caribbean "approach" and despite past failures of Caribbean approaches, there is a considerable amount of interest in CARD.

Another reason for the lack of enthusiasm for CARD in Jamaica is that no Jamaicans were elected to top offices at CARD's June assembly. This was mainly because key Jamaicans who had been early supporters of CARD failed to attend the assembly for one reason or another. One key disabled Jamaican failed to attend or send a substitute despite the GIA offer to provide transportation and expenses to the assembly in the Barbados.

Another reason for the lukewarm attitude towards CARD is the potential of Agency for International Development funding for a GIA-assisted project in Jamaica on rural health/rehabilitation/vocational program. This project, initiated by PVO of Jamaica (Private Voluntary Organizations consisting of a number of disability related/groups) was assisted by GIA and initially approved by AID Jamaica. AID subsequently added a required Peace Corps involvement to this project and negotiations were ongoing when I was in Jamaica. GIA's role in helping PVO conceive and prepare this proposal was lauded by Jamaicans and the GIA Caribbean representative,

Tim Farr, was praised for his assistance.

John Fisk, director of the Bahamas Council for the Handicapped's Abilities Unlimited, a vocational training workshop affiliated with GIA, was elected president of CARD at the June assembly in the Barbados. Fisk is an energetic leader who has great plans for CARD during his two year presidency. While dismissing Jamaican criticism of CARD, he recognizes the need to appeal to the nationalism voiced in that criticism and he understands that Jamaica may not be alone in nationalistic urges. We discussed a number of modifications to the CARD structure which will work to meet nationalistic concerns as well as maintaining a viable Caribbean association (see Recommendations).

CARD is off to a strong start and Fisk is personally deeply committed to making it work. I say personally because Fisk's own future depends in large part on CARD's success.

Unlike West Africa (see Section V), the Caribbean has a developed professional cadre working with disability. CARD, as a consequence, is more professionally oriented than WAFAH although CARD is making efforts to involve the embryonic disabled consumer movement. CARD has been established along Rehabilitation International lines, ie. it is concerned with four major areas, medical, vocational, education, social and each of the four vice president's

of CARD are responsible for one of these areas.

GIA is fortunate in having five affiliates in the Caribbean: The Jamaica Council for the Handicapped; The Barbados Council for the Handicapped; Abilities Unlimited, Bahamas (Fisk's workshop); GIA Trinidad; and the Jamaica Association for Mentally Handicapped Children. This affords GIA opportunities in training and a presence in the Caribbean. The ILO is encouraging Abilities Unlimited to become a regional training center.

CARD has already attracted financial support from an international agency "Mobility International Inc." in England which is funding a CARD disabled delegate to a youth conference in Canada.

At the Barbados assembly, there were five disabled participants among the 45 to 50 delegates present. There was some controversy over allocating a specific number of offices solely for disabled people. This was voted down, and caused some criticism of CARD among disabled people in the Caribbean. Fisk explains that it was voted down because it was not "democratic" and that no quota systems will be acceptable to CARD.

At least one of the four vice presidents is disabled so CARD does have disabled people in a prominent position within the organization. Still, it is largely professionally oriented and concerned with professional issues:

standardization, training, operations, programs and establishment of mini industries.

Tim Farr's background is suited for CARD as he comes from a workshop manager position with Goodwill in Los Angeles. His being on GIA's international staff also helps to defuse Goodwill US opposition to international programming.

Jamaica is possibly the most advanced nation in the Caribbean in regards to disability. I saw a number of programs in operation there and while these programs are small, poorly funded, and most modest in aspect, there is nevertheless a fairly well established route to assistance for disabled people. AID Jamaica has been generous in funding a number of Jamaican disability projects and there is no reason that this will not continue if the Jamaicans can design projects worthy of funding. GIA has been most useful in this area but there are many more possibilities to be explored.

There is some danger of proliferation of agencies designed to assist handicapped people. Jamaica's PVO is somewhat pitted against the Jamaica Council for the Handicapped in similarity of purpose and in making demands on the uninterested Jamaican government.

At the same time, PVO can be looked at as a step forward in encouraging government/private agency

relationships. Jamaica has a long way to go. With the advent of compulsory education, disabled and nondisabled poor children should have a better opportunity to acquire at least minimal skills. Compulsory education will also serve to free families of disabled children for the workforce as the children should be in school. All disabled people who acquire jobs either in rural or urban areas do free their families for work also so there is a double impact on the job market.

The Jamaican economy has been devastated by political events during the past few years. Tourism is off, crime is rampant, unemployment is high. International business is beginning to drift back to Jamaica which will help disabled people by freeing other jobs in the economy. Again, it is like the family situation, it's not that the disabled person will get the job in international business, but the person who does will leave behind a lower skilled job which the disabled person - with some training - will have a chance to get.

With the advent of compulsory integrated education, and a more pragmatic approach to education in general, more opportunities will be available to disabled people in Jamaica. As disabled people have frequently been unable to get education and job training, they must compete in the hurly burly of entry level jobs. This is a problem which

Jamaica shares with its African counterparts, disabled people are in an unfair position when they are competing with at least minimally educated nondisabled people for entry level jobs. Only an expansion of education opportunities for disabled people and job opportunities for all people will alleviate this particular problem.

Conclusion. The Caribbean is a good opportunity for GIA to encourage "marriages" between U.S. Goodwill's and the five GIA International Council affiliates in the Caribbean. These relationships could include exchange training, donation of equipment, assignment of skilled Goodwill personnel for specific projects. This would be attractive to U.S. Goodwills (the Caribbean is desirable and close) and would generate more support from U.S. Goodwills for GIA's overall international programs.

There is a real opportunity for GIA to work with Jamaica's Combined Disability Association, a consumer group. The chairman of this Association, Huntley Forrester, is an articulate disabled leader. It is credit to GIA to have identified him and it is a GIA strength which is repeated in country after country. A similar problem for all of these leaders is that they are all employed, either by their governments or in private business, and do not have the time available to travel, train, etc. As leaders, and as role-models, they are invaluable, but their time must be used very carefully. One thing that this implies is that GIA

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will have to find the funds - through cooperating agencies or by diverting funds from regional associations such as CARD - to enable these consumer organizations to pay either the role-model (Mr. Forrester for example,) or a hired person to act as executive director and to be available for travel, training, etc. Mr. Forrester is very interested in the U.S. movement of independent living centers for handicapped people. He does not think that it would be possible for him to visit and train at such a center, however, because of his job in the private sector. He is confident that he could locate a disabled person in Jamaica who could benefit from such independent living training and who could subsequently share it with the Combined Disability Association.

This problem of the role model disabled leader needing paid employment is found throughout the roster of GIA identified disabled leaders. It is a serious one as it implies insufficient time to build and sustain an organization without continued outside funding. (Malika Camara, one of the Mauritanian disability trio, lost her job at the Chamber of Commerce in Nouakchatt because she devoted too much time to the Mauritanian Union. She cannot afford to be employed at the Union because there is not enough money to pay her a living salary. Nor, she maintains, is the money sufficient to attract a competent executive

director for the Union.) Life in the third world is very dear indeed.

Given GIA's limited funds and its limited success to date in attracting other pvo funding for its projects, GIA may have to divert funds from regional programs to assist the consumer movement in the developing world.

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GOODWILL IN AFRICA

SENEGAL. Dakar has, in twenty years since I was last there, changed from a seedy Colonial town into a bustling, modern, apparently prosperous city. High rise offices and apartments, shops and tree lined boulevards, suburban developments and a public bus system. It is now a city of 1,000,000 or thereabouts, alive with life and activity.

Perhaps the most startling change from its former days is the absence of the swarms of maimed, deformed and crippled beggars that used to descend on one from every direction. Today, it is far more likely that one will meet a mugger than a crippled beggar. Where have all those disabled beggars gone?

Twenty four of these street beggars were trained as shoe makers and shoe repairers under a GIA/PACT cooperative project with FNASS (Fondation Nationale de l'Action Sociale du Senegal). GIA initiated the contacts with FNASS on this project and GIA attracted PACT's cooperation as donor. FNASS had many problems with this training project, some of which should have been anticipated in advance by GIA. Islamic religious traditions place disabled people as beggars, enabling the nondisabled to be "charitable." The money made by begging is frequently more than made by fledgling shoe makers and FNASS lost some trainees to the streets.

FNASS also failed to heed the Senegalese social structure which includes a "caste" of shoe repairers who are resistant to sharing their trade with disabled trainers. Additionally, the giant shoe firm BATA making most of the shoes sold in Senegal has evinced little interest in taking the newly trained disabled shoe makers.

Nevertheless, twenty four people were trained, and FNASS's director, Madame Coly, is helping organize cooperatives where these newly skilled people will be trying to establish themselves as entrepreneurs.

The situation in Senegal must be examined before one can criticize FNASS for not being able to immediately place in competitive employment its recent graduates. The Government of Senegal is, by all reports, on the edge of bankruptcy. The drought of the 1970's, urbanization, corruption, costly socialism, the neglect of the private sector while favoring an unaffordable public sector and the end of agricultural self sufficiency.

Added to these problems is a high inflation rate and a diminishment of hope. The Senegalese are demoralized as opportunities in the private sector are almost nonexistent and the swollen government payroll is being cut back. The Senegalese are eager capitalists and the effect on the society has been most detrimental. Job seeking youth are disgruntled, crime is flourishing, and housing is unavailable to most citizens because of its high cost.



Migration to the cities (mostly to Dakar) has swollen the ranks of the unskilled, poorly educated and unemployable. It has also disrupted family and tribal ties and fostered alienation.

Jobs, even the most menial, are zealously guarded by those who hold them. (FNASS found this out the hard way.) Competition for job openings is terrific and the Government of Senegal/YMCA vocational training center (built and funded by AID) had 500 applicants take a competitive examination for twenty openings earlier this summer in one trade training class. Although the American codirector of the YMCA Center, Lilliam Baer, is agreeable to taking disabled applicants for training (and, in fact, has taken two at GIA's behest), the competition is so keen and the rate of illiteracy among disabled people so high, that chances for training at the YMCA Center will remain very slim unless a "special" program for disabled people is incorporated into the Center.

The Center is a dazzling example of institution building. Fully accessible and packed full of the latest in sophisticated American equipment for training people, it is staffed with enthusiastic and intelligent administrators and teachers. Rather than encouraging FNASS to pursue its hidden agenda of a "national training center for the handicapped". GIA should continue to encourage a closer working relationship with the existing YMCA Center and a more comprehensive inclusion of disabled trainees.

AID Senegal has redirected its efforts to agricultural development in Senegal. AID does envision "satellite" villages which will serve the needs of the rural population when these agricultural projects begin to work. There would be a role in these "satellite" villages for trained disabled people - including shoe repairers and makers. While AID Senegal's plans are still largely in the conceptual stage, it is not too early for GIA to encourage the inclusion of trained disabled people in these plans.

Madame Coly, the director of FNASS, is Senegalese and supported by the Government of Senegal. While willing to discuss FNASS's initial problems openly, she is wary. She is interested in building a national center with outside funds. She is, however, also interested in starting some training for mentally handicapped people, a group which is not being serviced by anyone at the present time. I encourage GIA and PACT to arrange a working session with Madame Coly and Eugene N'Dione, FNASS project director, to encourage better use of the YMCA Center and also in training mentally handicapped people. The mentally handicapped training project could become a model for West Africa.

Lillian Baer is an invaluable GIA contact in Senegal. Ms. Baer is, on her own, attracting other PVOs to locate in the new YMCA Center. The U.S. National Council of Negro Women recently opened an office in the YMCA Center and also recently attracted a substantial AID Senegal grant to study women in Southern Senegal. (See attachment). GIA could broaden this grant to include the study of disabled women or women with disabled family members.

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The lack of sociological information in Africa is quite shocking.

Again, GIA in Senegal has identified some outstanding disabled people. The vice president of WAFAH is affiliated with a disabled consumer organization of long standing in Senegal - FNHPLS (Federation Nationale des Handicapes Physiques Locomoteurs du Senegal). This relatively old organization (for a disabled consumer group in the third world) has largely been a social group. Bamba Serigne N'Diaye, through his contacts with GIA and WAFAH, is trying to turn this organization into a viable consumer group patterned on the one in Mauritania. He is off to a good start (please see the letter from the Dakar Soleil newspaper in the attachments.)

The president of the FNHPLS is Demba Soumare who is a young, quiet man somewhat under the influence of Madame Coly and seemingly lacking the leadership potential of Bamba. GIA should work with Bamba and the FNHPLS to find a donor for training projects and a disabled center along the lines of the one in Mauritania.

Senegal's opportunities for disabled people have just been scratched by GIA.

MAURITANIA. Only a stone would be unimpressed by Nouakchott's dynamic disability trio - Malika and Tambo Camara and Mohamed Fall. Aggressive, articulate, intelligent, these three people are transforming the role of handicapped people in the religiously conservative Islamic Republic of Mauritania. (If it can be done here, it can also be done in Senegal.) Their

organization UNHPM (Union Nationale des Handicapes Physiques et Mentaux de Mauritanie) has a center in the middle of Nouakchott with ongoing training programs, sales of quality products, a rallying point for disabled and nondisabled people in Nouakchatt. For the UNHPM is fully integrated with physically and mentally handicapped people and disabled and nondisabled alike taking part in programs and activities.

The energy of the UNHPM Center is all the more impressive when contrasted with one official's comment on Mauritania as a "horizontal society, where callouses are found on elbows, not on hands." The reasons for this comment are readily identifiable in the isolation, the harsh climate, the few available opportunities.

Nouakchatt is just twenty years old. Wrestled out of the sand, it is a sprawling nondescript town with echoes of Timbuktoo. Mosques are the only structures with the height to rise out of the constant dust and sand storms that sweep this isolated town.

The newness of Nouakchatt is really a benefit for handicapped people. Despite the established Islamic tradition of the disabled as beggars, Nouakchatt has few fixed ideas among its Nomadic citizens. There is room for risk taking and innovation and the UNHPM is doing both with flair, imagination and a solid sense of public relations.

A continuation of its dynamic leadership, outside support, Government tolerance (relations with the Government of Mauritania are reported to be excellent at this time and the Government is being both cooperative and supportive), could mean that UNHPM could become a major force for development in Mauritania for

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both disabled and nondisabled people.

No group better testifies to the imagination and effectiveness of GIA. The UNHPM attributes everything that it has already become to GIA's assistance, foresight and support. The UNHPM leadership solidly supports WAFAH as a potentially vital West African organization that will assist the member nations in developing field focus programs while utilizing complimentary programs in other countries. The location of a director's office in Bamako, Mali is anticipated with excitement. No Caribbean-type nationalism shows up in West Africa discussions of WAFAH. It is praised with something akin to devotion.

GIA's name and reputation in West Africa is of the highest calibre. WAFAH, Susan Roche and Bob Ransom of GIA have ardent admirers and supporters in many countries, but none more fervent than these amazing people in Mauritania.

At the present time, the UNHPM offers training in tailoring, typing and stenography, and in crafts. It is additionally a social center and a sales outlet. Practicing what it preaches, UNHPM hires both disabled and nondisabled people and takes the same approach in offering training and in its successful placements. (The Peace Corps director is hiring a typist from the UNHPM as this training program has already produced the fastest typist in Mauritania.)

4/1

Last year, UNHPM introduced "handicapped awareness days", a three day open house event at the Center that attracted hundreds of Nouakchatt residents. Among them were many who had "previously only associated handicapped with begging". The UNHPM sold so well and attracted so much favorable comment from the visiting public that it is planning to restage this event yearly on the anniversary of the founding of the UNHPM.

Evidence of Mauritanian Government support is found in the Government's encouragement that UNHPM open offices throughout the country of Mauritania. The UNHPM is also trying to raise money to provide van transportation for the trainees who must cover long, sandy distances to reach the Center. I was shown the books of the UNHPM and my attention was called to the amounts paid to the trainees and the other expenses of the Center. I was told by PACT's West African representative (PACT is the donor that GIA found for UNHPM) that there has been some criticism about the Camaras using PACT money for a personal hand-controlled equipped automobile. (I can neither confirm nor deny this.)

Unless the sand completely buries Nouakchatt (which to my mind is a distinct possibility) the UNHPM should - with outside support - become the leading vocational center in Mauritania. The dynamic trio leading it are so vibrant and persuasive that they should even be able to hold off the sand.

17

TOGO. When I asked Venance Akpalo, executive director of CONGAT (Conseil des Organismes Non-gouvernementaux en Activite au Togo - a parallel organization to PVO Jamaica and the Jamaica Council for the Handicapped but with interests broader than just handicapped people and programs) what he thought about GIA's rold with WAFAH, he said "but...WAFAH is my idea."

PACT's West Africa director, Tom Franklin, was in Togo at the same time that I was. PACT is considering a CONGAT funding proposal but is having some difficulties with it. Mr. Akpalo was more interested in pursuing Mr. Franklin than in talking with me so I didn't get a depth of impressions about his feelings towards GIA although I did find a coolness towards GIA. I rather believe that the coolness came because GIA did not directly fund CONGAT as Mr. Akpalo may have originally thought that it would.

There are a number of programs concerning disabled people going on in Togo which puts it (numerically only) ahead of Senegal and Mauritania. CARITAS, a GIA affiliate and a religious organization, has made inroads in supplying severely disabled people large tryclycles which afford a measure of mobility. Lome, with its paucity of paved roads and lack of sidewalds, is an accessibility nightmare. Without the tryclycles, people would be condined to their homes as wheelchairs could not make it through these rutted dirt streets. Dirt streets and a glittering 35-story French operated hotel with a rooftop bar from which one can practically see all of Togo. This is quite fitting possibly, as Togo's tourism theme is "Africa in Miniature."

The GIA affiliate, CARITAS, runs some training programs which include handicapped people and thanks to GIA is moving towards the integration of disabled people in existing programs rather than holding out solely for a "national center." The building impulse - to wit the empty 35-story hotel - is as strong in Lome as it is in Dakar and the Government of Togo would probably respond (given complete outside funding) to the needs of the handicapped by building a large institution/center.

In addition to CARITAS and CONGAT, other programs which involve disabled people are the German originated PROHANDICAP and CODHANI. PROHANDICAP is a shop in Lome which sells products/crafts made by handicapped people. CODHANI, a cooperative, reportedly has 60 disabled people doing batik and other textile work.

There is also a leather workshop employing about a dozen people. Religious organizations in Togo have been providing the majority of services to disabled people. GIA is trying to change this and to give disabled people more of a voice in their own destinies.

The potential voice of disabled people in Togo rests with Union des Infirmes, a consumer group. Mr. Akakpo, deeply involved in Union affairs and working to expand its influence and role is the key GIA discovery in Togo. GIA's support and influence have encouraged Akakpo, who is employed at the Ministry of Planning and who is severely disabled, to take a more active role in the Union and to become the treasurer of WAFAH.

Akakpo is an articulate, impressive young man who has surmounted considerable difficulties in establishing himself in Togo's society. He is a candidate for an AFGRAD fellowship, has impressed the AID Togo director with his abilities despite his lack of mobility equipment - Akakpo walks on his knees as the lack of accessibility prevents use of a wheelchair. Akakpo is eager to take up his AFGRAD fellowship, to complete a M.A. Degree in the U.S., and to play a leading role in Togo, both in the government and with handicapped people.

WAFAH (WEST AFRICAN FEDERATION OF ASSOCIATIONS OF THE HANDICAPPED). The comments by the Mauritanian leaders about WAFAH are indicative of the warm reception that the concept of a West African organization of the handicapped elicits from throughout West Africa. Resources are so very limited in West African nations, and a professional class concerned with the handicapped is only in the embryonic stages, that WAFAH does not encounter the criticism that CARD encounters in the Caribbean. Consequently my recommendations for WAFAH differ from those I make for CARD. They are two different organizations, serving two different constituencies, although meeting two very similar needs.

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CONCLUSION. Despite fits and starts and a widely scattered approach to the problems of disabled people in West Africa, GIA seems to have risen from the chaos of former days to a more restricted, more manageable and more potentially rewarding course.

The GIA emphasis in West Africa is on consumer organizations and WAFAH is responsive to an expressed need of African disabled leaders and consumer organizations. Consequently, WAFAH has a better "feel" than CARD as a representative and desired organization.

GIA has grown in sophistication in African mores and is in a position to more realistically evaluate the potential of a project than it was even a year ago.

Africa is covered with the bones of well-intended development projects. The failure of development schemes is well established, and some of the organizations with which GIA has tentatively linked are themselves apparently accustomed to failure. GIA has largely avoided pitfalls and has been to produce in West Africa. In West Africa then, GIA has wisely abandoned its planning assumption "National Employment Development Programs" (NEDP) and has pragmatically pursued available opportunities. NEDP joins the boneyard of other development schemes that simply do not work in West Africa for one reason or another. National planning in West Africa is itself nearly nonexistent. Whoever offers a Funded project from outside sources is embraced and the current "national plan" is modified accordingly.

By realizing, and accepting, this fact, GIA has established a toe-hold that could produce more West African government support (or toleration) than its continued insistence on a national rehabilitation/vocational plan for disabled people.

The modesty of the GIA programs, the inherent "humaneness" of them, and the fact that these programs don't detract from opportunities for other, larger outside-funded schemes, are some insurance that GIA can continue to progress in West Africa. I think that the mauritanian government's acceptance of the Union and its willingness to encourage the Union to open regional offices throughout Mauritania in government buildings is an indication of the potential support for GIA's programming.

OBSERVATIONS ON THE GIA PROJECT DESIGN SUMMARY LOGICAL
FRAMEWORK: FY 1980 to FY 1982. (See Attachment)

Improving the "quality of life of unemployed handicapped youth and adults in developing countries" in a couple of Fiscal Years is a goal that is unrealistic and overly ambitious. Throughout this evaluation, the cold reality of life and opportunities in the developing world intrude on this lofty goal.

One of the first of the overly ambitious concepts to fade from the Logical Framework was the "national employment development program". Other realities that affect the Logical Framework are to be found in the "Important Assumptions" sections. The assumptions about governments and societies in developing nations are not reflective of the realities of these governments and societies. Disabled people somehow fall outside of the major development schemes and, as a result, are not included in economic welfare development. Nor is it clear that uneducated, unskilled disabled people are eager to forge a place in their societies. In fact, as pointed out elsewhere in this evaluation, there is a paucity of sociological information about groups in developing nations and the interaction / ^{among groups in} developing societies.

There is no evidence that the family in the developing nation is more - or less - protective of its disabled family member than those of industrialized nations. There is no evidence that the extended (tribal) family works for - or against - the disabled person.

Elsewhere in this evaluation, I discussed the problems of caste as it conflicted with the aims of a group of disabled people. There are considerations of class which I have mentioned. There are, to be sure, equally important considerations of the inheritance from the former colonial power. An example is France which, by American standards, is woefully behind other developed nations in the integration of disabled people.

In France, disabled people are still considered "marginiaux" (marginal - outside of the mainstream). This indicates the kind of attitude that one will find in French-educated African leadership.

I cannot be too hard on Goodwill for missing some of this when it began its international programs. GIA has demonstrated that its Logical Framework "Outputs" were successfully implemented: there have been symposia, training sessions, technical consultations, cooperative agreements with private voluntary organizations, linkages with U.S. Goodwills and educational study/technical assistance tours by disabled leaders from the developing world.

While not burdening AID offices and staffs abroad, GIA has overlooked opportunities to help these missions and to be assisted by them. Mail, for example, to and from the United States is much faster by pouch. This also gives GIA an added opportunity to exchange ideas and progress with the local AID mission.

Throughout this evaluation, and the briefings which have followed each segment of the travel, I have urged GIA to be more realistic in its future Project Design Summaries. I have also addressed the needs identified in the "conclusions" of each section of this evaluation.

Two points appear from this evaluation. Disabled people in developing countries have development potential. Progress will be made by disabled people, with or without GIA. GIA can, however, foster this progress and bring about modest but steady increases in economic opportunities for disabled people by a tighter and more realistic continuation of its efforts.

The other thing that is clear is that it is not necessary to "oversell" the problems of disability in the developing world as GIA has done in the past. Disability need not be an emotional issue. Indeed, there is some evidence that disabled people in the developing world are doing as well as most people in the developing world. Disabled people are sharing the benefits of electrification programs, better marketing, urbanization with its attendant job opportunities, better health care and nutrition. The majority have not yet realized the benefit of improved educational opportunities, but that seems to be coming.

True, disabled people are badly off. But this is equally true for most citizens of developing nations. This "badly off" is by our standards - not theirs.

But which standards must be considered in the developing world. Their standards, or ours? GIA had demonstrated in practice that it understands and works well by their standards. Its Logical Framework falls short because it is written for our standards, not theirs.

GIA EVALUATION CONTACTS

Goodwill Industries of America

Washington DC Admiral David M. Cooney, President & CEO
Robert Ransom, acting director international
Susan Roche, African programs international
Timothy Farr, Caribbean programs international

Milwaukee, WI Roger Mathews, President, Milwaukee Goodwill

Oakland, CA William Wieggers, President, Oakland Goodwill

Indianapolis, IN James McClelland, President, Indianapolis
Goodwill & President GIA International
Council (by telephone)

U.S. Private Voluntary Organizations

Private Agencies Collaborating Together (PACT) Thomas Franklin,
African program director in New York, NY
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Young Mens Christian Association

Moses Perry, International Office YMCA Chicago

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Lillian Baer, codirector, YMCA Dakar, Senegal

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Sister Cities International, Washington DC

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Gregory L. Dixon

Boys Clubs of America, New York NY

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services (by phone)

GIA International Affiliates/visitors in Washington DC

Zimbabwe Jaros Jiri, president Jiri Rehabilitation Center
Valerie Taylor, Jiri Rehabilitation Center

Zaire

Zamenga Batukezanga, president rehabilitation center

Agency for International Development

Washington DC	Edward Glaeser, Office of Private & Voluntary Cooperation
	Ross Bigelow, Office of Private & Voluntary Cooperation
Kingston, Jamaica	Dr. Charles Reed, education officer
Dakar, Senegal	Melvin McCaw, deputy director
Nouakchatt, Mauritania	John Hoskins, director Abraham Hirsch, education officer
Lome, Togo	John Lundgren, director

Transcendury, Washington DC

Bruce Curtis

CARIBBEAN

Mrs. Jeanne Robinson, executive director, Jamaica Association for the Deaf, Kingston, Jamaica

Mrs. Lucille Buchanan, Executive Secretary, Jamaica Association for the Mentally Handicapped, Kingston, Jamaica

Professor Gerald Ialor, Chairman, Private Voluntary Organization (PVO) Ltd., Kingston, Jamaica

Michael Mitchell, newly-named executive director of the Jamaica Association for the Deaf, Kingston, Jamaica (to assume office Fall 1981)

Huntley Forrester, chairman, Combined Disability Association, Kingston, Jamaica

Peter Benchley, Mona Rehabilitation Center, Kingston, Jamaica

Mrs. Thompson and Miss Jones, Jamaica Council for the Handicapped, Kingston, Jamaica

CARIBBEAN (continued)

Tony Wong, Mona Rehabilitation Center,
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Wilbert Williams, Jamaica Society for
the Blind, Kingston, Jamaica

Beryl McKenzie, Jamaica Association for
Children with Learning Disabilities

Hilary Sherlock, University of the
West Indies, Kingston, Jamaica

John Fisk, president, Caribbean Assoc-
iation for the Rehabilitation of the
Disabled (CARD) and director of Abilities
Unlimited, Nassau, Bahamas

WEST AFRICA

Dakar, Senegal

Madame Therese Coly, director of the
Fondation Nationale de l'Action Sociale
du Senegal (FNASS)

Eugene N'Dione, project training director,
FNASS

Demba Soumare, president, Federation
Nationale des Handicapes Physiques
Locomoteurs du Senegal (FNHPLS)

Arthur Guiliano, public affairs officer,
U.S. International Communications Agency

Nouakchatt, Mauritania

Mohamed Fall, president West African
Federation of Associations for the Advance-
ment of Handicapped Persons (WAFAH) and
general secretary of the Union Nationale
des Handicapes Physiques et Mentaux de
Mauritanie (UNHPM).

Tambo Camara, president UNHPM (GIA Inter-
national Council affiliate) and West
African representative of Disabled
Persons International.

Malika Camara, committee member of UNHPM.
Wife of Tambo.

Richard Wall, director, Peace Corps

WEST AFRICA (continued)

Lome, Togo

Venance Akpalo, executive director,
Conseil des Organismes Non-gouvernementaux
en Activite au Togo (CONGAT), affiliated
with PACT

Gloria, secretary of CARITAS, GIA
International Council affiliate

Esianyonamawu Akakpo, Treasurer of
WAFAH and candidate for AFGRAD fellow-
ship. President of Union des Infirmes
de Togo and employed at the Ministry
of Planning

PROHANDICAP, a disabled-run shop in
Lome whose director Margit Mendeng
of German volunteer services was out
of the country.

Joy Nabi, Peace Corps Volunteer who
has been connected with PROHANDICAP
and the CODHANI, a cooperative of
disabled people.

Irvin Hicks, charge d'affaires, US
Embassy

INTERNATIONAL ORGANIZATIONS

Norman Cooper, director of vocational
rehabilitation services, International
Labour Office, Geneva, Switzerland

ETUDE SUR LE ROLE DES FEMMES EN BASSE CASAMANCE :

27 millions de l'USAID

M. David Shear, directeur de l'USAID au Sénégal a signé un contrat de 27.900.000 de francs CFA avec le Conseil national des femmes Noires (NCNW) pour une étude socio-économique sur le rôle des femmes en Basse-Casamance. Le représentant régional pour l'Afrique de l'Ouest, Mme Lillian Robinson, se chargera du projet.

Le but de cette étude est de découvrir de nouvelles données qui permettront une intégration plus complète des femmes dans les activités du projet de Développement régional en Casamance. Ces nouvelles données assisteront aussi les administrateurs pour une exécution plus effective des éléments de leurs projets qui s'adressent directement ou indirectement aux conditions socio-économiques des femmes en Basse-Casamance.

Le Conseil national des femmes noires qui a établi un programme de jumelage avec la Fédération de l'association des femmes sénégalaises (FAFS) en avril de l'année dernière a basé son représentant à Dakar pour collaborer activement avec la FAFS, le gouvernement du Sénégal et d'autres associations de l'Afrique de l'Ouest sur des projets concernant les femmes. Actuellement un programme d'échange d'étudiants entre la FAFS et le NCNW est envisagé.



M. David Shear avec Mme Lillian Robinson.

le Soleil, Dakar 8/22 - 2/23 1981

L'Assemblée générale des Nations-Unies a proclamé 1981, Année internationale des Personnes handicapées avec comme thème : «Pleine participation et égalité». Objectif ambitieux mais motivé par l'ampleur du phénomène handicap, ses incidences socio-économiques et surtout par souci de justice sociale. L'Organisation mondiale de la Santé évalue à 10 % de la population mondiale les personnes atteintes de handicaps divers (environ 450 millions de personnes). C'est énorme ! Ce pourcentage serait, selon les experts, supérieur à 10 % dans les pays du Tiers-Monde où le sous-développement est cause de l'accroissement du phénomène.

Si les Nations-Unies insistent sur la nécessité d'une pleine participation des personnes handicapées dans la vie de leur société, c'est qu'elle y est quasi nulle. C'est même devenu un lieu commun de parler de la marginalisation des personnes handicapées. En outre, l'égalité de tous les citoyens en droits (égalité des chances devant la vie, droit à l'éducation, droit au travail), principe proclamé par toutes les lois fondamentales des pays membres du système des Nations-Unies apparaît aux yeux des personnes handicapées et au regard de leur situation comme un principe vide de sens. La réalité est là, faite pour elles, comme pour toutes les minorités sociales (exceptée celle des nantis) de discriminations de toutes sortes.

Le grand public, comme du reste, les pouvoirs publics ont le plus souvent, une perception fautive du handicap. Au Sénégal l'image type de la personne handicapée est celle de l'invalidé exhibant son infirmité devant les lieux de culte et aux feux rouges pour demander l'aumône. C'est malheureusement le sort de l'écrasante majorité des personnes handicapées car notre société le veut ainsi. Handicap est ici synonyme d'incapacité. Cette attitude contribue largement à maintenir les personnes handicapées dans le ghetto de la mendicité et à les faire douter d'eux-mêmes et de leurs capacités réelles. Il faudrait, sur ce plan, un véritable bouleversement des mentalités pour que disparaisse cet état de fait.

Très peu de gens, d'ailleurs, savent faire la différence entre infirmité et handicap. L'infirmité est une limite fonctionnelle, c'est-à-dire une incapacité ou une capacité réduite de se mouvoir, de voir, d'entendre ou de comprendre. C'est donc un rapport

entre l'individu et son environnement. On n'est pas infirme «en soi». Le handicap est la conséquence sociale de l'infirmité c'est-à-dire des chances limitées de participation à une vie active sur le même pied d'égalité que les autres.

Mais au-delà de cette dernière définition qui est pour nous commode et plus opérationnelle, nous reconnaissons avec le professeur Avan, que «la notion même de personne handicapée est riche, complexe, et impossible à enfermer dans une définition. Une maman portant un enfant dans ses bras est une personne handicapée par rapport aux transports en commun. D'une manière générale, les transports en commun s'adressent en priorité à ceux qui sont affectés d'un certain handicap technique (pas de voiture personnelle)» (1)

Le concept de handicap est intimement lié à celui d'aptitude physique qui, sous son acception simpliste, constitue l'un des obstacles le plus pernicieux dressé contre l'intégration sociale des personnes handicapées. Un paraplégique n'est certes pas physiquement apte à exercer le métier de docker ou de gendarme, mais peut-on décréter a priori, même s'il en a les capacités, qu'il ne pourra être commis, magistrat ou secrétaire ? Sur ce plan, il a fallu à l'Occident, malgré une histoire marquée par d'éminents handicapés (Beethoven, Talleyrand, Roosevelt, etc.), (2) la Deuxième Guerre mondiale avec le manque de main d'œuvre pour bouleverser le concept d'aptitude physique. En effet, on s'est rendu compte de la relativité de ce concept d'aptitude physique. En effet, on s'est rendu compte de la relativité de ce concept offrant à des invalides, pour remplacer des travailleurs mobilisés, des emplois dans des postes dont auparavant on n'aurait jamais pensé qu'il fussent aptes à les occuper. Ainsi trouve-t-on, aujourd'hui, dans ces pays des handicaps exerçant dans de très nombreux corps de métier.

L'accent doit être mis, comme le recommande l'O.I.T, sur les aptitudes et les capacités de travail des intéressés et non sur leur invalidité(3).

On ne peut concevoir le dévelop-

pement d'un pays si l'on n'exploite pas toutes les potentialités humaines dont il recèle. De même, on ne peut parler de justice sociale si l'on ne s'attache pas à donner à chacun le maximum de chances pour participer à la vie de la société.

Partant de ces principes, la recherche de solution aux problèmes des personnes handicapées, comme le souligne le secrétaire général des Nations-Unies, doit faire partie intégrante des stratégies nationales de développement (il ne s'agit pas d'inscrire des projets dans un plan et de les renvoyer de plan en plan). Or, l'action des pouvoirs publics nous semble ici, plus remarquable par son aspect répressif (luttres contre la mendicité et l'encombrement humain avec ses rafles et «déportations») que par ses réalisations concrètes. On ne guérit pas un mal en s'attaquant uniquement à ses conséquences.

Une véritable politique en direction des personnes handicapées doit s'appuyer sur :

- une médecine dotée de moyens suffisants et qui ne s'attache pas seulement à réparer ce qu'on aurait pu éviter par la prévention.

- un plan d'action réaliste visant l'intégration progressive des personnes handicapées par la formation, l'emploi, l'auto-emploi et la suppression des barrières architecturales pour favoriser l'accessibilité de tous les locaux recevant du public.

- la reconnaissance de droits spécifiques aux personnes handicapées pour favoriser leur intégration sociale.

Il va de soi que les Intéressés eux-mêmes (les handicapés), au risque d'être d'éternels assistés, doivent pour ne plus être les «exclus» d'une société dont ils sont partie intégrante, assumer pleinement leur handicap et refuser d'être des agents passifs. Qu'ils se disent simplement avec «l'homme qui marchait dans sa tête», «le jour où vous ne vous sentez plus dévalorisés à vos propres yeux, tout est possible» (5).

Serigne Bamba NDIAYE
Centre de Recherche
E.N.S Dakar

(1) Colloque régional sur la réadaptation des personnes handicapées en Afrique de l'Ouest francophone. Lomé 1978.

(2) Beethoven était sourd, Talleyrand pied-bot et Roosevelt poliomyélite.

(3) Recommandations N° 99 de l'OIT concernant l'adaptation et la réadaptation des personnes handicapées.

(4) René Lenoir, Les Exclus, édition du Seuil.

(5) Patrick Ségat, L'homme qui marchait dans sa tête, Flammarion.

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PROJECT DESIGN SUMMARY
LOGICAL FRAMEWORK

Life of Project:
From FY 80 to FY 82
Total U.S. Funding \$ 354,000
Date April, 1980

INTERNATIONAL PROGRAM - GOODWILL INDUSTRIES

NARRATIVE SUMMARY	OBJECTIVELY VERIFIABLE INDICATORS	MEANS OF VERIFICATION	IMPORTANT ASSUMPTIONS												
<p>PROGRAM OR SECTOR GOAL: To improve the quality of life of unemployed handicapped youth and adults in developing countries, through increased participation in the economic and social life of their rural and urban communities.</p>	<p>MEASURES OF GOAL ACHIEVEMENT: Increase in number of handicapped youth and adults in productive employment. Increase in number of handicapped persons in positions of leadership in their communities.</p>	<p>National employment survey estimates by local agencies. Specific case studies by Goodwill.</p>	<p>ASSUMPTIONS FOR ACHIEVING GOAL: That targeted country governments are committed to the economic welfare of all their citizens. That public attitudes in targeted countries will permit handicapped persons access to increased socio-economic opportunities. That handicapped persons want increased opportunities. That resources exist to increase the participation of handicapped persons in the economic and social life of their communities. That the quality of life of disabled persons in developing countries will be enhanced by increased participation.</p>												
<p>PROJECT PURPOSE: To increase the access of handicapped persons to vocational training and employment opportunities by 1) increasing the capability of local government and private agencies to plan, implement and evaluate national vocational rehabilitation programs, and by 2) assisting U.S. government and private agencies to integrate handicapped persons in new and on-going development assistance projects overseas.</p>	<p>END OF PROJECT STATUS: Three national employment development programs established - 2 in West Africa, 1 in Caribbean. Eight existing rehabilitation centers in target countries (Mauritania, Senegal, Mali, Sierra Leone, Liberia, Togo, Jamaica, Barbados, St. Lucia, St. Vincent), receiving staff training in management, selective placement, or small enterprise development - 4 in West Africa, 4 in Caribbean. Three U.S. agencies integrating handicapped persons in 6 projects - 4 in West Africa, 2 in Caribbean.</p>	<p>NEDP Project Planning & Implementation documents. Training Project Evaluation Reports by local agencies. Annual Progress Reports by Goodwill. Project Income and Expenditure Budgets and Accounting Records. Field reports, Records, Visits to collaborating U.S. agency projects.</p>	<p>ASSUMPTIONS FOR ACHIEVING PURPOSE: That government and private agencies will want to coordinate rehabilitation programs at a national level. That rehabilitation programs will lead to productive employment. That U.S. Government and private agencies have programs in the Goodwill targeted countries. That no restrictions exist to prevent U.S. agencies from integrating handicapped persons in their overseas development projects. That resources will be available for, and attitudes of U.S. agencies will permit the integration of handicapped persons.</p>												
<p>OUTPUTS: Symposia, conferences on rehabilitation and development Training courses, seminars Technical consultations Cooperative Agreements with PVOs Regional Associations of Rehabilitation Centers Donated Equipment Educational study-tours</p>	<p>MAGNITUDE OF OUTPUTS: Two symposia Four training seminars - 2 in West Africa, 2 in Caribbean Technical consultations with 14 local agencies - 8 in West Africa, 6 in Caribbean Formal cooperative agreements with three PVOs. Two regional associations established - West Africa and Caribbean Equipment donated to four overseas centers. Two educational study-tours - Latin America, Africa</p>	<p>Symposia reports Training seminar curricula, reports Consultant reports Signed agreements Regional Association planning and program of action documents. Receipts, bills of lading, correspondence for donated equipment. Study-tour travel documents.</p>	<p>ASSUMPTIONS FOR ACHIEVING OUTPUTS: That U.S. agencies will accept Goodwill assistance in planning or modifying their projects to include the handicapped. That local rehabilitation centers will want to create regional associations. That donated equipment will be permitted into the targeted countries. That personnel of U.S. Goodwill and other organizations will attend symposia and study tours. That the outputs are requested, and are needed by the target countries.</p>												
<p>INPUTS: 5 full-time professional staff 4 part-time consultants \$614,000 Goodwill organization and experience Collaborating international organizations</p>	<p>IMPLEMENTATION TARGET:</p> <table border="1" data-bbox="556 1280 971 1395"> <thead> <tr> <th></th> <th>1979-80</th> <th>1980-81</th> <th>Totals</th> </tr> </thead> <tbody> <tr> <td>GIA</td> <td>\$110,000</td> <td>\$150,000</td> <td>\$260,000</td> </tr> <tr> <td>AID</td> <td>\$177,000</td> <td>\$177,000</td> <td>\$354,000</td> </tr> </tbody> </table>		1979-80	1980-81	Totals	GIA	\$110,000	\$150,000	\$260,000	AID	\$177,000	\$177,000	\$354,000	<p>Goodwill annual audit report. Goodwill personnel records.</p>	<p>ASSUMPTIONS FOR PROVIDING INPUTS: That contributions to, and the budget allocation of Goodwill and AID to the international program will be available as projected. That Goodwill professional staff and consultants will be available and retained. That international organizations will continue to collaborate with Goodwill. That the existing Goodwill organizational commitment and support of its international program continues.</p>
	1979-80	1980-81	Totals												
GIA	\$110,000	\$150,000	\$260,000												
AID	\$177,000	\$177,000	\$354,000												

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The President's Committee
on Employment
of the Handicapped
Washington, D.C. 20210



September 16, 1981

Associate Members

THE SECRETARY OF STATE
THE SECRETARY OF THE TREASURY
THE SECRETARY OF DEFENSE
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M E M O R A N D U M

TO: The Office of Private and Voluntary Cooperation
THE AGENCY FOR INTERNATIONAL DEVELOPMENT

FROM: Robert H. Ruffner, Director of Communications *RHR*

SUBJECT: EVALUATION OF GOODWILL INDUSTRIES OF AMERICA

I was pleased to study the international programs of Goodwill Industries of America (GIA) which were supported by the Agency for International Development under an Institutional Development Grant.

I am honored that AID invited me to do this evaluation.

I greatly appreciate the President's Committee on Employment of the Handicapped allowing me to do this study as an integral part of my duties at the Committee. By allowing me this independence, the Committee has contributed to U.S. understanding of disabled people in the developing world and to the 1981 International Year of Disabled Persons.

To accomplish the study, I traveled throughout the United States, the Caribbean, West Africa and Europe from July to September 1981. I spoke to people in Goodwill Industries in the U.S., to officials of Goodwill affiliates abroad, to representatives of private voluntary organizations, to foreign government and private agency officials, to American AID, Embassy, ICA and Peace Corps officials, to disabled people, and to officials of United Nations agencies.

My contacts and travels were instructive and informative. I have returned to Washington with a positive opinion of GIA's international efforts and the highest regard for the three GIA international office people: Robert Ransom, Susan Roche, and Timothy Farr. These three, and former GIA international director George Solyanis, have, individually and collectively, touched the lives of hundreds of severely disabled people in developing nations and have generated awareness of the potential of disabled people. GIA has laid the foundation for economic improvement of

disabled people in developing nations, identified disabled leadership, created a network of disabled organizations, and has initiated self help programs among disabled people and organizations in the third world.

Given the obstacles prevalent in developing nations, the indifference to the problems of the disabled person, the overwhelming and pressing needs of the governments and peoples of developing nations, the persistence and imaginative programming of GIA's international office is as impressive as its considerable accomplishments.

GIA has attracted the support of a range of other private, nonprofit, nongovernmental organizations in working for the first time with disabled people in developing nations. It has attracted direct and indirect support of the governments of developing nations. It has earned the highest praise of a United Nations agency, The International Labour Organization. GIA has sparked an imitation of its regional organization approach by the Organization of African Unity.

GIA has not neglected its domestic American support for its international programs and has made inroads in involving domestic Goodwill Industries in training and supporting programs and personnel from third world nations. It has collaborated with other nonprofit organizations in information sharing, in training of personnel, in designing programs, and in offering seminars and workshops on the importance of private organization work with disabled people in the developing world, and in programming foreign visitors.

GIA international programs have already made a difference in developing nations. The impact of these programs is a progressive one and they have a multiplier effect. GIA's programs have contributed to America's foreign assistance efforts without burdening the Agency for International Development offices and staffs in developing nations.

GIA's international programs are a source of pride to the United States. They are low cost, and cost effective, building a network of disabled people in full participation in small self-help programs. While these programs take two major directions - regional (The Caribbean Association for the Rehabilitation of the Disabled (CARD) and The West African Federation of Associations of Handicapped People (WAFAH) - and field focus (Senegal's Fondation Nationale de l'Action Sociale du Senegal (FNASS), Mauritania's Union Nationale des Handicapes Physiques et Mentaux de Mauritanie (UNHPM) and Jamaica's Private Voluntary Organizations (PVO) Ltd.) - GIA is consistent in urging the

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sharing of technical support among its field and regional contacts.

GIA is on the threshold of developing major economic opportunities for disabled people. The projects that it has initiated, and the people it has identified, in the first years of its programs should, with luck, continued support and technical assistance, become the basis for improved economic opportunities for disabled people in developing nations.

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