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## QUARTERLY PROGRESS REPORT

Reporting Period: July 1 to September 30, 2000  
Name of PVO: Viet Nam Assistance for the Handicapped (VNAH)  
Grant Agreement Number: 492-G-00-98-00046-00  
Title of Project: Disability Policy and Program Project (DPPP) and Prosthetics and Rehabilitation Project  
Date of this Report: October 23, 2000

### SECTION I. Progress During the Reporting Period

#### Component I: Disability Policy and Program Project (DPPP)

The Office of Disability Technical Assistance worked with the Committee on Social Affairs of the National Assembly on a December 2000 Conference that will assess progress on the implementation of the Disability Ordinance. The Office also coordinated a Conference on Employment of People with Disabilities. (Attached to this report are the proceedings of the Conference).

The project sponsored a visit of the MOLISA Minister to the US in preparation for the establishment of a National Council on Disability in Viet Nam.

ODTA continued to work with the Ministry of Construction, MOLISA and Committee on Social Affairs and was successful in adding curb cuts to the World Bank's urban transport improvement project affecting 36 kilometers of sidewalks in Hanoi.

#### Component II: Prosthetic and Rehabilitation Project.

During this period, production of assistive devices under USAID's funding was slowed at the Can Tho Center since the project's target figures were almost completed. Although current funding for this component of the project will end in December 2000, a USAID extension to the Grant should provide adequate funding for the foreseeable future.

The worst flooding in the last 40 years has hit the Mekong Delta region and has been causing havoc in the area for more than a month now. There have been reports of sizeable losses of life and property.

### SECTION II. Overall Status of the Project to Date

#### Component I: Disability Policy and Program Project (DPPP)

Significant progress was achieved in the key areas of the project and is expected to continue. We are hopeful that, within the next year, one of the main goals of the grant (the passage of the legislation for barrier-free access codes and standards) should be attained. It is hoped that we will begin to see the new standards included in the design of new residential housing and public facility projects. Employment programs for the disabled have received the attention of those in the Ministry of Labor, Invalids and Social Affairs (MOLISA) and we are actively promoting the

inclusion of greater numbers of the disabled in plans for vocational training in the future. MOLISA has also shown strong commitment to establishing a National Committee on Disability—another of our main goals.

#### *Barrier-free access*

Working with the assistance of the four representatives of the Government of Viet Nam who have principle responsibility for the design and administration of barrier free access codes and standards, ODTA managed to get ten curb cuts in the plans to upgrade the sidewalks around Hoan Kiem Lake, Hanoi. However, in the end only one curb cut has actually been constructed. It is assumed that this was due to a shortage of time as the construction was hurriedly completed in time for National Day festivities. It is still hoped that the other nine will be added at a later date. ODTA also received word that the World Bank urban transport project will include curb cuts in all new road projects that affect sidewalks—approximately 36 kilometers throughout the city. This was accomplished by advocating with the Ministries of Construction and Labor, Invalids and Social Affairs.

#### *Employment*

The Da Nang Employment Conference was very successful. (Proceedings attached) Participants from key ministries attended, as well as NGOs, local disability groups and local government representatives. Participants actively involved in specific issues and shared their expertise and experiences about the specific problems of employing the disabled in Vietnam. A major concern is the lack of education of many PWD in Vietnam. One NGO project showed greatest success with informal training, as it addressed this issue directly. Others stated that well-intentioned government policies tended to lack full implementation.

#### *Self-help Programs*

ODTA sent several young disabled Hanoians to a meeting of southern Vietnamese disabled groups in Da Lat City in early July. The southern organizations have more experience organizing and advocating than similar groups in the north. Further north-south contact may be one of the most effective ways to encourage greater openness and development of the northern disability groups, which remain primarily concerned about employment for their own members.

#### *Public awareness*

As part of the resolutions of the August employment conference, Nghiem Xuan Tue of MOLISA mentioned that his Ministry would work on efforts to increase public awareness of disability issues. This continues to be an area of significant concern to the disabled themselves. Plans for a newsletter that would educate members of the National Assembly are also underway. This idea would be followed up in conjunction with the December Conference with the Committee on Social Affairs of the National Assembly (mentioned below).

#### *National Committee*

As noted above, MOLISA has stated publicly that they plan to establish a National Disability Coordinating Committee. We believe that the MOLISA Minister's recent visit to the United States directly contributed to this accomplishment. To assist the Vietnamese in this effort, VNAH will be working with the United States National Disability Council.

#### *Legislative Mandates*

Plans for the December Conference with the Committee on Social Affairs will address the current status of the Ordinance on Disabled Persons (Disability Laws). This Conference will focus on the reports of various ministries as they outline their achievements to date. The National Assembly will

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compare these efforts to the original plans as stated in the Ordinance. VNAH is working with CSA, the US National Council on Disability (NCD) and the former PCEPD now moved to the Labor Department, to establish the agenda for this important Conference.

VNAH's formal request was accepted by NCD leadership to be VNAH technical assistance partner in this project.

### Component II: Prosthetic and Rehabilitation Project.

With three months remaining in the current project, VNAH and its partners have generally met or exceeded the objectives and planned activities set forth in the proposal. Below is a summary of the status of each of the planned activities:

*Deliver assistive devices to outreach and walk-in customer/beneficiaries at the Can Tho Center:*  
To date 2,100 assistive devices including braces, artificial limbs and wheelchairs have been delivered to the disabled, most of who are from the Mekong Delta region. This project calls for the delivery of 2,200 devices by December 31, 2000.

*Provide and improve access to and follow-up of disabled people who require therapeutic services for a) adjustments or repairs and b) training in use and care of the devices:*

This activity has been carried out through follow-up at the client's home and open discussions at outreach sites. During the outreach, VNAH staff and technicians from the Center meet with each beneficiary to get his or her feedback on the quality and fitness of the devices and to identify any repairs and adjustments that are needed. This direct interaction helped the technicians to better understand the strengths and weakness of their product and is used to improve the device. Instructions on use and care for the devices are also provided at these site visits.

*Assist the Can Tho Center to put into place a client database*

The database has been in place and entering client data continues on a daily basis.

*Up-grade the skills of the staff at the Can Tho Rehabilitation Center*

One of the younger Can Tho staff members recently graduated as a 2<sup>nd</sup> degree ISPO technician. VNAH is seeking to identify a deputy workshop leader from the Center to attend the training at Viet Cot School. This one-year course, which will focus solely on orthotics, is being sponsored by HVO with USAID assistance. The Center has also participated in other short training and upgrading courses including: PP technology, organized by MOLISA and other Centers in the country.

*Continue to distribute end-user survey forms to measure the areas of strengths and weakness.*

Distribution of end-user survey was discontinued as of this quarter. We believe that additional surveys will not uncover any additional information. Time is better devoted now to analyzing the data at hand. The survey will be resumed next year.

*Provided outreach services to beneficiaries unable to reach the Center*

Since the beginning of the project, outreach services to rural areas account for more than 70% of all project activity. Since the purpose of outreach is to reach poor and remote beneficiaries who can't afford travel expenses, we have organized outreach down to the district levels and have extended the outreach trips to more distant locations.

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**Section III. Specific Accomplishments****Component I: Disability Policy and Program Project (DPPP)***Barrier-free access*

- The MOC has formally committed to developing barrier-free construction codes and standards and begun researching and drafting. Plans were also made for technical training workshops as well as to introduce the codes in the curriculums of the Hanoi Architecture Universities.
- As a result of ODTA efforts, one curb cut was made in the new sidewalks around Hoan Kiem Lake under the World Bank funded Hanoi road rehabilitation project. We have also received confirmation that the World Bank urban transport improvement project will include curb cuts in all new construction. We hope to start seeing these around town in the next year. Those involved, in addition to VNAH, included the Ministry of Construction, MOLISA, Hanoi People's Committee as well as local and international organizations and groups, including the World Bank.

*Employment*

- ODTA played an active role in organizing a two-day conference sponsored by HVO on Employment for PWD in Da Nang in August. Sixty-five participants from MOLISA, the National Assembly, and other Governmental, local and international organizations, including groups and employers of PWD attended. The conference issued a list of 19 resolutions covering various issues concerning PWD, including law and policy development and employment and support systems for PWD. (Resolution and proceedings are attached). ODTA, on behalf of the Disability Forum, later submitted this Resolution to the Government of Vietnam through MOLISA.
- We are planning another conference on policy for employers of PWD. ODTA/VNAH has been working with MOLISA and other relevant organizations to organize this conference, scheduled to take place in Hanoi at the end of next quarter.

*Self-help Programs*

- ODTA/VNAH continued to help groups/organizations of/and for PWD to strengthen their network and support system. We also continued to work with them to develop small grant assistance program. This program is aimed to build up the capacity of local groups to serve PWD.

*Public awareness*

- Finalized and began the implementation of educational activities with the Committee on Social Affairs of the National Assembly. Activities included doing a survey of the status of the Disability Ordinance, which is entering its second year of enactment. The survey will be carried out in Ho Chi Minh City, Hanoi and Da Nang. It will be a focal point for discussion at the December Conference. We plan to assist with the distribution of a regular newsletter on disability to government leaders throughout the country.

*National Committee*

- Sponsored a visit of MOLISA Minister to study the establishment and operation of the National Disability Council in the US.

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Component II: Prosthetic and Rehabilitation Project.

*1) Deliver 2200 assistive devices to outreach and walk-in customer/beneficiaries at the Can Tho Center.*

150 devices were delivered under the USAID program. VNAH also delivered several hundred assistive devices through non-USAID funding. The Center also carried out a dozen correctional surgeries for disabled children with club-feet and polio.

*2) Provide and improve access to and follow-up of disabled people who require therapeutic services for 1) adjustments or repairs and 2) training in use and care of the devices:*

No follow-up was done during this quarter. However, discussions with patients who come back for service was maintained at the Center and outreach sites.

*3) Assist the Can Tho Center to implement a database*

This activity continues on a daily basis.

*4) Sponsor a lead person from each facility for formal training at either the Viet Cot Center or the Institute of Prosthetics and orthotics, and a principal technician to attend short course training at a technical facility*

Two Swiss physical therapists are volunteering at the Can Tho Center to help with patients who require PT and provide hands-on training to technicians in modern techniques. These two therapists will work with the Center for one year, until August 2001. VNAH has done the necessary preparation to send technicians from Can Tho and other Centers to participate in a one-year orthotics training course at Viet Cot School. The course is scheduled to begin next quarter.

*5) Continue to distribute end-user survey forms to measure the areas of strengths and weakness.*

This activity was discontinued during this quarter. Please refer to section "Overall Status of Project to date" for more information.

*6) Provided outreach services to beneficiaries unable to reach the Center*

A second outreach trip was made to Tra Vinh Province during this quarter. Due to the flooding, plans to conduct outreach on Phu Quoc Island were cancelled.

#### **SECTION IV. Other Areas of Interest**

##### Component I: Disability Policy and Program Project (DPPP)

Julie Yoder, Assistant Director of ODTA, completed her assignment and left Vietnam at the end of this reporting period. Ms. Yoder has significantly contributed to the project, especially in working with local INGOs and groups of PWD. John Lancaster, former Executive Director of US President's Committee of Employment for People with Disabilities (PCEPD) will come on board and lead ODTA as of November 2000.

##### Component II: Prosthetic and Rehabilitation Project.

VNAH facilitated the visit to Can Tho Center of Dr. Tazawa (C.P.O) of HOPE Japan and his subordinate CP, Yuji Arizono, who has just completed his assignment with ICRC facility in Cambodia. The Team visited Danang, Qui Nhon, HCMC and Can Tho prosthetics centers. This is the second visit to Vietnam within a few months by Dr. Tazawa. They observed Vietnamese

technicians at the centers' workshops and participated in outreach projects. VNAH set up meetings for Dr. Tazawa and Mr. Arizono with Peter Poetsma of ICRC and with Mr. Tue of MOLISA to discuss a possible collaboration for a training program.

Through private funding, VNAH delivered several hundred assistive devices and wheelchairs in the central provinces of Quang Tri, Hue, Quang Nam and Long An in the Mekong Delta.

## **SECTION V. Problems Encountered/Implementation Changes and Lessons Learned**

### Component I: Disability Policy and Program Project (DPPP)

We continue to learn that promoting change in the Vietnamese system is slow and at times frustrating.

### Component II: Prosthetic and Rehabilitation Project.

Lesson learned: VNAH has successfully convinced government partners to agree to allow the private sector to participate in its wheelchair production in Vietnam. As a result, wheelchair production costs are lower and quality significantly improved. Furthermore, three disabled workers were added to the production facility at Ba Vi.

### **Next Quarter Major Planned Activities (October-December 2000)**

#### Component I: Disability Policy and Program Project (DPPP)

- Begin the survey on the implementation of the Disability Ordinance in Hanoi, Da Nang and Ho Chi Minh City
- Work with MOLISA and other concerned entities to organize a Conference on Policy for Employers of PWD in December 2000.
- Work with the Committee on Social Affairs of the National Assembly (CSA/NA) to organize the follow up Conference to review the two years of implementation of the Disability Ordinance in December.
- Work with CSA/NA to publish the first newsletter on disability issues and distribute to government offices.

#### Component II: Prosthetic and Rehabilitation Project.

- Send technicians from Can Tho and Qui Nhon Centers to the orthotic training course at Viet Cot School. Increase the production quota for walk-in patients at Can Tho Center and deliver 50 wheelchairs to people in this Province.
- Conduct a series of outreach trips to An Giang and other Delta and Southern provinces (Lam Dong, Ba Ria Vung Tau) at the end of next quarter to respond to expected increase in needs after the flooding. Most of the devices should come from private funding.
- Organize outreach trips to deliver limbs and wheelchairs in several Central Provinces including Tuy Hoa, Quang Ngai and other Northern provinces.

*Attachment: Proceedings/Resolution of Conference on Employment of PWD in Da Nang in August 2000.*

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*Hanoi, September 20, 2000*

**Final Report on  
Seminar on Employment for People with Disabilities  
Danang 10 -11 August, 2000**

With the permission and support of the Ministry of Labor, Invalids and Social Affairs (MOLISA), the Office of Disability Technical Assistance (ODTA) of Vietnam Assistance for the Handicapped (VNAH) and with the financial support of Health Volunteers Overseas (HVO), a two-day Seminar entitled: "Employment for People with Disabilities" was held in Danang, August 10-11, 2000.

**Objectives**

- To evaluate the current situation of employment for People with Disabilities (PWD) in Vietnam;
- To consider problems and barriers to PWD employment from the perspective of PWD, government, INGOs and the vocational training centers; and
- To present lessons learned from successful experiences and come up with solutions and suggestions for all concerned agencies.

**Attendance:**

60 invitations were sent to related ministries, organizations and personnel. Among the 65 conference participants were:

- 14 attendees from the central and provincial levels of various government agencies with responsibility directly related to the making and implementation of employment policies (Although invited, there were no representatives from Ministry of Education and Training, Ministry of Finance, Ministry of Health or Ministry of Planning and Investment)
- 21 Vietnamese and foreign representatives from INGOs working in the field of disability
- 27 representatives of disabilities groups from five provinces: Hanoi, HCM city, Danang, Lamdong, Hatay
- 2 Directors of private Vocational Training Centers (VTC) in Hanoi
- Mr. John Lancaster, American expert, Executive Director of the President Committee on Employment for People with disabilities (PCEPD)

**Change in Agenda**

According to the original agenda, the seminar would have had four (4) working sessions and a two (2) hours site visit to the production unit run by the Danang Blind Association. However, half of the seminar participants were delayed. As the result, the seminar was shortened by one site visit, but the four main sections of the working agenda remained intact.

**Welcome**

Mr. Nghiem Xuan Tue- Deputy Director International Relations Department, MOLISA, gave the opening remarks. He pointed out that there are 4.5 million disabled people in the country. The Vietnamese government has had a long history of paying attention to the needs of the disabled; this has culminated in the passage of the Ordinance on Disabled People, the first legal document issued by the government addressing disability issues. Taking care of people is not enough, he said, employment is also very important. If people are capable and qualified enough, they should have a

job to feel useful. This is not only for an income, but it is also a way that they can feel confident and useful in society.

Four factors that should be considered at this seminar are:

1. Training
2. Placement—A committee should find out what kind of job is suitable, paying attention to needs.
3. Matching jobs with training—Employers need to be aware of responsibilities
4. Role of PWD—PWD also need to be aware themselves. They should be confident, active and involved.

Mr. Nguyen Hoang Long, Vice Chairman of Danang People Committee, thanked MOLISA, ODTA and HVO for holding the Seminar in Danang. His welcoming speech to the seminar participants lauded this opportunity to learn, while thinking about social development and care for PWD. PWD need to fully participate and to attain equal rights with non-disabled. Employment is key, it is not only an economic issue, but also cultural and political. We need to try harder to do even better, as every human being was born with equal rights, including the right to happiness and freedom. We have to fight for that, according to Long, especially for PWD. Long spoke also on what has been done in Danang to help PWD, creating more jobs for PWD in rural areas and boosting enrolment of PWD in production units—especially for the blind. Long emphasized that for the last five years, Danang City has been receiving significant assistance from INGOs such as World Vision International, Holt International and VNAH in order to help PWD as well as children in extremely difficult circumstances.

### **Speeches by PWD employment experts (See table of contents for full text of speeches)**

The seminar's participants then listened and commented on fourteen (14) official speeches that were presented by representatives of the government, NGOs, vocational training providers and PWD. All papers concentrated on PWD employment situations, the needs of education, vocational training and the difficulties and challenges of PWD in getting jobs. All speeches ended by proposing various suggestions to the government and local authorities to improve the implementation of various laws regarding employment for PWD in Vietnam.

### **Some highlights from the various speeches**

- Linkage between vocational training should be made with job creation. (as shown in projects by Hoa Sua VTC, Hanoi Charitable VTC and National II VTC for PWD, HCMC Vocational training & Employment Services for PWD Center.)
- Vocational training goes together with rehabilitation for children and youth, especially children with mental retardation in the rural areas. (Such as in projects funded by World Concern International and the Save the Children UK.)
- The Blind of the Danang Blind Association who take out loans are paying them back on time with interest. Average monthly income in a blind association workshop in Danang is 230,000 VD.
- In Hoi An, a PWD group called Progress of the Disabled reports that few disabled people can earn an independent living. Only 85 of 197 disabled children under 16 years of age in Hoi An can go to school.
- According to MOLISA, before 1992, there were 117 production units for PWD employment—the majority of these, 70 units, were for war invalids, while 40 were PWD cooperatives. Now there are 400 production units that employ 20,000 PWD.

- The Vietnam Blind Association, with 30,000 members, is active in organizing literacy classes, skill training and private production. They are also searching for effective ways to propose to higher levels of government in policies related to vocational training and contribute opinions on the formulation of labor laws and laws for the disabled.
- Hoa Sua has found that a lack of education, communication skills and Vietnamese language leads people with hearing impairment to a vicious circle of family dependence—95% of Adolescents with Hearing Impairment cannot make an economically and socially independent living.
- Graduates of the Hoa Sua School will make from 500,000 up to 2,000,000 VD a month. Hoa Sua believes in high quality achieved through meeting the preferences of customers and in making money with services to provide for free training.
- Informal training is a very effective way to meet the needs of disabled adolescents, as they often have low levels of education. This model will help them to get jobs right after graduation. In Hai Duong and Danang, 100% of informal trainees have jobs.
- Almost all PWD in Ho Chi Minh City work in small-scale industry, small business (selling lottery tickets and candy) and contract labor.
- The Association of Handicapped Youth in Ho Chi Minh City emphasizes strong interaction with the employer to determine appropriateness, allegiance to rules and regulations and appropriate expectations *from the start*.

**Problems addressed by group discussion included:**

- MOLISA reports that a 1998 survey showed that 32.04% of respondents would like to have capital to work. However, 34.59% are illiterate and only 5.64% have finished secondary school. It is estimated that 97.64% are unskilled and 95.85% are staying with family members.
- Transportation, inaccessible buildings, negative attitudes, insufficient support devices, lack of positive support and policies, low qualifications, lack of vocational skills, unfair or inappropriate working conditions, high cost of training and education, greater difficulties for women all present significant obstacles to employment for PWD.
- The legislation relating to the employment of PWD passed by the National Assembly as well as the Government is very poorly implemented. This includes laws on tax exemption, tax reduction, education policies, vocational training for PWD, setting a fund for PWD job promotion, Labor Code provision of enrolment of 2-3% PWD to all kind of enterprises.
- Lack of coordination between governmental bodies and local authorities in the implementation of disability policy. Lack of coordination between the government and NGOs in assistance for PWD. Consequently, some provinces get many projects run by NGOs, while some other provinces have no such projects.
- PWD are not informed or not sufficiently informed about government policies and other sources of information about employment for PWD. When PWD are faced with difficulties, they don't know where to go.
- PWD have no power in the process of disability decision-making, especially disability policy making.
- No nationwide association of PWD, which could represent PWD voices.
- The market economy has created economic development but has adversely affected work for the disabled. Cooperatives no longer provide work for PWD, it is the responsibility of the families.
- Unemployment in urban areas is high for everyone, about 7 million people or 22% of the labor force do not have work, while in agriculture, average work time is just 27%.
- Some PWD are given scholarships, but for higher levels. There is no policy for Kindergarten through high school. MOET now considering this. The only policy to learn skills is for special training schools; only 4% can join in. Now PWD of working age, 1.5 million at 4% of 40,000.

**Foreign experience**

Mr. John Lancaster, Executive Director, U.S. President's Committee on Employment for People with Disabilities (PCEPD), introduced US experiences in employment for PWD:

- After WWII, because of very strict control from Government and very little input from PWD themselves, disability production centers with low wages and poor working conditions were common.
- With increased numbers of scholarships for college, educated people with disabilities began to improve their lives. Often when these educated and active PWD took over workshops, they tended to do better.
- Employment for PWD depends in large part on the attitudes of the society in general, PWD in part. Since the US Government changed its policy to encourage work, many American with disabilities from tax-users become taxpayers.
- United States of America passed the Americans with Disabilities Act (ADA) in 1990. The US has had great success in improving the employment situation for American with disabilities for the last 10 years.
- So far, in US, about 30% of PWD have permanent jobs. The rate of unemployment among those who have the desire to work and are able to work is 47%, which is higher than that in the general PWD population.
- President Bill Clinton recently submitted a plan, guaranteeing that 100,000 new jobs will be created for Americans with disabilities in the Federal Government in the period from 2000- 2005.
- Programs are most successful when they meet the five principles of the Americans with Disability Act: creating equal opportunity, encouraging full participation in all aspects of society, fostering independent living skills and ability, encouraging economic self-sufficiency and to include PWD themselves.

**Closing Remarks**

On behalf of MOLISA, Mr. Nghiem Xuan Tue thanked ODTA, HVO and others for a successful workshop and for the recommendations presented. These recommendations would be submitted in order to help government do a better job, especially on the employment issue. He said that he would speak with Madame Hang, the Minister of Labor, Invalids and Social Affairs about the results of the conference. Mr. Tue believes that people living in Vietnam, live a peaceful, happy life. As he has had the occasion to travel abroad extensively, looking at neighboring countries, he remarked that some only take care of the richest, while the government of Vietnam pays attention to poor and PWD even in poverty alleviation, which has shown a reduction from 45% to 13%. The government has a framework and government orientation and there should be pride and awareness of the government efforts to best satisfy the needs of everyone. The government is content with accomplishments so far. Of course, he added, MOLISA also has other obligations and duties. Can work with VTV on developing propaganda for raising awareness. National Committee, documentation has been submitted. Many ministries would be involved including MOC, MOET and MOH. There will not be 70% disabled. Employment is a MOLISA responsibility. In conclusion, MOLISA should:

- develop propaganda campaign about the Ordinance and implementation on radio, tv etc.
- facilitate process of forming national committee on disability, approved two weeks ago.

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**seminar's Resolutions:**

The Seminar participants were divided into 6 groups, each group had representatives from government, INGO and PWD groups. There were 4 hours of group discussion. The main suggestions were the following:

**Organization**

1. Set up Coordinating Committee on PWD issues from Central down to the Local Level with representatives of PWD (mentioned 3 times)
2. Set up a Counseling Center for PWD with participation of the PWD themselves (2 times)
3. MOLISA should establish a special Administrative Unit which would deal with Employment for PWD
4. Set up the Association of PWD Production Units (Enterprises) (2 times)
5. Set up an Association of PWD nationwide, so that PWD can contribute to the process of disability policy making (3 times)

**Law and Policy Enforcement and Implementation**

6. The Government should strictly implement the PWD policies passed by Government and a powerful supervisory agency should deal with Law Enforcement (2 times)
7. Set aside, as soon as possible, the Fund for PWD Employment as it was declared in the Labor Code
8. Tax exemption and tax reduction for PWD such as land-use tax, production and trading tax and many other taxes should be implemented.
9. Eliminate the policy that "forces" businesses to employ handicapped people and replace it with a positive policy that persuades and encourages employers to not discriminate against PWD.

**Policy Development**

10. The Government should develop Policies for:
  - PWD themselves
  - Employers who hire PWD
  - PWD Vocational Training providers
  - PWD families
11. PWD should have access to education, vocational training and job creation in their communities

**Projects and Programs and Financial Support**

12. MOLISA should ensure that a certain part of finances from National Poverty Alleviation Program and Job Creation Programs are used for PWD job creation.
13. Rehabilitation and support devices for PWD in transportation, education and finding employment.
14. Low-interest loans should be developed for PWD when they create their own employment in special PWD production units.
15. Financial support for PWD vocational training activities should be provided.
16. Professions or areas of trading could be especially given to PWD
17. International organizations, non-governmental organizations should help to provide infrastructure, equipment, finance and loans to develop products and training for the blind.
18. Upgrade training levels for teachers in vocational training centers. Provide better materials on how to train PWD.

**Public awareness**

19. Enhanced public awareness should be achieved through the mass media, including Newspapers and VN Radio and Television. Each kind of mass media should have special column/ program on the voice of PWD.