USAID/World Learning
Special Programs to Aid the Needs of Survivors (SPANS)
Grants Solicitation and Management (GSM)

Grant Activity Completion Report

Grantee Name: Leonard Cheshire Disability Grant Number: SPANS-015

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Project Name: **Improved livelihoods for people with disabilities through safe grant-making in the North West Frontier Province (Khyber Pakhtunkhwa) of Pakistan**

Project Start Date: 1st January 2010 Project End Date: 30 June 2013 (including a six-month no cost extension)

1. Executive Summary

The project was a small grants initiative that provided opportunities for grassroots organizations in 12 districts of the North-West Frontier Province (NWFP) of Pakistan (also known as Khyber Pakhtunkhwa, or KPK) to significantly improve the livelihoods of people with disabilities. This was done through a safe grant-making mechanism to 12 community-based organizations (CBOs) with close guidance, technical expertise and monitoring from Leonard Cheshire Disability's (LCD) UK office and South Asia Regional Office (SARO), and the local partner in Pakistan, Leonard Cheshire Disability and Development Programme (LCDDP).

The objectives of the project were:

- To empower people with disabilities in NWFP to participate fully and equally in social and economic life through a safe grant-making mechanism incorporating close guidance and monitoring, as well as the provision of technical expertise and support for capacity-building
- To facilitate learning and best practice on small grant initiatives in conflict regions

The 12 CBOs that were supported and their geographical coverage were as follows:

	CBOs	Geographical coverage
1	Social Alliance for Human Activation Rehabilitation and Accessibility (SAHARA)	District Dera Ismail Khan
2	Integrated Social Aid Network (INSAN)	District Mansehra
3	Shewa Educated Social Workers Association (SESWA)	District Swabi
4	Support with Working Solution (SWWS)	District Nowshera
5	Community Appraisal and Motivation Programme (CAMP)	District Peshawar, which was affected by conflict and the war on terror over the past decade
6	Sustainable Peace and Development Organization	District Swat, which was badly affected

	(SPADO)	by terrorism and the war on terror
7	Itefaq Welfare Organization (IWO)	Kohat district, which is also one of the conflict-affected areas
8	International Human Rights Organization (IHRO)	District Malakand
9	Rural Development Organization (RDO)	District Abbottabad
10	Association for Behavior and Knowledge Transformation (ABKT)	Dir district, the very sensitive area bordering Afghanistan
11	Pakistani Hoslamand Khawateen Network (PHKN)	District Hurripu
12	Human Development Promotion Group (HDPG)	Charsadda district

Major achievements include:

- A total of 1,907 people with disabilities were supported through employment opportunities (1,110 self-employment and 797 waged)
- As a result of activities with Disabled People's Organisations (DPOs) and CBOs, a resolution was unanimously passed in the National Assembly of Pakistan in September 2012. This states that all public buildings must be equipped with ramps, railings and elevators, making them accessible for individuals with physical disabilities
- All 12 CBOs formed self-help groups (SHG) with an overall total of 142 members. These advocated for the rights of people with disabilities, including the right to employment
- 659 people with disabilities (428 male and 231 female) received assistive devices
- A video of the UNCRPD in sign language was developed, the first of its kind in Pakistan
- The advocacy efforts of CBO SAHARA resulted in the MD of Pakistan Bait-ul-Mal distributing 100 sewing machines, 100 wheelchairs, and 50 artificial limbs, and providing small grants of Rs.30,000/- each to 40 disabled people

2. Project management

The project was facilitated by 22 staff in 12 of which seven were people with disabilities. During the course of the project some staff members left and new people were recruited to fill their roles – see annex for more details.

2.1 Staff training

During the initial stages of the project, staff induction and training sessions were organized as follows:

- A staff induction session was carried out in April 2010. This studied the project objectives, expected outcomes, safe grant making mechanisms, project implementation plan, monitoring and evaluation mechanisms, and reporting formats. Roles and responsibilities were also discussed. This helped to ensure that all staff were fully briefed on, and understood, the project and were well prepared to begin implementing activities.
- A three-day security training workshop was carried out in April 2010 to equip project staff with the skills needed to identify and deal with possible threats, and to help ensure their safety in the conflict areas in which the project was to operate.

- A two-day training workshop was held in September 2010 to ensure all staff had a full, detailed understanding of disability and development. The training had a special focus on the livelihoods and advocacy components of the project, and also studied national and international laws pertaining to disability.

2.2 Setting up systems and procedures

Establishing safe grant making procedures for CBOs

As per the guidelines prescribed by USAID, grant-making procedures were developed (see annex 1). In order to select and finalize the CBOs for safe grant making, a check list was developed to assess the proposals (see annex 2), while other tools setting out indicators and standards were also formulated.

Signing of grant agreements

The grant agreement documents were prepared along with other supporting documents such as the Supplemental Initial Environmental Examination (S-IEE) and the Assurance of Compliance with Laws and Regulations Governing Nondiscrimination in Federally Assisted Programs' forms. These were all duly signed by the selected CBOs.

Tools

The project developed tools to support the identification of people with disabilities (see annex 3), including a needs assessment tool (see annex 4). It also undertook resource mapping and a project baseline, the information from which was shared with the CBOs to facilitate effective project implementation

Technical support

LCDDP provided technical support to the partner CBOs to strengthen the systems they put in place and ensure activities were conducted as efficiently and effectively as possible. This support included:

- the development and sharing of reporting formats to facilitate the recording of accurate and high quality information and support progress tracking and monitoring, including of financial data
- regular field visits to physically verify the data, meet beneficiaries, review the overall progress of the project and guide the CBOs to strengthen the role of SHGs for long term sustainability. These trips also helped to establish links with mainstream service providers and government departments to facilitate access to grants and schemes and training, and identify any capacity building opportunities
- input on concepts and approaches to facilitate the identification of livelihoods opportunities for people with disabilities
- ensuring compliance with USAID polices, such as those related to branding and marking

2.3 Coordination, supervision, monitoring and technical assistance

Monitoring and technical support by LCD SARO to LCDDP

LCD SARO provided regular technical support, as well as overall supervision and monitoring, to LCDDP throughout the project. The main areas in which support was provided were as follows:

- training for LCDDP staff on disaster management
- developing operational plans to ensure effective implementation of the initiative against donor requirements
- preparing advertisements, agreements and plans for selecting partner CBOs
- reviewing and assessing CBO proposals
- developing job descriptions, setting out roles and responsibilities, orienting programme guidelines for managing disability-related projects (received from USAID), and helping the team understand reporting formats
- facilitating access to a consultant who helped to streamline financial operations and ensured compliance with USAID's financial requirements and regulations
- ensuring implementation of planned activities as per the agreed timeline
- supporting the preparation of narrative and financial reports
- providing inputs on compliance and statutory requirements
- ensuring visibility of USAID's support for the project

Monitoring and technical support by LCDDP

- Technical input was given on disability concepts and approaches to facilitating access to livelihoods opportunities for people with disabilities, as well as developing identification tools, registration forms, work plans and reporting formats. Guidance was provided to ensure compliance with USAID polices related to branding and visibility
- Monitoring and evaluation were carried out on a regular basis and key performance indicator reports were obtained monthly. The project developed monitoring formats to closely observe financial and programme level activities
- Field visits were made to verify the data presented in reports and review progress. These visits also gave the opportunity for LCDDP to meet the beneficiaries, guide the CBOs to help strengthen the role of the SHGs, and establish links with mainstream service providers and government departments to help people with disabilities access government grants, training and capacity building opportunities.

2.4 Planning and review meetings

Meeting	Venue and Date	Objective
Project planning and orientation meeting	Colombo, Sri Lanka, 21 - 23 May 2010	The overall objective of the meeting was for LCD to discuss the project and related formats, systems, grant making procedures and implementation in Pakistan with LCDDP
Project review meting	Colombo, Sri Lanka, 20 - 23 November 2011	A three-day meeting was held to review progress and discuss the mid-term evaluation report. The meeting was attended by key staff involved in the project and representative of LCD UK, LCD SARO, National Office Pakistan, USAID and WL representatives

Project review meeting	Colombo, Sri Lanka, September 6 - 8 2012	A two-day meeting was held to review the overall programmatic and financial progress after completion of implementation phase. Representatives from LCDDP, LCD SARO and LCD UK participated

Peer committee meetings

The peer committee was set up to share knowledge and information, and to provide guidance and advice to ensure efficient implementation of the project. The committee was formed from representatives from key stakeholder groups who are experts in the field of disability and development, and one of its main responsibilities was to the review the progress of all partner CBOs and provide guidance and input to make their actions more effective.

Members of the committee were as follows:

Name	Job role
Mr Ashraf Chatha	Ex-CEO of FPAP Pakistan
Mr Khalid Naeem	Ex-DG of SE&SW
Mr Abdul Rehman	Country Director of Light for the world
Mr Shaukat Khatak	Bureau Chief of GEO TV Channel Peshawar
Mr Shafiq-ur-Rehman	CEO of Milestone DPO
Mr Agha Husnain Ali Kazmi	Consultant at Pakistan Bait-ul-Mall
Mr Ammanullah Khan	Team leader at CHEF International Pakistan

Five large peer committee meetings were held during the project (in March 2011, December 2011, March 2012, September 2012 and December 2012), while quarterly review meetings were also conducted to enable to committee to investigate the progress being made.

2.5 Office, sub-offices and logistics support

- An accessible hub office was established in Peshawar and furnished with all necessary equipment and resources. All compliance procedures to operate a rented NGO office in this location were adhered to, though the area was incredibly volatile and security was a great challenge.

- The following vehicle was purchased to facilitate project activities: Toyota HILUX 4x4 Double Cabin Pickup 2494 Horse Power, Chasis No KUN25R-9500547. The date of registration 8th March 2011.

3. Programme implementation, approach and methodology

A Project Implementation Plan (PIP) was developed for each year of the project, as agreed in the proposal, to help achieve the desired targets and facilitate close monitoring of progress. The PIP contained a list of activities and a breakdown of the deliverables, timeline and budgets.

Applications from CBOs were assessed and they were screened for any involvement in anti-state activities. Verification visits were made to evaluate existing infrastructure, systems, record keeping, staff capacity, community involvement through previous interventions and links with

government departments. Recommendation letters from the government's District Social Welfare Officer were acquired for each CBO to provide further evidence of their reputation.

The CBOs were fully involved in the identification and selection of people with disabilities to participate in the project, while SHGs were also encouraged to get involved in the selection of beneficiaries for self-employment opportunities. Beneficiaries were identified and assessed using a registration form that was developed through the project (see annex).

The project helped to build links between SHGs and government departments to increase access to grants and schemes. For example, SAHARA supported the acquisition of 700 disability certificates and computerized national identity cards, both of which are needed to access grant schemes. In addition, LCDDP was able to secure 150 wheelchairs for project beneficiaries through the Pakistan Bait-ul-Mall (National Treasury).

LCDDP was responsible for developing the capacity of the CBOs, monitoring self-employment support applications from beneficiaries, transferring grants to the CBOs and maintaining a data set of the beneficiaries. A series of capacity building sessions was held for CBO members to help them effectively implement the project as follows:

CBOs	Date	Facilitator	Brief about the training	Number of participants
Partner CBOs	Dec 2010, Mar 2011, Sept 2011	LCDDP	How to monitor achievements against planned activities, use reporting formats and generate funds for sustainability	32 CBO members (6 female, 26 male, including 5 people with disabilities
CBO Capacity Building Training 1	26 - 31 Dec 2011	Zubair Kiyani, Consultant	Governance and leadership	Female: 7 Male: 34
CBO Capacity Building Training 2	Batch 1 from 24 - 26 Jan 2012 Batch 2 from 27 - 29 Jan 2012	Zubair Kiyani, Consultant	Monitoring & evaluation and Result Based Management (RBM)	Female: 2 Male: 22
CBO Capacity Building Training 3	Batch 1 from 2 - 4 Feb 2012 Batch 2 from 5 - 7 Feb 2012	Zubair Kiyani, Consultant	Organizational management	Female: 4 Male: 21
CBO Capacity Building Training 4	Batch 1 19 - 21 March Batch 2 from 26 - 28	Zubair Kiyani, Consultant	Financial management	Female: 1 Male: 32

	March 2012			
CBO Capacity Building Training 5	Batch 1 from 23 - 26 April 2012 Batch 2 from 15 - 18 June 2012	Kiyani, Consultant	Resource mobilization	Female: 4 Male: 30
CBO Capacity Building	Oct 2012, Dec 2012	LCDDP	Advocacy and campaigning, disability development, understanding disability	Female: 15 Male: 21
Two separate training sessions for male and female SHG members	Feb 2013, Mar 2013, May 2013, Jun 2013	LCDDP	Right of people with disabilities according to the UNCRPD	125 female members from 18 SHGs and 117 male members from 20 SHGs

4. Project activities

4.1 Project launch meetings

The overall objective of the launch meetings was to introduce stakeholders to the project and help them understand its aims and objectives and the major interventions due to take place. The meetings also involved an element of awareness-raising on disabilities and rights both with the stakeholders and amongst the local communities. The launch meetings were instrumental in forging strong links between all of the groups that were to be involved in the project and securing their commitment.

CBO	**Launch date**	**Participants**	**No. of participants**
SAHARA	3rd December 2010	Stakeholders from government departments, NGOs, local business leaders, social workers, community members and the media along with people with disabilities and their family members	68
INSAN	23rd December 2010	Community members, representatives from government departments, representatives from civil society organizations, teachers, union leaders and media representatives	125
SESWA	25th April 2011	Government officials, like-minded organizations and community members	Approx. 700
SWWS	10th and 28th March 2011 (one meeting for males and another for females to uphold cultural norms)	Government officials, teachers, media representatives, members of civil society organizations and people with disabilities	125
IHRO	27th May 27 2011	People with disabilities, government departments, representatives from civil society organizations and media representatives	97

SPADO	19th and 25th May 2011 (one meeting for males and another for females to uphold cultural norms)	Government departments, community members, media representatives and people with disabilities	214
PHKN	1st August 2011	People with disabilities, government departments, CSOs, political leaders and lawyers	180
ABKT	29th and 30th September 2011 (one meeting for males and another for females to uphold cultural norms)	Community representatives, government departments, political leaders, representatives from local and national NGOs, and local media representatives	174

4.2 Formation of Self Help and Disability Support Groups

All 12 CBOs formed Self Help Groups (SHGs) or Disability Support Groups. Eighty percent of members were people with disabilities and the remaining 20% were their non-disabled family members and people from the community. Capacity-building training was provided for the groups and they were actively involved in the process of identifying and selecting people to support, and empowering project beneficiaries. They were key players in monitoring the progress made by those undertaking skills development training, formal employment placements and self-employment ventures, providing regular updates to partner CBOs.

The SHGs advocated for the rights of people with disabilities, including the right to employment, and many of the project activities including gaining access to micro loans, distribution of assistive devices and nominations for skills training were carried out through these. Meetings were conducted on a monthly basis, and will continue once project activities have come to an end. Details of the groups are as follows (NB no information was available for the SAHARA CBO SHG at the time of reporting)

	Organization	Type of group formed	Total membership	Male	Female
1	ABKT	Self Help Group	8	4	4
2	HDPG	Disability Management Committee	6	3	3
3	IWO	Self Help Group	22	10	12
4	PHKN	Self Help Group	22	11	11
5	RDO	Self Help Group	10	5	5
6	SESWA	Self Help Group	8	4	4
7	SPADO	Self Help Group	16	10	6
8	CAMP	Disability Support Group	4	4	0
9	INSAN	Self Help Group	15	7	8
10	IHRO	Disability Support Group	15	10	5
11	SWWS	Self Help Group	16	8	8
	Total		**142**	**76**	**66**

4.3 Assessment, guidance and counseling

LCDDP assisted the partner CBOs in developing registration and assessment forms. With help from community activists, the CBOs conducted door-to-door to help identify people with disabilities, discuss the project with them and their families, and register their details. Guidance and counseling for potential beneficiaries was also part of the assessment and registration process carried out by the CBOs.

Following the registration process, the team produced a list of beneficiaries that were keen to pursue skills development training, assistive devices, waged employment or self-employment. Each person on the list underwent counseling to talk them through the processes that would take place through the project and they were also provided with information on how to access government grants and schemes and guidance on how they would be supported to access employment opportunities.

The details of people assessed and provided with counseling are as follows:

	CBOs	Male	Female	Total
1	ABKT	482	265	747
2	HDPG	450	250	700
3	IWO	445	500	945
4	PHKN	349	261	610
5	RDO	358	271	629
6	SAHARA	466	133	599
7	SESWA	350	150	500
8	SPADO	330	189	519
9	CAMP	369	159	528
10	INSAN	387	213	600
11	IHRO	800	400	1,200
12	SWWS	426	204	630
	TOTAL	**5,212**	**2,995**	**8,207**

4.4 Skills development training programmes

Several skills development training programmes were organized throughout the project to support people with disabilities into waged or self-employment. As a result, a total of 1,907 people with disabilities were supported into employment; 1,110 self and 797 waged. The details of training are as follows:

- **Skill development training:** INSAN, SESWA, SAHARA and SWWS organized a series of skills training workshops during the 5th quarter (January - March 2011) that covered a wide variety of trades including motor rewinding, computer skills, horticulture, tool-making, manufacturing sweet boxes, making electric boards, stitching and tailoring, home decoration and flower arrangement

- **Skill development training**: SAHARA, SESWA, INSAN, SWWS and CAMP organized a series of skills training workshops during the 6th quarter (April - June 2011) that introduced various trades including motor rewinding, computer skills, electrician training, tailoring, mobile phone repairs, embroidery, shop-keeping, vehicle body making, carpentry, furniture polishing and tie dye. A total of 431 people with disabilities registered and participated.
- **Refresher course**: INSAN organized refresher courses during 6th quarter (April - June 2011) for those that had already taken part in a previous training session to help refine and further develop their skills. A total of 78 people benefited from the refresher training.
- **Life skills sessions for business support groups**: SAHARA organized 15 sessions during the 6th quarter (April - June 2011) to provide guidance and support to persons with disabilities on how to manage their businesses. A total of 92 people participated.
- **Leadership and community management skills training**: RDO organized two training workshops on leadership and community management skills during the 6th quarter (April - June 2011). A total of 32 people with disabilities and eight non-disabled people participated.
- **Skills development training**: SAHARA, SESWA, SWWS, CAMP and RDO organized skill training during the 7th quarter (July - September 2011) for a total of 360 people with disabilities in various trades including motor rewinding, computer skills, electrics, tailoring, mobile repair, embroidery, shop-keeping, vehicle body repair, carpentry, furniture polishing and tie dye.
- **Refresher training on skill development and workplace adaptation**: INSAN organized refresher courses during the 7th quarter (July - September 2011) for 24 disabled people who have already participated in a training session with the view to honing their skills and addressing any gaps in their knowledge. They also arranged a refresher meeting for 37 representatives from several government departments to ensure that adaptations were made to workplaces to make them accessible to people with disabilities.
- **Business management training**: RDO organized business management training workshops during the 7th quarter (July - September 2011) for 40 people with disabilities (24 male and 16 female). Participants were trained on various business management techniques such as the money concept, calculating profit, entrepreneurship, basic business accounting, understanding current market demands and generating funds through business expansion.
- **Leadership and community management skills training:** RDO, IWO and SPADO organized 16 leadership and community management skills training sessions during 8th quarter (October - December 2011) for 381 people - 316 with disabilities and 65 non-disabled.
- **Skills development training**: 698 people with disabilities were trained on various skills and trades including tailoring (basic and traditional), kitchen gardening, embroidery, knitting, agriculture, computer courses, mobile repairing and steel welding during the 8th quarter. (October - December 2011)
- **Business management training**: Some of the individuals that were supported with enterprise funds to initiate self employment ventures required specialist business management training. Consequently, a total of 97 beneficiaries were trained in business management skills including calculating profit, entrepreneurship and basic business

accounting skills, understanding current market demands and techniques to expand their businesses.

- **Refresher skill training**: SWWS organized a refresher training course for 40 people with disabilities during the 8th quarter (October - December 2011). The group was largely formed from those who had initiated self-employment ventures.
- **Leadership and community management skills training**: IWO organized two leadership and community management skills training events during 8th quarter (October - December 2011) for its SHG members. A total of 40 disabled and ten non-disabled people participated. HDPG also organized six similar events in which 61 group members participated. The training was aimed at enhancing the management and leadership skills of the group members.
- **Foundation course**: RDO organized two foundation courses for 60 people during 9th quarter (January - March 2012). These were aimed at providing IT, language, communication and soft skills training to improve professional skills and enhance employability.
- **Skills development training:** IWO, HDPG, ABKT and PHKN facilitated skills training for 319 people with disabilities during 9th quarter (January - March 2012) on tailoring, decoration piece making, mobile repairing, IT, welding, livestock management and plumbing.
- **Business management training:** RDO organized business management training for 20 disabled people during the 9th quarter (January - March 2012). Participants learnt various techniques including calculating profit, entrepreneurship, basic business accounting and of understanding of current market demands.
- **Provision of toolkits**: IWO provided toolkits including sewing machines and repair equipment to 65 people who successfully completed skills training during 9th quarter (January - March 2012). The toolkits will help these beneficiaries to start their own business and work as freelance craftsmen and women
- **Skills development training:** HDPG, ABKT and PHKN facilitated training for 365 people with disabilities in trades such as tailoring, mobile repairing, welding, livestock management, embroidery, chick (bamboo mat) making, show repairs, electrics and plumbing during 10th quarter (April - June 2012).

4.5 Working with employers to increase disability awareness

A total of 26 employer sensitization workshops were organized throughout the project period to help increase waged employment opportunities for the disabled people that had taken part in skills training through the project.

IWO successfully established links with Future Vision Organization (FVO), a welfare organization providing support for higher education, scholarships, career counseling, IT and English language courses free of charge. Through its efforts, IWO secured a commitment from FVO that 20% of students enrolled by the organization will be people with disabilities.

4.6 Waged and self-employment

Following assessment, counseling, skills development training and employer sensitization, a total of 1,907 people with disabilities were supported into employment; 1,110 self and 797 waged.

4.6.1 Self-employment

The selection of trades to be undertaken by each project beneficiary was made carefully, keeping in view their interests and skills, and the market demand.

A variety of self-employment ventures were undertaken, including:

- cloth shops
- grocery shops
- cement shops
- soft drink corners
- sweet shops
- flowers shops
- poultry farms
- furniture repairing and polishing
- tailoring
- livestock rearing
- local handicraft centres
- mobile repair shops

The income generated through self-employment ventures generally ranged from PKR 4,000 to 8,000 ($45 to $90) per month, with a few people exceeding this. Beneficiaries are gradually expanding their businesses by reinvesting income, and many expressed their joy that they are now better able to support their families.

The majority of people with disabilities in the target areas were isolated and often considered to be a burden on their families. This resulted in an overwhelming lack of confidence, further compounded by incredibly limited job opportunities. Through the project, they were able to engage in income-generation activities, resulting in a great increase in self-esteem and improved quality of life. It was also evident that this had a significant impact on family members, both due to the increased financial support and the positive change they saw in their disabled relative.

CBO staff closely monitored self-employment beneficiaries on a weekly basis and provided guidance and technical support as required, as well as support on cash and grant management.

INSAN CBO organized an exhibition through which people with disabilities could present the products they manufacture to employers, the local community and other disabled people in the area. The objective was to showcase their talents and demonstrate that disability should not prevent a person from playing an active role in society. Following the exhibition, a local market supplier placed a large order for shoulder bags that were being sold there by one of the project beneficiaries.

4.6.2 Waged employment

Prior to undertaking waged employment, beneficiaries were provided with training in the relevant trades to equip them with the necessary skills required to undertake a specific job.

The selection of trades to be undertaken by each project beneficiary was made carefully, keeping in view their interests and qualifications, as well as the employment opportunities available.

Formal employment was undertaken in the following areas:

- government offices
- schools
- various shops
- embroidery centers
- canteens
- factories
- photo studios
- goldsmith businesses
- carpentry businesses
- offices
- police department
- education department

Employers were fully sensitized ahead of any beneficiaries taking up work in their companies, and they were supported throughout the project by the CBOs, who were on hand to offer guidance on how they can best support disabled people in the workplace and help them perform their duties efficiently.

As with self-employment, the beneficiaries reported an improved quality of life and greater confidence, and were able to support their families financially. The monthly income earned by each of the beneficiaries ranged from PKR 2,500 to 7,000 ($28 to $78).

4.6.3 Work place adaptations

- CAMP and RDO facilitated 48 workplace adaptations in their project areas, benefiting a total of 148 people with disabilities. The adaptations made include construction of ramps, modifications to stairs (such as reducing the height of each step), adaptations to chairs, provision of leg stands (for example to support those with dwarfism), and adjusting the height of tables to suit individual needs.

- SPADO facilitated workplace adaptations for 45 disabled people including the provision of accessible workstations and chairs
- IWO made three workplace adaptations
- PHKN made 30 adaptations
- ABKT made 30 adaptations including construction of ramps, modifications to stairs and adjusting the height of tables

Permanent Livelihoods Resource Center:

One of the most notable successes of the project was the establishment of a permanent Livelihoods Resource Centre (LRC) by SESWA in their office to ensure they are able to continue providing livelihoods support to people with disabilities following the project. Over the past few years the LRC actively distributed leaflets giving details of government grants and disability schemes, and SESWA will continue to do so for the forseeable future.

4.7 Assistive devices

A total of 659 people with disabilities (428 male and 231 female) received assistive devices through the project, including:

- wheelchairs
- crutches
- walkers
- bicycles and tricycles
- white canes

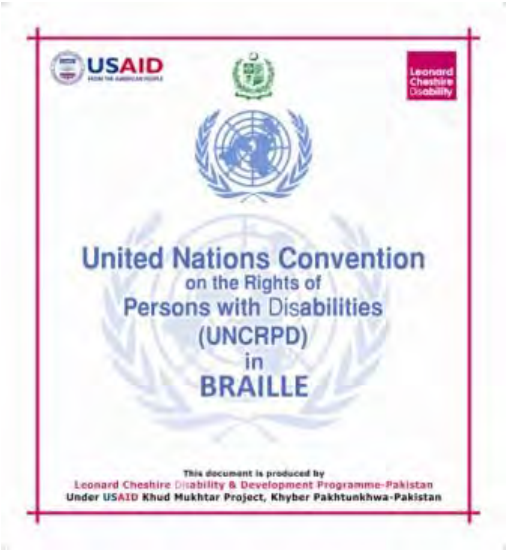
These increased mobility and gave the recipients a greater sense of independence, resulting in increased self-esteem and more confidence to interact with the wider community.

PHKN supported 26 disabled people (15 female and 11 male) to receive disability certificates, and with support from the Pakistan Bait-ul-Maal distributed 14 wheelchairs to people with disabilities in Haripur on the eve of Disability day 2012. It also linked 14 people with disabilities (9 female and 5 male) with the Benezir Income Support Program (BISP), through which they receive PKR 1,000 per month.

4.8 Development of Information, Education and Communication (IEC) materials

During the project period, the following IEC materials were developed:

- A video of the UNCRPD in sign language was developed, the first of its kind in Pakistan.
- A booklet on the United Nations Convention of Rights of People with Disabilities (UNCRPD) was printed and distributed among CBOs and to people with disabilities



- With support from the project partners, a video documentary was made on self-employment ventures undertaken, beneficiaries' responses, sharing of experiences and interviews with stakeholders
- Advocacy posters on selected excerpts from the UNCRPD were printed on the back page of 'Pakistan Special', a monthly magazine that gives extensive coverage on disability and is widely read in Pakistan and across Asia
- Additional advocacy posters on selected excerpts from the UNCRPD were developed and printed in collaboration with the Government of Pakistan's Social Welfare and Special Education Department They were disseminated to stakeholders, networking partners, DPOs, donor agencies, government departments, partner CBOs, SHGs and NGOs to sensitize the wider community about the rights of people with disabilities.
- The project published copies of the UNCRPD in Braille, Urdu and Pashtu
- A booklet of success stories was published

4.9 Advocacy campaigns and policy-makers' workshops

During the project period, several campaigns and workshops were organized by partner CBOs as follows:

- SAHARA organized two policy makers' workshops that looked at disability and related issues, especially the economic rehabilitation and empowerment of people with disabilities
- SESWA initiated an advocacy campaign in which 687 people from partner organizations, government departments and communities participated
- SESWA carried out a round table discussion with a variety of stakeholders to discuss about the rights of people with disabilities, laws and provisions regarding disability, the problems faced by disabled people and the role of CBOs in their rehabilitation
- SESWA and SAHARA organized two press briefing events in which more than 50 people, including 15 people with disabilities, participated. Many renowned media representatives and influential community members were invited. The activities proved to be successful as all the participants appreciated the efforts of the project and pledged to utilize the media to mobilize resources to empower disabled people
- SESWA organized two advocacy campaigns on the rights of people with disabilities during the April - June 2011 period. A total of 136 people, including 52 with disabilities, participated and a unanimous resolution was passed requesting the provincial assembly to establish rehabilitation centers in district Swabi
- SAHARA organized two policy makers' workshops with 37 participants in the July to September 2011 period. During the events, policy makers were sensitized on disability and its related issues. The participants expressed their commitment to influence relevant stakeholders, ensuring economic empowerment for people with disabilities

- SESWA organized one advocacy campaign on the rights of people with disabilities during the July to September 2011 period, with 60 people (28 with disabilities) taking part. The speakers highlighted disability issues and stressed the need for the provincial government to enact laws and bring reforms in the existing policies for people with disabilities. The participants also passed a unanimous resolution requesting the provincial assembly to establish rehabilitation centers at district Swabi
- CAMP organized a district level workshop on disability rights for 22 people both with and without disabilities, during which the rights of people with disabilities in a local, national and international context were studied

The 12 partner CBOs established a disability-focused advocacy network called Pakistan Disability Advocacy Network (PDAN) to highlight disability issues and raise a collective voice to address these. Current members of this network include twelve organizations working with disabled people, and as the network expands more civil society organisations are expected to come on board.

Two of the most significant activities undertaken by PDAN were as follows:

- A series of meetings were held with young parliamentarians regarding the accessibility code. As a result of their sustained efforts, an accessibility bill was passed by Parliament
- An application was submitted to the Information Minister Mr. Qamar uz Zaman Kaira to encourage the establishment of programmes on Pakistani television and radio that raise awareness of disability issues and the rights of people with disabilities. The minister agreed that this was important and consequently ensured that PTV and Radio Pakistan began producing and airing disability-focused

4.10 Formation of the District Disability Coordination Committee (DDCC)

HDPG formed a DDCC comprised of 18 members including one disabled person that belong to different civil society organisations. The main objective of the DDCC is to ensure disability is included in development work and services.

Four meetings were held between January – June 2012, during which the committee discussed the rights of people with disabilities and ways to support their economic empowerment. Following the meetings, all of the members felt motivated to put effort into helping people with disabilities find employment opportunities and raised awareness about disability issues amongst their communities.

4.11 Identifying legislative, policy and attitudinal gaps and acting on them to promote inclusion

The CBOs took an active role in policy intervention, which led to significant changes to national legislation.

A series of meetings, led by CBO SAHARA with technical support from LCDDP, were held between DPO representatives, members of Young Parliamentarians, the Pakistan Disability Advocacy Network (PDAN) and the Acting Speaker of the National Assembly of Pakistan, during which various suggestions and recommendations were made on how accessibility for physically disabled people could be improved throughout the country.

The bill was approved unanimously on 12th September 2012 and a resolution on the accessibility of buildings for people with physical disabilities was passed by the National

Assembly of Pakistan. This is a landmark victory in Pakistan, for which the project team is incredibly proud.

The resolution states: “Given that a considerable percentage of Pakistan’s population comprises of people with some form of physical disability, may it be the result of polio, old age or any other reason, and as the Constitution of Pakistan guarantees equal opportunities to all its citizens, this House resolves that all public buildings, including the Parliament House Building and Parliament Lodges, must be equipped with ramps, railings and elevators, making them accessible for individuals with physical disabilities.” (See http://www.na.gov.pk/en/resolution_detail.php?id=69 for more details).

4.12 Provincial outcome-sharing conference

A provincial conference was held in Islamabad in collaboration with the Islamabad Chamber of Commerce and Industries on 24th June 2013. A total of 48 people attended, including representatives from various UN agencies, representatives of ICCI, members of Rawalpindi Chamber of Commerce and Industries, INGOs, National NGOs, Government agencies, DPO members and stakeholders such as project beneficiaries. The aim was for LCDDP to share the outputs, outcomes, achievements and challenges of the project, and the conference resulted in increased interest in future cooperation and collaboration.

5. Project impact

A total of 1,907 people with disabilities benefited from economic empowerment, which many reported as being life-changing. The beneficiaries’ income increased across the board, resulting in greatly improved self-confidence due to them being able to support themselves and their families. People with disabilities supported through the project reported that their families and communities had started to involve them in decision-making processes, and the majority expressed that they felt better able to integrate with other people as a result of the project.

The SHGs and disability support groups formed by the CBOs functioned very well and the enterprise and seed money provided to them was used effectively as revolving funds. The SHGs will maintain an active role in monitoring the success of the entrepreneurial ventures and will also continue to raise awareness on disability to ensure people with disabilities have their voices heard and are afforded the same rights as non-disabled people.

As outlined above, one of the greatest achievements of the project in terms of policy advocacy was the passing of a resolution on people with disabilities in September 2012 as a result of LCDDP’s advocacy efforts alongside CBO and DPO members. This states that all public buildings, including the Parliament House Building and Parliament Lodges, must be equipped with ramps, railings and elevators, to ensure that they are accessible to people with disabilities. The passing of this resolution was historic in Pakistan.

6. Follow up and sustainability

6.1 Grassroots level

- The SHGs and disability support groups formed by the CBOs functioned very well and developed a strong foundation that will be maintained beyond the project. The seed money provided to them was used effectively as revolving funds, with beneficiaries paying back their interest-free loans once they had generated sufficient income to do so. The SHGs will

continue to use the funds in this way to ensure that as many people as possible are able to benefit. The SHGs will maintain an active role in monitoring the success of the entrepreneurial ventures and will also continue to raise awareness on disability to ensure people with disabilities have their voices heard and are afforded the same rights as non-disabled people.

- It has been observed that the small businesses established with support from the project are operating well, providing a good source of income that is helping people to support themselves and their families. The majority of businesses are keeping basic accounts and their profits are steadily growing as their operations develop. It is anticipated that the vast majority, if not all, of these ventures will be maintained, and the SHGs will follow up on them and continue to offer support as necessary.
- While it may be more difficult to follow up the people with disabilities that accessed waged employment through the project, it is hoped that they will maintain their jobs and continue to build on the success made so far.
- Employers that took part in sensitization sessions during the project are now aware of how they can better support people with disabilities in the workplace, and are hence better placed to provide employment opportunities in the future. Employers were also briefed on ways they can ensure their offices and buildings are more accessible to people with physical disabilities.
- Project staff observed many positive changes in the people supported, including increased confidence and a feeling of greater self-worth. As the project progressed they gradually became more engaged in, and supported by, their communities as awareness about disability grew. The businesses established and formal employment secured gave people with disabilities the opportunity to interact with non-disabled people, which in many cases was rare prior to the project intervention. It is anticipated that acceptance and understanding will continue to grow over the coming years.

6.2 Organizational and CBO level

- Prior to the project, the 12 CBOs were largely working on development but carried out few activities to support people with disabilities. Over the past three and a half years they have gained a wealth of knowledge on disability and have grown in confidence in terms of the support they are able to offer. They have expressed a desire to continue working with disabled people, especially in the field of livelihoods, so it is anticipated that project activities will be sustained at the CBO level.
- Some partner CBOs are actively maintaining advocacy work to ensure that various branches of the National Bank of Pakistan are made accessible to people with disabilities. This is the first time such an initiative has been taken up by civil society organizations in the KPK province.
- Through the project, each of the CBOs had their capacity built in terms of the support they were able to give people with disabilities to help them access various entitlements, such as financial benefits and access to assistive devices. Now they are aware of the support available, the CBOs will be able to continue helping disabled people to access this.

7. USAID branding and visibility

- Signed branding declarations: Each of the 12 CBOs signed a declaration to ensure their compliance with USAID branding and marketing policies, and these were followed wherever possible (though allowances were made as necessary due to the insecurity in Pakistan)
- Hub office Peshawar: USAID logo tags were put on furniture and equipment (including tables, chairs, notice boards, white boards, file racks, computers, printers and telephones)
- KPK staff visiting cards: Visiting cards for KM staff were printed in line with the USAID branding and marking policies
- Workshop, job fairs and exhibitions: USAID-branded banners were used at all training and advocacy workshops, job fairs and exhibitions that were held through the project
- Posters and other materials: Posters developed for the disability awareness campaign managed by LCDDP were branded with the USAID logo. Other materials developed and produced through the project were also branded.

8. Financial report

See financial report – attached

9. Problems and solutions

Key challenges faced	How the challenges were addressed
As Peshawar is a very volatile place and has many security issues, project staff were concerned that use of the USAID logo and branding would draw attention from terrorists and those involved in the conflict	As is standard practice for all CSOs and UN offices in Peshawar, no branded signboards were used outside the KM office. Only CBO staff were given access to the office and those from the community had restricted entry. The KM project vehicle was not branded with the USAID logo. Staff maintained a low profile to avoid drawing any undue attention to themselves while moving in the field. Cultural attire and norms were followed.
Due to the instability in Peshawar, building owners are often reluctant to rent them out and, by law, must investigate tenants before finalizing any rental agreements. This causes some delays in setting up the project office.	The project team had no choice but to follow the standard legal procedures to establish the project office
Frequent and prolonged power cuts caused communication problems, resulting in some delays as the team relied on email communication and internet access	A fax machine was purchased as an alternative means of communication with the CBOs. A generator was also procured as a back-up in the event of a power failure
The partner CBOs had some initial problems with using the donor reporting templates, leading to some issues in the accuracy of the data collected at the start of the project	Training was organized for partners to help them understand the reporting formats, which improved data collection and the accuracy of information
The security situation in the project area worsened towards the end of the project. The vehicle belonging to partner CBO SWWS was attacked by terrorists in Swabi, resulting in the death of eight staff members, including six	In light of the deteriorating security situation, LCDDP shifted its operations from Peshawar to Islamabad to avoid the security problems as far as possible. Likewise some partner organizations including SPADO and ABKT took similar security measures,

females, on 1st January 2013. Two explosions close to the offices of national NGOs working in KPK deepened the feeling of insecurity amongst civil society organizations. Targeted killings, bomb blasts, abductions and suicide attacks wreaked havoc across KPK and other parts of the country.	while SWWS halted its operations in KPK for almost two months after the tragic event.

10. Documentation of shared learning

See UNCRDP posters and case studies - attached

11. Recommendations to World Learning to improve their systems for grant management and technical assistance

LCD very much appreciated the support it received from World Learning throughout the project period. At times, the volatile security situation in Pakistan made it difficult to carry out activities as per the original workplan and gather information needed for reports, evaluations and audits. World Learning showed great understanding and flexibility.

12. Attachments

1. Annexes
    - 1.1 Grant making procedures
    - 1.2 CBO proposal assessment form
    - 1.3 Registration form for people with disabilities
    - 1.4 Needs assessment of business plan
    - 1.5 UNCRPD posters
    - 1.6 Case studies
2. USAID KM EMMR Report
3. Final Property Report
4. Property Disposition Plan
5. Final VAT Report
6. USAID Q14 exp report (still UK related exp need to be included, Evaluation, LCD Disability advisor cost)