

**UGANDA NATIONAL  
ASSOCIATION OF THE DEAF**

**UNAD/Concern Partnership Project**

**Evaluation Report**

**November 2007**

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## Abbreviations

AAIU	Action Aid International Uganda
AIDS	Human Immune Deficiency Virus
CBR	Community Based Rehabilitation
DDA	Danish Deaf Association
GA	Genera Assembly
HIV	Human Immune Virus
KCEP	Kampala Community Empowerment Programme
KDA	Kampala Deaf Association
KDDP	Kampala Deaf Development Project
KWAD	Kampala Welfare Association of the Deaf
LCs	Local Councils
MoES	Ministry of Education and Sports
MoH	Ministry of Health
NGOs	Non Governmental Organizations
NUDIPU	National Union of Disabled Persons of Uganda
OD	Organizational Development
PLE	Primary Leaving Examinations
SHIA	Swedish Handicapped International Aid
SL	Sign Language
TASO	The Aids Support Organization
UAC	Uganda Aids Commission
UCE	Uganda Certificate of Education
UNAD	Uganda National Association for the Deaf
UNEB	Uganda National Examinations Board
VCT	Voluntary Counseling and Testing
WFD	World Federation of the Deaf

## Acknowledgement

This process of evaluation was a participatory one which involved consultations and discussions with a number of stakeholders from UNAD, the communities of deaf persons and training centres. It may not be possible to mention all those that contributed to this process but it is important to mention those key persons for the great input they made to this evaluation.

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## **Executive summary**

The evaluation of the project was conducted following the expiry of the two years of the project due at the close of 2007. The evaluation is intended to collect analyze and document experiences on the effectiveness of the interventions towards bringing about socioeconomic empowerment of the deaf people in four divisions of Kampala (Nakawa, Rubaga, Kawempe and Makindye).

The major sources of data for this evaluation included project staff of UNAD, service providers, deaf centre staff, sign language interpreters, sign language instructors, deaf persons and learners from sign language training centres.

Methods of data collection included review of project documents and reports, key informant interviews, focus group discussions and observations among others. The data collected from these sources was triangulated for validity and reliability and thematically analyzed.

Evaluation results reveal that UNAD has the institutional capacity to implement the project and that the project interventions have benefited the target population especially by increasing the number of persons trained in the use of sign language and increasing awareness among deaf people on HIV/AIDS.

UNAD should be supported to build its capacity to write project proposals so as to raise funds for project work and at the same time diversifying on the internal revenue sources to ensure project sustainability.

Advocacy and networking should focus on the district associations of the deaf to ensure that the needs of deaf persons are addressed most especially including them in the district development plans and budgets if impact is to be seen at the grassroots

UNAD together with other stakeholders especially government should develop a strategy of utilizing the graduates of sign language as currently there is a concern that those who complete training end up in the community where their skills are not put to maximum use

Despite the good laws and policies put in place by government towards addressing the needs of deaf persons, a number of people and organizations are not aware of them and as a result implementation of these laws and policies is weak.

Another challenge is that while the goal of the project is socio-economic empowerment of deaf persons, in its current design there are no interventions directly addressing economic empowerment and yet empowering the deaf economically is important for sustaining the outputs of the project at the grassroots and ensuring that the deaf participate in other development initiatives by government.

# 1.0 CHAPTER ONE

## 1.1 Background to UNAD

Uganda National Association of the Deaf (UNAD) was established in 1973 as an umbrella, non-profit making organization bringing together all the different categories of Deaf people. UNAD's uniqueness is in its being *"By, for and from the deaf people"*, after realizing that their Human Rights (civic, social, economic and political) were ignored and violated by the society. Since its formation UNAD has grown from being a small association to a national one establishing Deaf Associations in 43 out of the 80 districts in Uganda. The mandate of UNAD is to empower the deaf through capacity building, advocacy and lobbying. UNAD is a member of the World Federation of the Deaf (WFD), National Union of Disabled Persons of Uganda (NUDIPU), Uganda NGO Forum and many others. It is also recognized by the government of Uganda and is consulted regularly both by government and civil society organizations on matters pertaining to deafness and disability issues.

Since its inception, UNAD has implemented the following major projects in order to address the plight of deaf persons to live a life of dignity;

**Kambara Deaf Development Project (KDDP)** based in Mbarara and Kyenjojo districts and funded by Action Aid International Uganda (AAIU). Its main activities are establishment and functioning of Deaf Schools and HIV/AIDS awareness among the deaf persons.

**The Silent Theatre project** is a deaf drama project funded by Swedish Handicap International Aid. It stages plays in sign language on various key issues like the HIV/AIDS scourge, girls' education and deaf people's rights.

**Community Based Rehabilitation (CBR)** Programme in Tororo funded by the Norwegian Association of Disabled (NAD) through NUDIPU.

**Kampala Deaf Association (KDA):** UNAD as a national umbrella organization of the deaf with support from Concern-Uganda has been instrumental in the establishment of **Kampala Deaf Association (KDA)** in 2004, which was formed as a result of a merger between Kampala Welfare Association of the Deaf (KWAD) and Deaf Development Association (DDA). A number of programmes and have benefited KDA members. KDA currently has an estimated membership of 500 deaf persons and intends to expand as more deaf people are being mobilized and registered.

### 1.1.1 Vision

Best quality life of deaf people in Uganda

### **1.1.2 Mission**

To advocate for the human rights of deaf persons, promotion of sign language, access to quality services, and building the capacity of associations for the deaf.

## **1.2 Institutional capacity**

Institutional capacity takes into account aspects of governance, human resource, external relations, financial resources and sustainability.

### **1.2.1 Governance**

UNAD is governed by a Board of Directors as the supreme decision making body mainly responsible for policy formulation. The Board of directors is elected by the General Assembly which consists of delegates from the seven Regional Associations that have representatives from each of the 43 district Deaf associations in Uganda.

### **1.2.2 Human resource**

UNAD employs fulltime professionals and some volunteers with qualifications and experience to run the day to day activities at the secretariat. The secretariat is headed by the Executive Director who together with the staff ensures that the organization's policies are implemented on schedule as laid down by the board of directors.

### **1.2.3 External relations**

UNAD has established and maintains good and functional relationships with government ministries, Local governments, donor agencies, NGOs, Institutions of higher learning and district associations. These linkages have positioned UNAD in an advantaged position as it has been able to forge collaborative linkages as a means of influencing policies and agendas aimed at improving the welfare of deaf persons in Uganda

### **1.2.4 Financial resources**

UNAD uses a multi-pronged approach in raising financial resources for its programmes. The major sources of finance are grants from donors and NGOs, collaboration with government ministries and funds generated locally by UNAD from its internal activities which include sale of sign language dictionaries, T-shirts, membership and sign language resource materials.

### **1.2.5 Sustainability**

UNADs' sustainability strategy is embedded in advocacy, creating and sustaining strategic networks with other stakeholders, creating partnerships with the central and local governments under the decentralized dispensation and other development agencies. The partnerships are intended to continue with and expand the implementation of the good practices and policies arising from the efforts of UNAD.

## **2.0 UNAD PARTNERSHIP WITH CONCERN PROJECT**

### **2.1 Background to the two-year project**

The baseline survey exercise and the participatory problem identification and analysis workshops held in each of the five divisions of Kampala between January and March 2005 unearthed various challenges faced by deaf people in Kampala District. To fully understand the problem, 448 Deaf (250 male and 198 female) were sampled to participate in the survey which revealed the following major problems facing the deaf persons:-

- Communication barriers and lack of sign language interpreters at work places, schools, hospitals and other service centers. Most service providers don't understand sign language which is the means of communication among the deaf persons. As result deaf people find difficulties in accessing vital services such as health, banking, education and fare hearing of their grievances at police, courts of law and local councils.
- Most deaf persons are illiterate or stopped at primary level of education which is attributed to discrimination, lack of school fees, inadequate educational facilities designed to cater for the unique needs of deaf persons. As a result of high illiteracy levels and lack of academic qualifications most of the deaf persons are unemployed (41% of the interviewed deaf persons were unemployed).

Violation of the fundamental human rights of the deaf persons (59% of respondents had no knowledge of human rights). Many of the deaf persons interviewed reported that their human rights had been violated. Violations include lack of respect and dignity, access to education and health care services, fair representation and gender balance. Lack of knowledge on HIV/AIDS prevention, care and support has increased the deaf people's vulnerability to HIV/AIDS. Most HIV/AIDS awareness programmes on radio, televisions or Music, Dance and Drama, are not effective to deaf persons as they can not hear the messages.

To address the problems highlighted above, UNAD in partnership with CONCERN Kampala Community Empowerment Programme (KCEP) designed and is implementing a two-year project in four divisions of Kampala (Nakawa, Kawempe, Makindye and Rubaga).

The direct beneficiaries of the project are the deaf persons in the four divisions while the indirect beneficiaries of the project are family members of the targeted deaf people and other service providers and community members like nurses, other health workers, teachers and police personnel in the district.

## **2.2 Mission of the project**

Promotion of sign language, capacity building and advocating for human rights and equalization of opportunities through access to education, health and other services for the deaf persons.

## **2.3 Goals and objectives**

**Goal:** Socio-economic empowerment of the deaf people in the four divisions of Kampala district improved.

**Objectives:**

1. To strengthen the institutional capacity of UNAD to facilitate KDA to effectively address the needs of deaf people in four divisions.
2. To strengthen the network and linkage to enhance shared learning and improve the advocacy initiatives of UNAD.

## **2.4 Staffing**

The two-year project is being implemented by UNAD and Kampala Deaf Association (KDA) and therefore using UNAD staff who are already equipped with skills and experience to carry out the implementation of the project.

## **2.5 Funding sources**

Funding for the two year project has been provided by CONCERN KCEP plus local contribution by UNAD

## **2. 6 Projected outputs**

1. By the 24<sup>th</sup> month of the project 260 people trained and fluent in the use of sign language (80 newly identified Deaf, 80 parent/relatives of Deaf, 60 service providers and 40 interested people who could act as volunteer interpreters for the Deaf).
2. UNAD better able to plan, integrate, mainstream and implement HIV/AIDS programs for KDA and its staff.
3. UNAD better equipped to advocate and network with local leaders in government, NGOs for mainstreaming and integrating deaf people's needs and concerns in their programs and policies.
4. Increased awareness of human rights by the deaf people and the general public in Kampala District.

## **3. 0 PROJECT EVALUATION**

The two year project which started at the beginning of 2006 is now coming to an end by December 2007 which calls for its evaluation to determine the extent to which the project objectives have been achieved and also guide UNAD on the way forward.

### **3.1 Objectives of the evaluation**

1. Collect analyze and document information on the efficiency, cost benefit and effectiveness of the current interventions.
2. Assess the capacity of UNAD to implement the project activities.

#### **3.1.1 Key outputs of the evaluation**

A report detailing the process and methodology of the evaluation, analysis of findings, conclusions and recommendations to inform the design of a successor program after the expiry of current two year partnership project with Concern-KCEP

### **3.2 Evaluation criteria**

The evaluation criteria are based on the four project outputs set out at the beginning of the project. The evaluation has attempted to verify the extent to which these outputs have been achieved, the challenges faced during project implementation and the impact of the project interventions on the welfare of the targeted beneficiaries.

### **3.3 Key questions explored**

The evaluation process explored the following evaluation questions;

- Did the project do what it planned to do (success indicators)?
- What are UNAD's experience on what worked and what did not work during the implementation of the project (reasons for success)?
- What difference did the project make on the target population (impact)?
- What could the project have done differently (inform future project design)?
- How does UNAD plan to use the evaluation findings (for continuous learning)?

While these are the evaluation questions, presentation of findings in this report is not according to the research questions but along the key thematic project outputs while bearing in mind the outcomes from these evaluation questions.

### **3.4 Design parameters**

The design parameters considered here are the methods of data collection and the analysis of the data leading to compilation of the evaluation report.

#### **3.4.1 Data collection methods/data sources**

The evaluation team employed participatory methods in conducting this evaluation which made the process highly interactive involving consultations and discussions with UNAD staff, volunteers, development workers, project beneficiaries and other stakeholders as identified. Key informant interviews were held with the Executive Director to guide the evaluation process on important policy issues and how they relate with programme work. The project coordinator was another key informant specifically on the aspects of programme design and implementation of activities. The evaluation team held Focus Group Discussions with groups of trainees from the deaf centres in Ntinda and Mulago. The team reviewed existing literature in order to fully understand and conceptualize the assignment, identify existing gaps so as to inform the design of the data collection tools. The documents reviewed included but not limited to;

1. UNAD two-year proposal
2. Report on baseline survey on deaf people in Kampala
3. UNAD HIV/AIDS Stepping stones proposal
4. Programme documents like progress reports (see annex 3 on project documents reviewed)

The review of secondary data was done at the beginning of the assignment to inform the design of the data collection instruments but also as an ongoing process to enable deeper understanding and analysis of issues. This analysis compared and contrasted with the field findings and the documented experiences in the literature. The design of the data collection instruments detail a list of issues to be explored from the various informants and for different activities (the instruments included interview schedules/checklists)

#### **3.4.2 Data analysis**

The process of data analysis was done on the key thematic areas based on the specific project outputs. The analysis was done progressively throughout the process of compiling the evaluation report guided by the evaluation questions which focused on key success indicators, reasons for success, impact, alternative approaches to project design and use of the evaluation findings.

#### **3.4.3 Staff involved**

The evaluation team which was gender balanced was composed of the team leader (specialist in organizational development), a Socio-scientist (specializing in public health) and a sign language interpreter. The sign language interpreter was very instrumental in ensuring information flow between the consultants and the deaf clients.

## **4.0 PRESENTATION AND DISCUSSIONS OF RESULTS**

The chapter presents results of the evaluation based on the key areas of the study namely;

- The capacity of UNAD to implement the project activities
- Effectiveness of the project interventions

### **4.1 Capacity of UNAD to implement project activities**

The capacity of UNAD was evaluated against five parameters namely governance, human resources, financial resources, programme implementation and sustainability of programmes

#### **4.1.1 Governance**

UNAD has a well laid out organizational structure with the General Assembly (GA) at the apex of the organization. The GA is composed of the delegates from the seven regions of Uganda (Central, Northern, West Nile, Karamoja, South Western, Western and Eastern) and the regional associations have affiliate members from the district associations.

The GA is responsible for election of the board of directors, handle constitutional amendments and approve strategic plans for the organization. The GA meets regularly to discuss policy issues and since it is composed of representatives from the regional and district associations, it provides a good platform for vertical flow of information (from and to the districts).

#### **4.1.2 Human resources**

The key departments of administration, finance, gender and theatre and programme coordination are staffed with qualified personnel. The Board of Directors appoints the Executive Director who is responsible for the day to day functions of the UNAD secretariat which is composed of 21 members of staff with different areas of specialization. At programme coordination level, there is a programme coordinator who coordinates the programmes at the secretariat and the field offices in Mbarara and Kyaka in Kyenjojo district. The organization also uses the services of volunteers especially in training and other programme activities which is a good strategy to reduce on the project budget on paying fulltime staff.

As a result of the competent staff, the secretariat has been able to meet the implementation timelines for the project and has also prepared and submitted the required documentation to CONCERN-KCEP in form of progress reports and financial accountabilities on time.

### **4.1.3 Financial resources**

The major source of funds for UNAD work has been grants and donations from donor agencies and NGOs. UNAD has developed good working relations with donors and NGOs and as a result they have received funds from organizations like;

- Action Aid International Uganda
- Swedish Association of the Handicapped
- CONCERN International Uganda
- Norwegian Association of the Disabled Persons
- Action on Disability and Development

UNAD also generates funds locally from membership fees, and other income generating projects which include sale of sign language dictionaries, T-shirts, membership and sign language resource materials. The funding from local sources currently accounts for 20% of the associations' budget which is a great achievement towards financial sustainability.

Getting funds from the donor community requires writing of proposals in which the association requires more capacity in order to write competitive proposals. The association had attempted to employ a full time staff for this work but it failed to sustain the post due to financial constraints. UNAD currently has two options of developing competitive proposals; using a paid consultant to do the job or building in house capacity of one of the staff through training to write the proposals. The first option of using a consultant yields faster results but is costly and unsustainable in the long run hence building of in-house capacity of staff is more cost effective and sustainable and leads to organizational growth.

### **4.1.4 Programme implementation**

UNAD has well laid out project plans showing project implementation modalities, work plans and monitoring and evaluation indicators and time frames for implementation as evidenced by the Silent theatre project and the KCEP partnership project among others. These arrangements have contributed to the successful implementation of their projects

## **4.2 Effectiveness of the project interventions**

The project has four major outputs on which presentation of findings has been based;

### **4.2.1 People trained and fluent in the use of sign language**

To date the project has trained 278 people which include teachers from primary schools of the deaf, health personnel, security personnel, deaf persons, religious leaders, LCs, parents of deaf children and students from tertiary institutions. The ratio of females to males trained was 52 to 48 and the distribution of trainees by division shows that Kawempe had 107 people trained, Nakawa 77, Rubaga 70, and Makindye 25.

Sign language materials production, 260 sign language manuals 700 cards for alphabet and numbers have been produced and distributed to the divisions for use. The project has increased the number of people in the community with skills in the use of sign language

As a result of the training; graduates from the Ntinda centre have formed a CBO (Deaf Rights Network) whose aim is to champion the rights of the deaf persons in the community.

The project however continues to receive more deaf persons who are interested in training in sign language. UNAD is faced with lack of enough resources to open up new centres to accommodate the increasing number of persons wanting to be trained. Not only are the centres insufficient; they are also far away which increases the transport costs by the trainers every time they go for training.

#### **4.2.2 UNAD with capacity to plan and implement HIV/AIDS programs**

Training of UNAD and KDA staff was organized and facilitated by Concern focusing on mainstreaming plans to address issues of HIV/AIDS. The training also equipped the trainees with skills in HIV/AIDS risks and vulnerability analysis and developing activities arising from the analysis. UNAD has facilitated KDA to commemorate AIDS day where the deaf have participated together with other members of the community. These efforts have created awareness among the deaf persons on HIV/AIDS and as a result the number of deaf persons demanding for Voluntary Counseling and Testing (VCT) services is increasing. During the international day of the disabled held in Mbarara in May this year, deaf persons came for VCT services unlike earlier when the deaf persons could not demand for such services (either due to fear of stigmatization or lack of awareness of the services).

This has created an impact in that The AIDS Support Organisation (TASO) has now included sign language while training counselors so that they can be able to communicate with deaf persons. Another outcome of this awareness is that TASO invites UNAD to participate in the AGMs where UNAD caters for the interests of the deaf persons in TASO programmes.

#### **4.2.3 UNAD better equipped to advocate and network**

The main objective of this activity was to facilitate UNAD to acquire skills to advocate and network with local leaders in government and NGOs for mainstreaming and integrating deaf people's needs and concerns in their programs and policies. The project has implemented training for 20 participants in advocacy and networking. At national level, lobby workshops were held with the Ministry of Gender Labour and Social development, Uganda Police, Prisons, Courts, Uganda AIDS Commission (UAC), TASO, Ministry of Health (MoH), Ministry of Education and Sports (MoES), Uganda National Examinations Board (UNEBC) and Ministry of Information. The issues addressed during

these workshops focused mainstreaming the concerns of the deaf people in the programmes of the respective ministries and organizations.

Some areas of concern include;

- Situations where police arrests deaf persons but without capacity to communicate to the deaf which would jeopardize a fair hearing to the deaf person
- Deaf people who would like to acquire driving permits
- Deaf people defending themselves in courts of law

Arising from these interactions policy changes to the benefit of the deaf persons have been made and among them include;

1. The enactment by parliament of 'The Persons with Disabilities Act, 2006 which handles right to quality education, employment of persons with disabilities and other social rights
2. UNEB providing interpreters for candidates seating for PLE and UCE exams
3. Police (especially old Kampala police station) calling upon UNAD and paying for services of an interpreter whenever they have cases involving deaf persons.
4. Sign language has been recognized by the constitution of Uganda
5. A secondary school for the deaf and the only one in Uganda has been constructed and enrolment of deaf children is going on in Wakiso district
6. Enrolment of deaf persons to universities and other tertiary institutions is increasing due to affirmative action where 4 points are added on for any deaf student enrolling for university

#### **4.2.4 Increased awareness of human rights by the deaf people**

Increased awareness of human rights by the deaf people and the general public in Kampala District has been created as a result of advocacy and networking and the impact of this awareness has been elaborated in 4.2.3 above.

### **4.3 Sustainability**

The evaluation of the project looked at the aspect of sustainability from the dimension of financial sustainability, sustaining the process of project implementation and sustaining the outputs of the project.

#### **4.3.1 Sustainability of funds**

Currently UNAD depends on donor funding for the biggest part of its administrative and programme budgets (20% of the budget is from local revenue sources of UNAD). UNAD prepares proposals which are sent to donors for funding however it does not have enough technical capacity in proposal writing. In absence of good and competitive proposals donor funding as a source is not guaranteed which makes it difficult for UNAD

has to maintain the current programmes and at the same time plan for expansion as shown by the high demand for its services.

### **4.3.2 Sustainability of process**

The project being evaluated involved training of staff, deaf people, leaders, parents of deaf people etc to acquire skills in;

- Sign language
- Integration and mainstreaming of HIV/AIDS in the programs of KDA
- Advocating and networking with local leaders and other stakeholders to integrate the needs of deaf people in their programmes and policy.
- Increasing the awareness of human rights by the deaf people and the general public

UNAD has demonstrated capacity in sustaining this process as evidenced by the increasing number of graduates of sign language from the training centres and the networks it has created with stakeholders at ministerial level (which has influenced a positive policy shift towards the deaf persons), universities and training centres for the deaf, service providers like health units, police and LCs.

### **4.3.3 Sustainability of outputs**

After training in sign language, the trainees are graduated and sent back to their communities. In its current form and design, UNAD has not developed a comprehensive strategy to ensure that the trained people put in place the skills acquired for the improvement of the quality of life of the deaf persons in society. In a focus group discussion with members of a CBO composed of graduates of this training in Nakawa division, the members expressed it as a major challenge as most of their colleagues were in their communities but not practicing the skills acquired. Sustainability of the graduates by engaging them in active use of the skills from the training was also expressed during key informant interviews with staff where it was observed that currently the trainees are likely to lose the skills if a follow-up programme is not designed to ensure that the skills acquired are put to use.

One of the options for sustainability of outputs of the training component of the project is to design an interpreters course for those who complete sign language training. After acquiring skills in interpretation one has an option of seeking for employment as an interpreter or applying for a diploma course at Kyambogo University. However, the challenge still remains that a course at Kyambogo University requires a lot of money and as earlier observed most of them do not have sound incomes to afford the fees and fulltime commitment for the two-year course at Kyambogo University.

## **4.4 Challenges**

The link between the district associations and the grassroots communities and that between the district associations and other structures like the LG structures is weak. Yet these linkages are potential avenues for expanding and sustaining project interventions

Volunteers are used as trainers but their allowances are small (the trainers are currently receiving 7000/= per week) and cannot motivate them to do a thorough job.

UNAD at national level has acquired capacity to implement its programmes but this capacity has not been replicated at the regional and district associations and yet this is where the majority of its mandate exist. This challenge is appreciated by UNAD but due to financial constraints it has not addressed the problem effectively.

To involve the deaf in providing counseling services; two people in Mbarara and two in Gulu are undergoing training in counseling. More people would like to acquire these skills but the challenge is that TASO is demanding basic educational qualifications for one to train as a counselor and yet many of the deaf persons do not have this basic education as the first secondary school started last in 2006.

Advocacy at the national level has been done as evidenced by putting in place enabling policies and laws but implementation of these policies is weak due to a number of interlinking factors (on the part of UNAD lack of enough resources is a major limiting factor).

The former Uganda Television was providing a sign language interpreter but when it was privatized to UBC, the interpreter was removed as there was no one to pay for TV time/space and the services of a sign language interpreter thus denying deaf persons to get news.

Despite the awareness raised on the need for equal employment opportunities, a number of employees are not aware of this opportunity and are not comfortable with employing deaf persons even when such persons can work without the need for an interpreter

Deaf persons have low education levels which hinders them to access opportunities for higher education and employment. Schools for the deaf people are few and yet most teachers in the formal school do not know sign language

Government efforts for universal primary and secondary education have not greatly taken into account the educational needs of deaf children in order for them to benefit from the programme as is the case with the rest of the children.

The war against HIV/AIDS is using information as a major tool, however the deaf do not have access to information in a way that the deaf can understand as most of the information especially in the rural areas is audio and textual (radios and news papers) which the deaf people cannot comprehend.

## **5.0 CONCLUSIONS AND RECOMMENDATIONS**

### **5.1 Overall judgments of the worth of the project**

The two year project is worth the cost and its interventions have been effective as evidenced by the number of beneficiaries who have benefited from the interventions and the number of those demanding for similar services (the project has trained 278 persons in sign language as compared to the projected 260 persons) has increased.

Impact has been created in the areas of awareness on HIV/AIDS among deaf persons and putting in place policies geared at improving the socio-economic empowerment of the deaf persons in the four divisions (this impact however may not be attributed wholesale to the interventions of this two year project) This impact is evidenced by;

- The number of deaf persons seeking for services likes VCT for HIV/AIDS
- Service providers like the police seeking sign language interpretation services by police
- Number of deaf persons getting employment after training in sign language

### **5.2 Comments on the validity and reliability of the findings**

The findings as presented above are valid and reliable as they present issues pertinent to the needs and rights of deaf persons. Findings show the achievements attained from the project interventions, the impact arising from the project and the challenges faced during implementation of the project.

### **5.3 Recommendations**

The recommendations are presented under specific areas to ease their implementation by UNAD and other stakeholders

#### **5.3.1 Recommendations for enhancing the capacity of UNAD**

1. UNAD should identify staff with skills in proposal writing who should be trained to produce technically sound and competitive fundable proposals in order to raise funds for the organization activities
2. UNAD staff should be trained in HIV/AIDS counseling skills so that they too can pass them over to the sign language instructors to be incorporated in the syllabus

3. UNAD should liaise with Teenage Centre to employ a sign language interpreter so as to ease communication between the hearing and deaf youth who go to the centre for their services.
4. UNAD should build the capacity of district associations to demand for the inclusion of the needs of deaf persons in the plans of local governments and also ensure that these plans are implemented. The district associations should work in close collaboration with the newly created Human Rights Desks at the district to ensure that the rights of the deaf are protected.
5. UNAD has acquired land on which it can construct its headquarters and provision for a hall for conference facilities. This would reduce the budget for renting offices and the conference would generate revenue when hired by outsiders and all these would free some funds to programme work.

### **5.3.2 Recommendations for UNAD to improve programme work**

1. To improve the capacity of the district associations, UNAD needs to be facilitated to train the district associations in programme planning, networking and advocacy at their level in order to reach more people at the grassroots
2. A successor programme should be designed to continue on the good work of training more people in the use of sign language. To ensure sustainability of this successor programme a component of post training follow up of trainees should be included to ensure that the graduates put the skills to use.
3. UNAD as a national organization should start planning for the replication of similar interventions in other districts of Uganda starting with those having functional district associations.
4. As priority UNAD should devise a strategy focusing on the economic empowerment of deaf persons so that they can access essential needs and also be in position to contribute effectively in the programmes of UNAD
5. Trainees should be facilitated to form groups as it is easier to work with groups than individuals. These groups should be encouraged to engage in income generating activities and training more people in the use of sign language. Using these groups for training would not only reduce the distance to the centres but also do away with the payment of transport to learners by UNAD.
6. Increase the number of training centres from one to two centres per division. This would reduce the distance the learners have to move to the centres and at

the same time it would reduce the cost incurred by the project in transport refund for the learners.

7. As a result of 3 and 4 above, the project should stop paying transport allowance to the trainees as this is not only unsustainable but does not encourage parents of deaf children to contribute to the education of their children. (this would be used by UNAD to assess whether the parents are committed to the education of their children).
8. UNAD through district associations and in collaboration with the district human rights desks should sensitise the community and the public of the Persons with disabilities Act to ensure its implementation.
9. UNAD should identify a company or an NGO to sponsor for a sign language interpreter Television so that the deaf can also be able to follow the news broadcast as was the case with UTV.

### **5.3.3 Recommendations on policy**

1. The Ministry of Health should create a desk to address health issues of the deaf persons which should include sign language for the health providers so as to make them communicate better with the deaf persons.
2. Like in Kenya, Uganda should design a VCT programme emphasizing the special needs of deaf persons. UNAD has linkages with the Kenya programme from which the Uganda programme could benefit.
3. Section 5 (j) of 'The Persons with disabilities Act' 2006 on education states "Government shall, promote the educational development of persons with disabilities through the commitment of not less than ten percent of all educational expenditure to the educational needs of persons with disabilities at all levels". UNAD should lobby the MoES to provide bursaries for deaf persons seeking higher education at universities and other higher institutions of learning

## Annex

### Annex 1: Names of trainees

#### A. Ntinda Centre

Name	Title
1. Aremo Maxwell	Student KYU
2. Obwol Isac	..
3. Oceli Ben	..
4. Pacuto Yosia	Deaf
5. Nsubuga Ronald	Deaf
6. Aciro Suzan	Deaf
7. Aguyo Jonathan	Student KYU
8. Acan Betty	Student KYU
9. Najjuma Irine	Student KYU
10. Muitebi Ronald	..
11. Katuntu Genevive	..
12. Ewagu Samwel	..
13. Odocht Patrick	..
14. Olinga Rasmus	..
15. Ayo Ayo	..
16. Kahola Paul	..
17. Mayende Partrick	..
18. Omwandi Philemon	..
19. Abonga Aloya	..
20. Iberut Patrick	..
21. Onaga Thomus	..

22. Okiro David	..
23. Akello Grace	..
24. Birungi Susan	Volunteer
25. Dongo Dasivia	Student
26. Nakalembe Annet	..
27. Atim Diana	..
28. Iga James	Counsellor
29. Mubiru	Student
30. Aplot Martha	Student
31. Okodi Israel	Deaf
32. Nankoma Harriet	Deaf

#### B. Mulago Centre

1. Namayanja Esther	Social worker
2. Nakato Habuban	Student
3. Mugisha Obed	Mansion
4. Nakyanzi Annet	Kawempe
5. Namatovu Norah	Kawempe
6. Nyiraguhirwa Sharon	..
7. Birigwa Ismael	..
8. Muwumuza Ronald	..
9. ssebaduka Livingstone	..
10. James Sekiziyizu	..
11. Moses Musenze	..

## Annex 2: Checklist for Data collection

The process of evaluation will be highly participatory employing participatory methods with a wide range of respondents interfacing with the programme activities. Among the methods to use include, documentary review, Focus group discussions, key informant interviews, direct observations and rankings. The consultant will employ triangulation skills in order to validate corroborate the information collected from the different sources.

<b>INFORMATION SOURCE/METHOD</b>	<b>ISSUES</b>
Secondary data review	<ul style="list-style-type: none"> <li>• Background to UNAD</li> <li>• Programmes covered by UNAD</li> <li>• Background to the two-year project</li> <li>• Programmes covered the two-year project</li> <li>• Organizational capacity of UNAD to implement the programmes</li> <li>• Achievements to date</li> <li>• Quantitative data on the numbers of beneficiaries</li> <li>• Nature of beneficiaries and their common needs</li> <li>• Nature of partners and their collaborative arrangements</li> <li>• Integration of programme activities within the Local Government structures</li> <li>• Challenges and lessons arising from the implementation of the programme activities</li> <li>• Contribution of the programme efforts to the overall problem</li> <li>• Sustainability of the programme activities (process and outputs)</li> </ul>
Key Informant interview with CONCERN	<ul style="list-style-type: none"> <li>• Donor policies and funding guidelines</li> <li>• History and capacity of donor fund utilization</li> <li>• Challenges and lessons arising from the relationship with UNAD</li> <li>• Sustainability of the programme activities (process and outputs)</li> <li>• <b>WAY FORWARD (suggest recommendations)</b></li> </ul>
Key Informant interview with Director/Chairperson KDA	<ul style="list-style-type: none"> <li>• Organizational structure</li> <li>• Mandate of UNAD</li> <li>• Institutional capacity of UNAD</li> <li>• Resources</li> <li>• Institutional policies</li> <li>• Human resources</li> </ul>

INFORMATION SOURCE/METHOD	ISSUES
	<ul style="list-style-type: none"> <li>• Financial resources</li> <li>• Collaborative arrangements</li> <li>• Key achievements</li> <li>• Other needs that are not being addressed</li> <li>• Challenges and mitigation measures</li> <li>• Sustainability of the programme activities (process and outputs)</li> <li>• <b>WAY FORWARD (suggest recommendations)</b></li> </ul>
Information Officer Project Coordinator KAMBALA	<ul style="list-style-type: none"> <li>• Resources (human and finance)</li> <li>• Institutional policies</li> <li>• Vision, mission, objectives (strategic objectives)</li> <li>• Programme activities</li> <li>Statistics of services currently provided</li> <li>Key players</li> <li>Coordination arrangements</li> <li>Distribution of services to beneficiary clients</li> <li>Key achievements</li> <li>Challenges and mitigation measures</li> <li>• Other needs that are not being addressed</li> <li>• Sustainability of the programme activities (process and outputs)</li> <li>• <b>WAY FORWARD (suggest recommendations)</b></li> </ul>
Gender officer/Development worker/UNAD volunteers	<ul style="list-style-type: none"> <li>• Resources (human and finance)</li> <li>• Institutional policies</li> <li>• Vision, mission, objectives (strategic objectives)</li> <li>• Programme activities</li> <li>Statistics of services currently provided</li> <li>Key players</li> <li>Coordination arrangements</li> <li>Distribution of services to beneficiary clients</li> <li>Key achievements</li> <li>Challenges and mitigation measures</li> <li>• Other needs that are not being addressed</li> <li>• Sustainability of the programme activities (process and outputs)</li> <li>• <b>WAY FORWARD (suggest recommendations)</b></li> </ul>
Service providers Schools, Health Units, Police, LCs etc.	<ul style="list-style-type: none"> <li>• Knowledge of UNAD and its activities</li> <li>• Comments on services provided by UNAD (relevance, client satisfaction)</li> <li>• Role of the service provider in the programmes of UNAD</li> <li>• Areas well done</li> </ul>

INFORMATION SOURCE/METHOD	ISSUES
	<ul style="list-style-type: none"> <li>• Comments on how to improve on the areas not well done</li> <li>• Other needs that are not being addressed</li> </ul>
Beneficiary clients	<ul style="list-style-type: none"> <li>• Knowledge of UNAD and its activities</li> <li>• Comments on services provided by UNAD (relevance, client satisfaction, etc)</li> <li>• Areas performed to the satisfaction of the client</li> <li>• List the benefits you have got from the project</li> <li>• Other needs that are currently not being addressed</li> <li>• Areas for improvement</li> </ul>

### Annex 3: List of documents reviewed

1. A proposal for the socio-economic empowerment of the deaf people in Kampala District. Submitted to CONCERN-KCEP
2. UNAD: Report on the International Deaf Awareness Week 2007; Mabarara District
3. A Report on Rehearsals for stepping stones carried out from March to May 2007.
4. Report on visit to UNAD Sign Language Training Centres; July 2007
5. Report on dialogue workshop with Government Departments; Hotel Equatorial May 2006
6. Problem analysis reports from Rubaga, Nakawa and Kawempe divisions; May-June 2005
7. Project Proposal for the application of stepping stones HIV/AIDS too among deaf people in Kampala;
8. UNAD Project Progress reports to Concern