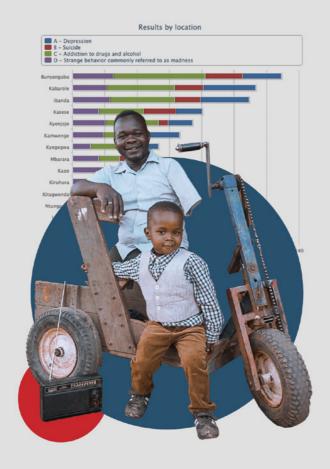
# DISABILITY RIGHTS IN UGANDA

# **A Community Perspective** Through Interactive Radio Polls









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## LIST OF ACRONYMS

ACF Agricultural Credit Facility
CAO Chief Administrative Officer
CDO Community Development Officer

**CRPD** Convention on the Rights of Persons with Disabilities

**DPOs** Disabled People's Organisations

DRF Disability Rights Fund
GOU Government of Uganda

**LAPD** Legal Action for Persons with Disabilities

LC Local Council
LG Local Government

MDAs Ministries, Departments and Agencies

MGLSD Ministry of Gender, Labour and Social Development

MHU Mental Health UgandaMoH Ministry of Health

NCD National Council for Disability
NPA National Planning Authority

**NUDIPU** National Union of Disabled Persons of Uganda

OWC Operation Wealth CreationSDGs Sustainable Development GoalsUBOS Uganda Bureau of Statistics

**UNAPD** Uganda National Action on Physical Disability

**UPE** Universal Primary Education

**USDC** Uganda Society for Disabled Children

**USE** Universal Secondary Education

**UWEP** Uganda Women Entrepreneurship Programme

YLP Youth Livelihood Programme

# **ACKNOWLEDGEMENTS**

First and foremost, we thank the tens of thousands of Ugandan citizens who contributed to this report. Through their answers to radio polls and surveys, we obtained valuable insights into community perspectives on disability rights. In four months, we received 110,363 responses to eight poll questions aired on 11 radio stations throughout Uganda. These citizen perspectives are crucial to a more inclusive and informed debate on disability and they form the basis of this report. This report was prepared by TRAC FM and NUDIPU with input from various experts and disability rights advocates.

The core team included TRAC FM staff members Grace Natabaalo, Javie Ssozi, Innocent Amanyire, Wouter Dijkstra and NUDIPU staff members Edson Ngirabakunzi, John Chris Ninsiima and Lydia Kobusinge. In addition, Joseph Walugembe provided valuable input throughout the project implementation and was part of the main writing team.

Special thanks are due to Esther Kyozira, Program Officer, DRF; Dolorence Were, Executive Director, USCD; Laura Kanushu, Executive Director, LAPD; Derrick Kizza, Executive Director, MHU; Dr. Hafsah Lukwata, AG. Head of Mental Health, MoH; Beatrice Guzu, Executive Secretary, NCD; Patrick Menya, Assistant Commissioner, Disability and Elderly, MGLSD: the UNAPD staff; and the NUDIPU staff for their rich insights that have informed this report.

This report drew upon data collected through radio polls that were aired on 11 radio stations across the country. We gratefully acknowledge the support of our radio partners Akica FM, Baba FM, Delta FM, Hits FM, Hunter FM, Mega FM, Open Gate FM, Radio Pacis, Radio Simba, Radio Wa and Voice of Karamoja.

















# FOREWORD

Stereotypes, prejudice and stigma contribute to the discrimination and exclusion of persons with disabilities and their families. Understanding the needs, interests, and the rights of persons with disabilities remains critical to ensuring their full enjoyment of basic rights and their effective participation in Government processes, especially planning and budgeting.

While the Government of Uganda has made commendable efforts in planning and budgeting for persons with disabilities, there still remain glaring gaps in disability inclusion across all sectors. Many persons with disabilities live in absolute poverty, compounded by unequal access to public services, particularly in sectors like education, health care, transport, political participation, employment and justice.

In an effort to understand public perceptions of persons with disabilities, NUDIPU collaborated with TRAC FM on a six-month campaign to collect people's views on the plight of persons with disabilities. This interactive campaign used various media tools, including radio talk shows, vox pops and poll questions to start an informed public debate on disability rights and to collect people's views in the ten sub-regions of Ankole, Buganda, Tooro, Karamoja, Bugisu, Busoga, Teso, Lango, Acholi and West Nile.

This report presents our findings. Although there have been campaigns to raise awareness and constructive engagements on disability issues, the poll results reveal that the majority of the population still devalue and undermine persons with disabilities and treat them with disrespect, which limits their personal development and their ability to contribute to the nation's development.

It is our hope that the information in this report will be useful to both the Government and different stakeholders in planning and budgeting to address the gaps identified through this campaign. There is a need to transform the negative thinking across the country about persons with disabilities. We also call upon all the Government departments and sectors to invoke proper application of the international, regional and national instruments and policies to create a difference in the lives of persons with disabilities in Uganda.

Ngirabakunzi Edson Chief Executive Officer, National Union of Disabled Persons of Uganda



# **EXECUTIVE SUMMARY**

Between July and October 2019, TRAC FM and NUDIPU engaged citizens in an interactive conversation on disability rights. Through a nationwide series of interactive radio debates, millions of people listened to discussions on a wide range of topics including access to education for children with disabilities, employment, economic empowerment, stigma, and mental health. Well-informed moderators engaged disability rights experts, policy makers, community members and people with disabilities around these and other issues.

A total of 80 one-hour talk shows were aired in local languages. More than 176 guests were invited to these shows and 110,363 listeners participated in the radio programs by sending in a free SMS response to one of the eight poll questions aired during the talk shows. The interactive nature of these programs increased engagement and invited listeners to take part and reflect on their own views on disability, as well as on other key issues, including neglect of children with disabilities, Government planning and budgeting, the impact of alcoholism and drug abuse on communities. This active participation integrated people into the conversation and improved their awareness of topics they might otherwise have taken for granted or ignored.

In addition to raising awareness and engaging Ugandans in a conversation on disability rights, the data collected through the poll questions provides valuable insights into people's perspectives. This report analyses the collected citizen data and attempts to contextualize it. NUDIPU's disability rights expertise combined with TRAC FM's tech and communication support form a powerful partnership to propel disability-inclusive, data-driven advocacy. The aim is to use this data to support evidence-based recommendations to policy makers and practitioners.

One of the key findings is that against a backdrop of limited financial means that are available for the state to actively support people with disabilities, family, friends and the wider community have a vital role to play in promoting inclusion, respect and support for people with disabilities. Starting a nationwide conversation on disability and understanding public perspectives is a crucial part of this process.



### The Key Findings



# Stigma and Discrimination against Persons With

22% of the respondents have a negative perception of people with disabilities.

Tooro and Ankole sub-regions, represented by Hits FM and Hunter FM, respectively registered the most negative perceptions with the highest number of respondents saving they view persons with disabilities as less productive and that they experience discomfort and awkwardness around people with disabilities.



#### Children and Disability

81% see the challenge of getting children with disabilities to school as a responsibility of the school or the school system.

A large majority (62%) of respondents indicated they would alert authorities if they witnessed mistreatment of a child with a disability.

16% of respondents said that parents who don't take children with disabilities to school should be punished.



#### Mental Health

Nearly half of the respondents (47.2%) said alcohol and drug addiction impacts their communities the most of all mental health problems, with Teso, West Nile and Karamoja registering the highest percentage of alcohol and drug addiction at 60%, 61%, and 63%, respectively.

In Lango and Acholi sub-regions. the plurality of respondents said that the major mental health problem facing their communities was depression.



#### Government **Employment Policies** and Participation of **Persons With Disabilities** in Government Programs

85% of respondents agreed that 5% of all Government jobs should be reserved for people with disabilities. Currently only 1% of Government jobs go to people with disabilities.

Almost three-quarters of the respondents to the poll question asking if the LC3 plans for people with disabilities said their LC3 has never presented plans or they didn't know anything about such plans.

These findings informed our recommendations to the Government and other stakeholders with a view to ensure disability inclusion in Government plans and programs.



E SCHOL

Photo by: Viktor Dobai

# 1.0 BACKGROUND

When it endorsed the 2006 Convention on the Rights of People with Disabilities (CRPD) and the Sustainable Development Goals (SDGs) Agenda 2030, the Government of Uganda committed itself to leaving no one behind as it pursues sustainable development.

Despite these commitments, many people with disabilities in Uganda live under the national poverty line 1 and have unequal access to public services and basic human rights such as education, health care, political participation, employment and justice, among others.

The Government's guidelines on disability-inclusive planning and budgeting are in place, but have not been widely circulated to Local Governments and government ministries. Coupled with budgetary constraints, this means that the needs of people with disabilities are not prioritised and they do not benefit from Uganda's wider development.

In addition, stigma and discrimination around disability push people with disabilities to the margins of development. This stigma and

discrimination informed by misperceptions about disability hinders people with disabilities from leading decent, independent and dignified lives.

To reduce the knowledge gap and tackle misconceptions, NUDIPU in collaboration with TRAC FM, implemented a six-month project to raise awareness of disability rights and of the urgent need for inclusive budgeting and planning.

TRAC FM reached thousands of Ugandans through 80 radio talk shows and eight episodes of a radio drama series on disability that aired on 10 radio stations in nine languages. During the same period, we collected community perceptions of disability and people with disabilities through SMS polls.

The talk shows, drama series and poll questions focused on specific thematic areas: stigma and discrimination, children and disability, mental health, economic empowerment, employment, and inclusive budgeting and planning.



According to the United Nations Convention on the Rights of Persons with Disabilities, persons with disabilities include those who have long-term physical, mental and intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others.



12.5%

In Uganda, persons with disabilities account for 12.5% of the population.

12% Analysis by gender reveals that disability prevalence (5 years & above) is higher among women (15%) compared to men (12%).

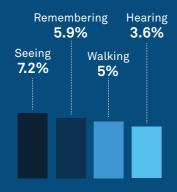
Percentage of persons with disabilities out of Uganda's entire population by age and gender.





Disability prevalence rates among persons 5years and above were the highest in Lango (20%) & Acholi (17%) sub-regions and lowest in Kampala.

(Disability Monograph 2014, UBOS)



Difficulty in seeing Is the most reported domain (7.2%), followed by those with difficulty in remembering (5.9%), walking (5%) while difficulty in hearing had the lowest proportion (3.6%).



(Nearly 1.4m)

Persons with disabilities. 5 years and above were identified to be having multiple disabilities.

## 2.0 THE METHODOLOGY

NUDIPU and TRAC FM used a wide range of communication methods and strategies to give citizens a platform to take part in a public debate on disability rights.

Interactive Radio Debates: Between July and October 2019, TRAC FM partnered with NUDIPU and other disabled people's organisations (DPOs) to engage millions of Ugandan radio listeners in an informed debate on disability rights. TRAC FM's network of 10 popular radio stations boosted the campaign' reach to cover the 10 major sub-regions of Uganda, namely Buganda, Ankole, Tooro, Busoga, Teso, Acholi, Lango, West Nile, Karamoja and Bugisu.

The radio stations were selected based on their wide coverage within the respective sub-regions, their use of Uganda's widely spoken local languages and their performance in past TRAC FM polls.

A total of 80 radio debates were conducted in local languages with a focus on stigma and discrimination against persons with disabilities, education, children with disabilities, mental health, disability inclusion, employment and economic empowerment of persons with disabilities.

Poll Questions: Radio listeners participated in the debate through polls that were regularly announced on their local radio stations prior to the talk shows, ensuring the shows were very interactive. On average, over 13,700 people responded to each poll question. TRAC FM's online polling software collected<sup>2</sup> all the responses. TRAC FM software visualizes the responses in real time, enabling the talk show host and the guests to discuss the results and enrich the conversation.

Vox Pops: TRAC FM and NUDIPU's partner radio stations took their microphones to the communities to record people's opinions on the situation facing persons with disabilities. These vox pops were aired during the live radio

talk shows and some have been transcribed and published in this report.

Radio Drama: TRAC FM developed eight episodes of The Kikomera Radio Drama series and translated them into nine different languages to complement the talk shows. The eight-episode drama series followed the lives of people with disabilities living in the same community.

Field Visits: Information on the level of Government planning and budgeting for persons with disabilities remains scanty. Consequently, NUDIPU undertook field visits in nine districts 3 to establish how local governments are incorporating the needs of persons with disabilities in their plans and budgets.

The visits included service delivery monitoring at 16 schools (seven secondary schools and nine primary schools) and 18 health centres (13 health centre IIIs and five health centre IVs).

They also included nine interface meetings with district technical staff on the level of disability inclusion and nine community dialogues.

NUDIPU found that all the districts are lagging behind in service delivery for people with disabilities due to financial constraints and a lack of clear planning.

Data Analysis: TRAC FM and NUDIPU conducted further analysis and synthesis to understand the implications of the responses to the poll questions. This was done through discussions with experts and key informants. This report offers insights and recommendations to guide policy makers, program implementers and the disability rights movement on specific concerns.

## Profile of Respondents

Among all of the participants in the radio polls, 500 respondents were randomly selected for in-depth follow-up interviews. The typical profiles of respondents to the TRAC FM radio polls are below.



# Age

The plurality of poll respondents said they were aged 21-30, followed by those aged 31-40, reflecting Uganda's large youth population.

#### **Education**

The largest plurality (23.3%) of the respondents said that they had completed secondary school, followed by university at 20%. At least 18% of poll respondents had not completed high school.

Highest Level of Education

#### Occupation



27%











19% - others

#### **Disability Status**



relative or child with a disability.

While only 11% of the respondents said they have a form of disability, more than 80% said they have a friend, relative or child with a disability.

For those who said they have a disability, the majority (71%) have a physical disability, 13% have a visual impairment, 11% have a hearing impairment and 5% said they have a psychological disorder.

# Gender



Based on the average of gender polls



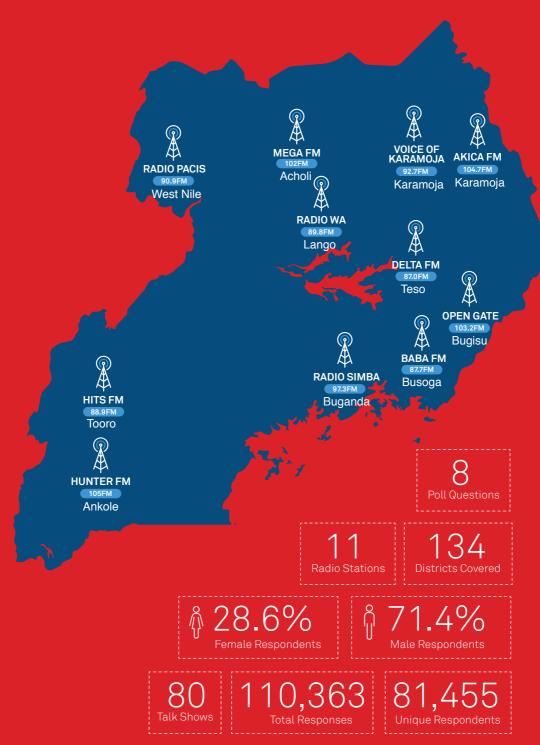


Photo by: Albert González Farran, UNAMIE

# 3.0 POLL FINDINGS

# ■ 3.1 STIGMA AND DISCRIMINATION AGAINST PERSONS WITH DISABILITIES

#### Introduction

Persons with disabilities face stigma and discrimination in their families and within the communities where they live. They are often treated as 'special' or 'different'. Consequently, individuals with disabilities find it hard to socialize in their communities, families, at their workplace and schools. If not addressed, this can lead to depression as well as low self-esteem among individuals with disabilities. Respect for differences and acceptance of persons with disabilities as part of human diversity and humanity is one of the core principles of the UN Convention on

the Rights of Persons with Disabilities (Art 3 (d).4

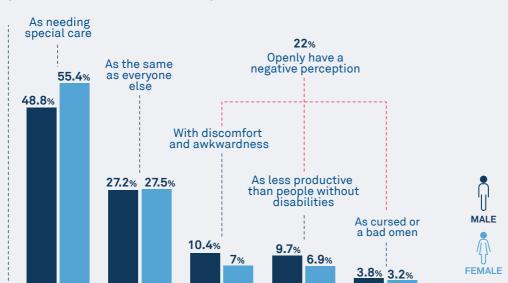
To address stigma and discrimination, it is imperative to deconstruct the belief systems that inform negative attitudes towards persons with disabilities. The most commonly held attitudes are those that could be described as patronising. These are attitudes that the holder may not believe are prejudicial, seeing them instead as benevolent. For example, half of the respondents (51%) to the poll said they think persons with disabilities need special care.

#### Infographic One

# What is your general feeling about persons with disabilities?



<sup>4</sup> Convention on the Rights of Persons with Disabilities. 2007. Available from: https://treaties.un.org/doc/publication/UNTS/Volume%202515/v2515.pdf [25 July 2019]



Infographic one (a): Results have been weighted to correct for the actual male/female ratio.

#### **Results Analysis**

- Of the 14,455 people who participated in this radio poll, 3,180 people (22%) expressed an explicit negative attitude towards persons with disabilities.
- Radio Pacis in Arua, which receives responses from across the West Nile sub-region recorded the highest number of people responding that they see persons with disabilities as the same as everyone else (43%).
- Hits FM (Tooro sub-region) and Hunter FM (Ankole sub-region) registered the most negative perceptions with the highest number of respondents saying they view persons with disabilities as less productive, cursed or with discomfort and awkwardness.
- More women (55.4%) compared to men (48.8%) said that they view people with disabilities as deserving special care. This finding particularly speaks to the gender roles and the fact that care work is often left to the

The results above show that 22% of the respondents to this radio poll view persons with disabilities with discomfort and awkwardness, and relate disability to witchcraft, bad omens or low productivity. This shows that more than two out of every 10 respondents are more likely to openly discriminate against and stigmatize persons with disabilities.

On some radio polls, TRAC FM collects gender data of respondents to understand whether there is a distinction in the perspectives of female and male respondents. The results to the above poll indicate higher negative perceptions of persons with disabilities among male respondents (23.9%) compared to their female counterparts (17.1%).



The negative perceptions of community members have affected people with disabilities the hardest. However small the number, these negative perceptions from community members is the biggest challenge we have in society

A national awareness campaign would reduce the misconceptions around disability 11



Esther Kyozira, Disability Rights Fund (Visually impaired).

#### Recommendations

- 1. The Government and develop partners that focus on improving the lives of people with disabilities should consider investing more in strategic and inclusive disability rights awareness campaigns, which enable community participation in addressing information gaps and reducing stigma and discrimination against persons with This is in line with the disabilities. concluding observations of the CRPD and global disability commitments.
- 2. Care work should be recognised and shifted from a burden (which mostly falls on women) to a responsibility that is fully supported through the National Social Protection Policy framework and program.



### **Vox Pops**

Would you vote for a person with a disability to represent you as a leader?

It is possible to elect anyone but we should not bother with those with a disability because in case of an emergency they may not be able to move auickly. In my view, I would not elect a person with a disability to be my leader.

Margaret, Karamoja Region

What is the main challenge you face when seeking treatment at the health care centre?

**f** In some health centres, the moment a doctor looks at you, they ignore you because of the skin colour. It's as if they fear to touch your skin. Even if they're to put a cannula on you, they fear and they look at you as someone who is so different. In the end, you miss some services because the doctors have a negative attitude.

Edmond, Bugembe (Man with albinism)





#### 3.2 CHILDREN AND DISABILITY

#### Introduction

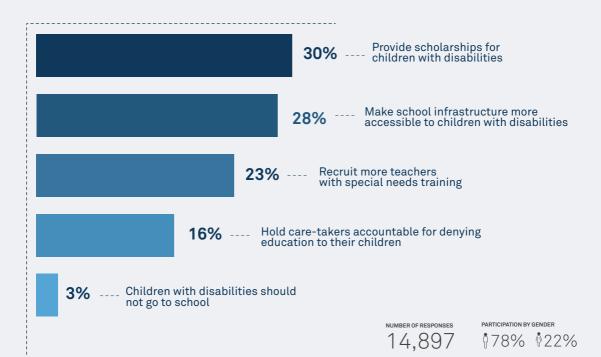
In Uganda, children with disabilities are more than twice as likely as children without disabilities to be kept out of school. The low enrollment<sup>7</sup> of children with disabilities in Ugandan schools is partly attributed to discrimination by parents and guardians who often prioritise children without disabilities. Keeping disabled children out of school is a violation of their basic human right to education and contravenes multiple international treaties ratified by the Government of Uganda.

Children with disabilities face other forms of mistreatment, as well, such as being kept

indoors against their will, being denied medical examination and care, and being physically abused or neglected by caretakers. This happens despite the fact that the Government enacted the Children's Act and is a signatory to the Convention of the Rights of the Child both of which prohibit violence against children. And while the Government of Uganda has put in place programs such as the Child and Family Protection Unit to monitor and protect children's rights, children with disabilities remain disproportionately vulnerable to mistreatment and neglect.

Infographic Two

# What should be done to encourage parents to take children with disabilities to school?



<sup>6</sup> United Nations Department of Economic and Social Affairs 2018, Disability and Development Report: Realizing the Sustainable Development Goals by, for and with persons with disabilities. Available from https://www.un.org/development/desa/disabilities/wp-content/uploads/sites/15/2019/07/disability-report-chapter2.pdf [15 October 2019]

<sup>7</sup> The National Population and Housing Census (2002) established that 19% of Children with Disabilities aged 7-16 years had never been to school and 39% of those aged 17-22 had completed fewer than four years of education

#### **Results Analysis**

- Nearly half of the respondents in Buganda (49%) said that making school infrastructure more accessible will encourage more parents to take children with disabilities to school.
- (36%) in Lango support the recruitment of special needs education

These poll results indicate that most respondents (81%) feel that it is the primary responsibility of schools and the education system to increase enrollment of children with disabilities bv providing scholarships. recruiting more special needs teachers, and making infrastructure more accessible.

Only 16% of respondents said that the best way to get children with disabilities to school is by holding parents/caretakers accountable for keeping these children at home. Given the limited available funds, scholarships and

other facilities for special needs teachers, pressing parents to send children with disabilities to school is the best available option to get thousands of children out of their isolation at home and into classrooms.

Improving school infrastructure, recruiting more teachers with special needs training and providing scholarships for children with disabilities will only yield the desired results if parents/caretakers are aware of their obligation and feel compelled to send their children with disabilities to school.



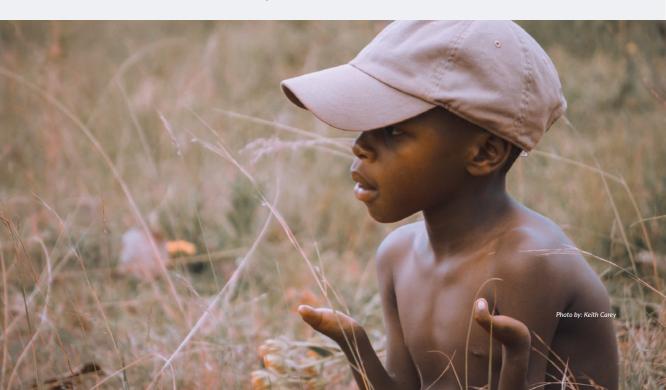
We went to Nebbi, Adjumani, Moyo, Arua and Zombo Early Childhood Development Centres and asked if they had children with disabilities. They were not there in the 10 centres we went to.

Partick Menya, MGLSD.



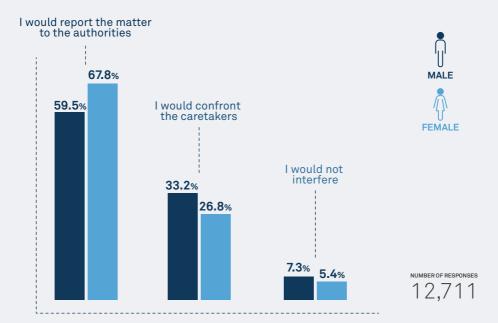
Many parents still feel that educating children with disabilities should be a form of charity. Even parents who have enough income to afford school fees would rather someone else pays school fees for their child with a disability.

Joseph Walugembe, Disability Rights Expert.



#### Infographic Three

### What would you do if you found out that a child with a disability was being mistreated at their home?



#### **Results Analysis**

- Looking at the results by male and female respondents, we see that female respondents (67.8%) are more likely to alert authorities, while male respondents (59.5%) have a stronger tendency to confront caretakers who mistreat their children.
- Tooro and Buganda regions had the least number of respondents saying they would report the matter to the authorities - 51.5% and 49.6%
- More than 74% of respondents in Bugisu and Ankole said they would report the abuse to the authorities.

Leading practitioners such as UNICEF, Raising Voices and Plan International confirm that children with disabilities are often isolated. beaten and neglected. Mistreatment of children is notoriously hard to monitor. This makes it difficult for local councils, police officers, community development workers and public health workers to intervene and penalize perpetrators. In most cases, only close community members such as the neighbors and relatives witness this mistreatment.

Of the respondents to this radio poll, 62% said that they would report cases of mistreatment. However, reporting can only be effective if there are known and convenient reporting channels and appointed child protection representatives at the lowest administration units. Structures to look into reports of mistreatment should be prioritized to protect children with disabilities from abuse and neglect, including being kept at home when they could go to school.



We had a case in Nakanyonyi, Mukono where we found a 16-year-old boy with a mental disability caged. He had been caged all his life. It is very hard for us to know how many such cases exist. That is why we need communities to report child abuse

Partick Menya, MGLSD.

#### Recommendations

- 1. Sensitise parents on the social benefits of inclusion when children with disabilities interact with others.
- Enforce the parents' obligation to send children to school regardless of whether they have a disability as provided for in the Children's Act and Persons with Disabilities Act 2019.
- 3. The Government should finalize and implement the Inclusive Education Policy. This policy makes it mandatory for all schools to have the right infrastructure and special needs teachers in all classrooms to improve the quality of learning for all.
- 4. Increase Government financing to take care of the additional requirements to ensure children with disabilities can access education. These include sourcing scholastic materials, including braille

- materials, and guides for the blind, among other items.
- 5. The Government and DPOs should raise awareness about existing reporting mechanisms to encourage witnesses to report violence against children with disabilities. Proper structures guidelines should be put in place for authorities to follow up on all reported





#### 3.3 MENTAL DISABILITY

#### Introduction

At least one in every four people experiences some form of mental disturbance at some point in their life (WHO, 2001). According to the Ministry of Health, two out of 10 people in Uganda experience some degree depression.8 Other common mental health problems in Uganda include: anxiety, epilepsy, strange behaviour commonly referred to as madness, post-traumatic stress disorder, schizophrenia and alcoholand drug abuse-related disorders, to name but a few. 9

In Uganda, the capacity of the Government to invest in mental health awareness and

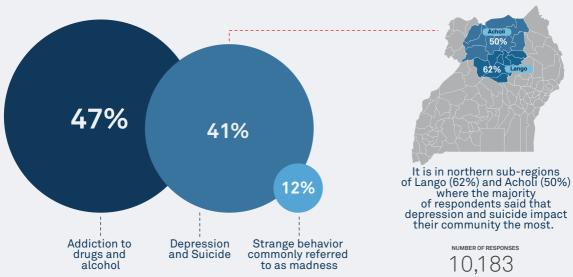
services is minimal, leaving much of this work to civil society organisations, family members and the community at large. In the absence of adequate Government investment in mental health, community-driven mental health care approach is the best way to meet the day-to-day care needs of the local population. Informing the community through radio, workshops or trainings on how to best deal with various and wide-spread mental health problems like alcoholism and depression could yield a greater value for the limited funds available.

The ratio of mental health care professionals to the general population is very low. The number of mental health care workers per 100,000 people is estimated at 0.09 psychiatrists, 0.04 other medical doctors, 0.78 nurses, 0.1 psychologists, 0.01 social workers, 0.01 occupational therapists, 0.2 psychiatric clinical officers and 6.4 psychiatric nurses.

Source: Springer.com

#### Infographic Four

### What mental health problem impacts your community the most?



<sup>8</sup> Ministry of Health, Uganda 2015, The Health Sector Development Plan (HSDP) 2016–2020 Page 28 https://www.health.go.ug/sites/default/files/Health%20Sector%20 Development%20 Plan%202015-16\_2019-20.pdf [October 17 2019]

<sup>9</sup> Ministry of Health, Uganda n.d., What you need to know about mental health. Available from http://www.health.go.ug/sites/default/ files/What\_you\_need\_to\_know\_about\_Mental\_Health.pdf [August 10 2019]

#### **Results Analysis**

- Nearly half of the respondents (47.2%) said alcohol and drug addiction impacts their community the most. Respondents in Teso, West Nile and Karamoja registered the highest percentage - 60%, 61% and 63%- respectively. People tend to resort to alcohol and drugs as a coping mechanism to deal with unemployment, effects of conflict and poverty, among other problems.
- In northern sub-regions of Lango (52%) and Acholi (42%), the majority of respondents said that depression impacts their community the most.

For many people 'mental disability' is often madness. This limited regarded as understanding of the term can obscure the gravity and scope of mental disabilities, which includes a broad array of problems including alcoholism, drug abuse and depression. While the effects of alcoholism and drug abuse are obvious and visible in most communities, depression remains largely unnoticed and misunderstood.

The results of the radio polls on mental health problems show that four out of 10 people feel that depression and suicide affects their community the most. Millions of Ugandans

who have suffered from depression 10 are barely aware that they have a mental health problem that needs attention. This lack of awareness is worsened by not knowing where to access treatment and by the stigma that affects disclosure and treatment seeking.

The most cost effective way to deal with the large numbers of people suffering from depression is by providing information on mental health alongside community-based psychosocial support services. Intensive support for people suffering from depression will in most cases have to come from family members, friends and community volunteers. Unless the Government makes significant funds available for mental health facilities, training these 'informal helpers' on the best way to give care could currently be the only way to provide relief at scale.

Only one out of 10 people said "madness" impacts their community the most. Many mental health problems like bipolar disorder, schizophrenia, etc are usually bundled up as "madness".



Addiction to alcohol and drugs is an emerging problem and the majority [of respondents] could have chosen it because it is more visible or it is easier to see the victims unlike other mental problems like depression. The stigma associated with mental health is a barrier to disclosure for many people who suffer from depression.

Derrick Kizza, Mental Health Uganda.

Uganda has a suicide rate of (WHO, 2016) 11

Moreover, attempted suicide is also prevalent in Uganda. Between January 2016 and December 2017

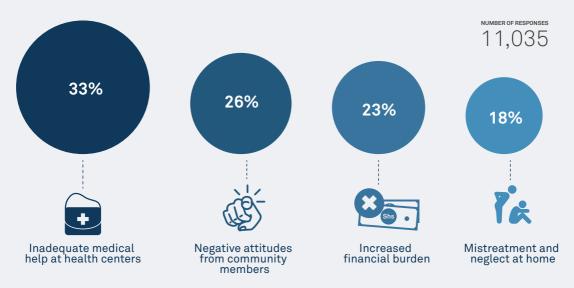
attempted to commit suicide (MoH. 2018) 12



- 10 Depression is usually brought on by armed conflict, poverty, unemployment, bereavement, psychological trauma, violence in all its forms, and natural disasters, among others.
- 11 World Health Organisation 2016, Suicide rate estimates, crude Estimates by country 2016. Available from http://apps.who.int/gho/data/node.main.MHSUICIDE [10 October 2019]
- 12 Ministry of Health, Uganda 2018. Quarterly Epidemiological Bulletin of the Uganda National Institute of Public Health, Ministry of Health Volume 3, Issue4 December 2018 Available from https://health.go.ug/sites/default/files/UNIPH%20Bulletin\_Volume%203%20Issue%204.pdf [August 2019]

Infographic Five

### If you would take care of someone with a mental disability, what is the main challenge you would face?



#### **Results Analysis**

- 56% of respondents indicated that practical challenges like inadequate medical help at health centres and an increased financial burden would be the main challenges.
- 44% of respondents were more concerned with social challenges like mistreatment by the community or family members.
- There were no major differences in results across the 10 regions surveyed.

The majority (63%) of respondents to this poll also said they have at some point in time taken care of someone with a mental health problem. The prolonged nature of care for people with mental disabilities coupled with

the shortage of mental health workers and medicine stock outs at health facilities increases both the care and financial burden for the caretakers.

Mental health still carries a lot of stigma, which is reinforced by traditional and cultural beliefs. This leads to the mistreatment and abuse of people with mental disabilities. It is no wonder that 44% of the respondents cited negative attitudes and mistreatment as challenges. The challenges and gaps in primary health care increase reliance on traditional healers and/or herbalists.

A 2014 report by Mental Health Uganda documented several human rights abuses against people with disabilities. The study participants with mental health issues reported abuse by their family members. 13

Both Mulago National Referral Hospital and Butabika Mental Referral Hospital located in yet it serves more than 1,500 patients at any one time. Mulago Hospital has only 50 beds in a bed capacity of 16 to 40 each to serve thousands of patients.



A community mental health service approach could solve over 50 per cent of the challenges that people with mental health problems face in access to treatment. In its true model, it goes beyond having treatment close to people, to include awareness raising about mental health, and psycho-social support/counselling. This will also involve home visits and full participation of families.



Health care is expensive and out of reach for the majority [of people] coupled with unemployment. For instance, a member of My Story Initiative under the Heart to Heart chat, a support group that meets monthly to share experiences of the cost of mental health care, said she has to spend UGX10,000 on a tablet (Aripiprazole) that she must take daily.



Derrick Kigozi, Mental Health Uganda.

#### Recommendations

- 1. The Government and charity programs should adopt and invest community-based mental health care. This will ensure there is more interpersonal care and guidance. The training and active involvement of family members, friends and community members will improve the care and outcomes for people living with mental health problems.
- 2. There must be increased awareness of mental health services where they exist. This will further reduce cases of prevalence, especially for alcoholism and substance abuse.
- 3. The Government and DPOs should convene a national conversation on suicide and depression, taking the taboo out of conversations around the matter.
- 4. The Government should gazette the Mental Health Act 2018 that seeks to protect the rights of persons with mental disabilities





### ■ 3.4 GOVERNMENT POLICIES FOR PERSONS WITH **DISABILITIES**

#### Introduction

Government Ministries, Departments and Agencies (MDAs) have not adequately implemented policies aimed at safeguarding the rights of persons with disabilities. Adequate implementation of disability policies requires multi-sectoral inter-sectoral collaboration and coordination.

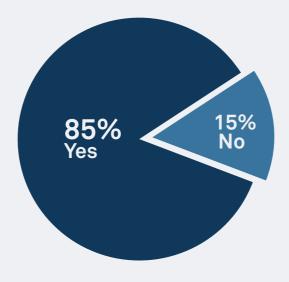
NUDIPU has successfully advocated for the appointment of focal persons on disabilities in all MDAs. This has created some level of coordination and engagement, which needs to be strengthened to create a platform and push essential reforms through policy formulation or encourage the implementation

of existing policies that favour persons with disabilities.

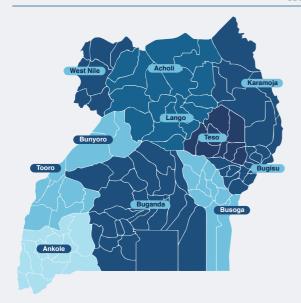
The Disability Inclusive Planning Guidelines, 14 which were formulated in 2017, have not yet been widely adopted among Government MDAs. One of the potential interventions highlighted in these guidelines is ensuring equal employment opportunities for people with disabilities. As the biggest employer, the Government should be proactive and task all MDAs to uphold the SDG principle of "leaving no one behind" by employing persons with disabilities.

Infographic Six

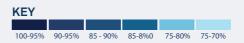
### Should at least 5% of all government jobs go to persons with disabilities?



18.521



Map showing percentage of people by sub-region who responded 'YES'



#### **Result Analysis**

The western sub-regions of Ankole and Tooro had most respondents answering 'NO': 29% and 21% respectively.

Currently, only 1% of people working in public service are people with a disability. 15 By law, 16 the Government must use a quota system or percentage to determine the minimum number of people with disabilities that should be employed in the public sector or private sector every three years. This has not been done.

We asked radio listeners whether at least 5% of all government jobs should go to persons with disabilities and majority of the respondents (85%) agreed.

Even a recent Research Study 17 - Report on

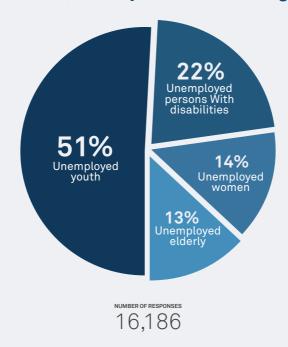
The Employment Situation of People With Disabilities and the Prospect of a Quota Employment Policy in Uganda - by NUDIPU, the Federation of Uganda Employers and Light For the World, found high support for quotas. Rwanda and Kenya have both established this quota at 5%.18

These findings together with our poll data reflect strong expectations and Government must promote the inclusion of persons with disabilities in formal employment. If the Government takes the lead, the private sector will be encouraged to follow.

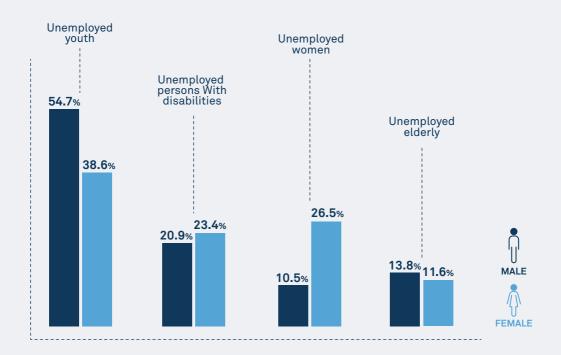


Infographic Seven

### If the government was to extend small business loans, who do you think should be given priority?



Infographic seven(a): Results have been weighted to correct for the actual male/female ratio.



#### **Results Analysis**

- More women than men said loans should be given to persons with disabilities.
- More women suggested should go to unemployed women.
- 🖕 It is only in Bugisu where the largest plurality (39.8%) said the loans should be given to unemployed persons with disabilities.
- In Lango sub-region, the largest number of respondents (36.5%) chose the unemployed elderly while 34% chose the youth.

The majority (51%) of respondents feel that unemployed youth should be given priority if the Government is to give out loans. A smaller but significant proportion of respondents (22%) feel that priority should be given to unemployed people with disabilities. Fewer respondents vouched for unemployed women (14%) and the unemployed elderly (13%).

Additionally, the results also show that men are twice as likely to prioritize unemployed people with disabilities over unemployed women.

The fact that the majority of respondents were in favour of the youth is not surprising because more than 75% of Uganda's population is below 30 years of age and one out of three of these are youth (18 - 30 years) 19 the majority of whom are unemployed.



The Special Grant for Disability should be removed from the Social Development Fund and ring fenced like the Youth Livelihood Programme and the Uganda Women Entrepreneurs Programme. The Chief Administrative Officer should not have the discretionary powers to reallocate it.

Beatrice Guzu, Executive Secretary, NCD.

The Government has created social development programs such as the Uganda Women's Entrepreneurship Fund (UWEP), the Youth Livelihood Program (YLP), Operation Wealth Creation (OWC), the Agricultural Credit Facility (ACF) and the Special Grant for Disability to improve livelihoods of vulnerable and marginalized groups such as women, youth, elderly and people with disabilities. However, experts argue that people with disabilities barely benefit from these programs (See table 1 below). The special grant, which is specifically ring fenced to benefit people with disabilities, is not only poorly managed especially by local government leaders - it is also too small. Since its establishment, it has only increased to UGX 5.1 billion in financial year 2019-20 from UGX 3 billion previously.<sup>20</sup>

The table below shows the breakdown of those beneficiaries who reported to have some form of disability according to UWEP.

Table 1: Number of UWEP beneficiaries with a disability. 21

Form of disability	Number of beneficiaries	Percentage of beneficiaries
Physical	14902	53.3
Hearing	5093	18.2
Speech	4211	15.1
Sight	1989	7.1
Little person	644	2.3
Intellectual	511	1.8
Epilepsy	508	1.8
Albinism	94	0.3

<sup>19</sup> Uganda Bureau of Statistics (2014) 'Population Projections 2018 Accessed 20 July 2019 https://www.ubos.org/wp-content/uploads/publications/03\_20182014\_ National\_Census\_-Main\_Report.pdf

<sup>20</sup> Monitor Reporter 2018. 'People living with disabilities accuse local governments of misusing their funds', Daily Monior 4 December 2018 Available from: https://www.monitor.co.ug/News/National/People-with-Disabilities-accuse-local-governments-misusing-funds/688334-4880146-3b0hqr/index.html [12 September 2019]

<sup>21</sup> J. Walugembe, personal email, 30 October, 2019 (The statistics were provided to Joseph by the Monitoring and Evaluation unit of UWEP).

As of June 2019, only

2.81%

(6.794 out of 241,799 beneficiaries)

of the total beneficiaries for the YLP had some form of disability.

> Figures from UWEP as of June 2019 indicate that

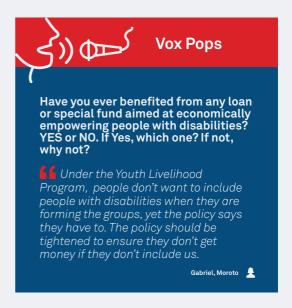
23.1% (27.952)

beneficiaries reported to have some difficulty compared to

who said they do not have any difficulty with their hearing, sight or movement.

The Local Government Act stipulates that Local Council III (LC3) representatives must consult their communities about their needs and present the results of those consultations during council meetings.

Results of this poll show that almost three quarters of the respondents said their LC3 had never presented these plans or that they didn't know anything about such plans. There is a clear disconnect between leaders and

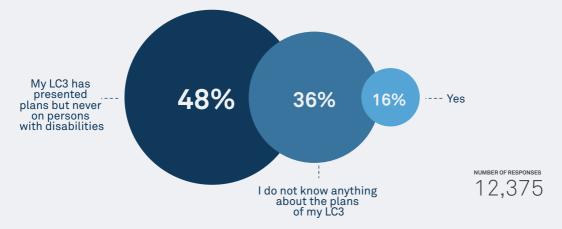


those they serve, as only 16% said their LC3 representative had presented such plans.

The LC system as part of Uganda's broad decentralization system of local government was set up to bring services and leaders closer to the people. The results of this poll shows a disconnect and this has implications for the livelihoods of people with and those without disabilities.

Infographic Eight

#### Have your LC3 representatives ever presented plans on improving the welfare of persons with disabilities in your area?



#### **Results Analysis**

- It's only in Lango where responses are evenly distributed across the three options: 34% for yes, 32% for never and 34% for I don't know.
- More respondents in Lango said that their LC3 has presented plans on improving the welfare of persons with disabilities.
- Busoga region has the highest percentage (65%) of respondents who said their LC3 has never presented any plans.



#### Recommendations

#### **>** Employment

- 1. The Government should set and enforce an employment quota for public sector jobs of at least 5% to increase access to formal employment opportunities for people with disabilities. This quota would echo similar quotas of  $5\%^{23}$  in countries like Rwanda and Kenya. Public support for this policy seems to be massive (see infographic 6).
- 2. The Employment Act 2006 should be amended to add explicit provisions on affirmative action and reasonable accommodations for people with disabilities. Once this is done, close monitoring of employers should follow to ensure compliance.
- The Ministry of Public Service should create posts for support persons like sign language interpreters and guides - within the public service structure - to facilitate public servants with disabilities to effectively perform their duties.

#### > Economic empowerment

- 1. Guidelines for the Special Grant for People with Disabilities should be revised to improve its management. A proposal by DPOs to separate the special grant for people with disabilities from the Social Development Fund and ring fence it like UWEP and YLP so the money can reach the intended beneficiaries should be taken up.
- 2. The funding for the National Council for Disability which monitors implementation of disability inclusion should be increased to enable it to do its job better. NCD should be able to regularly monitor and evaluate the impact of UWEP, YLP and the Special Grant on the lives of people with disabilities.
- 3. The government should encourage community monitoring of the Special Grant for People with Disabilities to ensure that those who receive the money are held accountable.

#### > Disability inclusive planning

- 1. Given that there will always be financial constraints, ensuring that all Government MDAs adopt the disability inclusive planning guidelines is a first step.
- Monitoring mechanisms must be put in place to ensure that all leaders follow the processes on planning and budgeting as stipulated in the law. These leaders should also be facilitated to conduct these consultations with persons with disabilities and communities at large.
- Many councillors for persons with disabilities and mainstream councillors lack the skills and knowledge to effectively lobby and influence decisions during local government planning and budgeting meetings. The Government should increase the number and quality of their trainings. This effort can also be supported by Disabled People's Organizations led by NUDIPU.





## 4.0 RADIO DRAMA: THE KIKOMERA

During the formative research of the NUDIPU-TRAC FM partnership. challenge was identified: the low level of public interest in the topic of disability. NUDIPU indicated that in their experience, the general public showed little interest in radio debates on disability. In previous attempts at interactive radio talk shows, they received little or no feedback from listeners.

To tackle this challenge, TRAC FM suggested adding a radio drama to the regular talk shows to make the radio programs on disability entertaining and educational.

TRAC FM developed eight episodes of The Ekikomera Radio Drama series and translated into eight local languages complement the talk shows. eight-episode drama series followed the lives of persons with disabilities living in the same community.

This drama is a story about love, strife within the community, corruption, power and the experiences of persons with disabilities renting units in a ring fenced and gated compound (Ekikomera).

The main character, Mark Onatwe, has a physical disability and wants to unseat Omar, the corrupt incumbent councillor for persons with disabilities. Other characters include: Jida, a teenager living with albinism, who struggles with bullying at school; Linda, Jida's mother and a teacher whose husband left her after she gave birth to a child with albinism; Mama Jamal, who is an entrepreneurial mother and yet ignorant about her own prejudices against persons with disabilities; and Jamal, a teenage boy who bullies Jida at school, before they become friends.

The drama series aired in eight local languages and English on selected radio stations. All eight episodes are available and free to air for radio stations. DPOs interested in using the drama can contact TRAC FM/ NUDIPU.

You can listen to The Kikomera drama via www.soundcloud.com/tracfmofficial



# 5.0 CONCLUSION

In Uganda, over 5 million people (12.4% of the population) have some form of disability. However, the rights and needs of persons with disabilities are often ignored. As much as the lack of prioritization in Government planning and budgeting affects them, it is the stigma within their own communities, discrimination against them from employers and neglect or abuse within their families that marginalises persons with disabilities the most.

An effective approach towards mainstreaming disability rights and needs starts with a public debate and raising awareness about disability inclusion. Although the Government should be responsible for providing basic needs for with disabilities. persons SO should communities all around the Individuals, families and communities at large should look inwards and understand what it is they can do to ensure that persons with disabilities are treated equally and given the same opportunities as the rest of the community.

The debate on disability rights has often times been populated primarily by persons with disabilities. Yet, it cannot be complete without involving the 87.6% of Ugandans without disabilities. Breaking down the boundaries between persons with and without disabilities is a two-way street that ultimately leads to inclusion, respect and support. The Common Matters Campaign on Disability Rights aimed to break down boundaries through dialogue and debate. TRAC FM and NUDIPU worked together to facilitate, record and document a nationwide debate on disability rights that was inclusive, data-driven and well-informed. Experts, policy makers, civil servants and citizens with and without disabilities from across the country participated in popular interactive radio talk shows and shared their views through various media. This report interprets and builds on what was said in the nationwide conversation.

It goes without saying that more financial, technical and institutional support are needed to enable persons with disabilities to enjoy the same rights as every other citizen. Across sectors that include health care, employment education, and political participation, the Government should take center stage in making sure that the needs of persons with disabilities are considered. Fair representation would imply that at least 10% of government jobs are filled by people with disabilities. Currently, this is only 1%. A top-level representative in Government for people with disabilities would go a long way toward ensuring that recommendations like the ones made in this report remain a priority on the public agenda.

Alongside the need for practical assistance in the form of funds and facilities, the other key strategy to promote social inclusive and equal rights for people with disabilities is tackling community stigma, discrimination and other forms of mistreatment. For this, awareness campaigns, open dialogue and clear data serve as the best tools. Opening up conversations on hidden problems like depression and neglect of children with disabilities can enable society to take up more of the needed care. Public awareness of common disabilities can prevent often detrimental visits to unqualified herbalists and information campaigns can help in diagnosis and effective assistance.

In all these areas, communication is key. Both NUDIPU and TRAC FM expect that the Common Matters Disability Rights Campaign has contributed to raising awareness and breaking down boundaries. We will advocate for leaders to consider the report and begin implementing its recommendations.

Thank you for reading.



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#### Laws and Policies

- The Persons With Disabilities Act (2019)
- Disability Inclusive Planning Guidelines (National Planning Authority)
- The Constitution of Uganda 1995
- Convention on the Rights of People with Disabilities (CRPD)

#### **ABOUT NUDIPU**

The National Union of Disabled Persons of Uganda is an indigenous umbrella NGO for Persons with Disability that brings together all categories of disabilities, including, but not limited to physical, blind, low vision, deaf, deaf-blind, persons living with albinism, intellectual and psychosocial disabilities, little people, epileptics, among others.

NUDIPU operates through its membership of 112 District Unions and National Disabled Peoples Organizations. NUDIPU has always worked to break the tradition that treats Persons with Disabilities as objects of charity and not full participants in development processes in Uganda.

We believe that Government programs and budgets must be inclusive in line with the Sustainable Development agenda of leaving no one behind. The development needs and concerns of Persons with Disabilities are not unique from those of the rest of the population such as: increased income, better mobility/transport, more access to equitable education, health and employment among others.

Our main focus is to influence legislations in favor of PWDs, promote non-discrimination, full and effective participation of Persons with Disabilities in mainstream development programs. NUDIPU envisions a just and fair society where Persons with Disabilities live a Prosperous and Dignified Life. Our mission is to advocate for the Rights of Persons with Disabilities in a Unified Voice for Improved livelihoods.

NUDIPU is committed to working with the likeminded stakeholders and individuals to ensure that Persons with Disabilities are included in Government plans and budgets. Please feel free to share your ideas with us via email at info@nudipu.org.



#### **ABOUT TRAC FM**

TRAC FM is an NGO that enables citizens in Uganda and other East African countries to take part in meaningful public debate on public policy and governance. TRAC FM reaches out to even the most remote and excluded citizens through the use of basic mobile phones, free SMS and interactive FM radio talk-shows broadcast in local languages.

Through this interaction, TRAC FM collects valuable real-time data from citizens throughout Uganda which helps to identify socio-economic and political trends. The collected data assists policymakers and practitioners on the ground to respond in more flexible ways to emerging opportunities and risks.

Poll data from the various sub-regions is combined with existing statistics and used in infographics to amplify the voice of people during data-driven advocacy campaigns targeting relevant ministries and local government.

TRAC FM's mission is to stimulate responsive governance by leveraging public opinion in interactive radio debates and data-driven advocacy campaigns.

TRAC FM's established methodology has shown unprecedented results with over 1,500,000 individual users in Uganda alone.

TRAC FM is sharing its knowledge, experience and software platform with NGOs and media organisations around the world to boost their research, M&E campaigns and as an early warning system in humanitarian relief efforts.

Do you want to get in touch with people at the grassroots? Get in touch with us to find out more about partnerships: info@tracfm.org.



