

**HUMAN RIGHTS NGO'S AND REDUCTION OF DISCRIMINATION AGAINST
PERSONS WITH DISABILITY IN KAMPALA UGANDA**

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DECLARATION

I, **SAEED MOULID YUSUF** hereby declare that this research is my own original work and that it has not been presented and will not be presented to any other university for a similar or any other degree award.

Signature.....

Date 29...../05.../2017

APPROVAL

I confirm that the work in this research was carried out by the Candidate under my supervision

Supervisor

Dr. Richard Asaba Bagonza

Date 29 / 05 / 2017

Signature 

DEDICATION

I dedicate my research thesis to my parents especially my parents' commitment that has raised me to this level of education. To my brother, I thank you so much for your sponsorship heart that has made me finish my second degree, May Allah bless you all.

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I wish to thank the almighty Allah for keeping me alive and providing me with the capacity and courage to go through the two year course successfully.

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LIST OF ABBREVIATIONS

ADD	Administration on Developmental Disabilities
ADD	Administration on Developmental Disabilities
ADDA	Action for Disability Development Association
ADRY	African Disability Rights Yearbook
BTVET	Business, Technical, Vocational Education and Training
CBOs	community based organisations
CDOs	Community Development Officers
CSOs	Civil Society Organizations
DBOs	Disability Person's Organisations
ESPP	Expanding Social Protection Programs
FMLA	Family and Medical Leave Act
FMLA	Family and Medical Leave Act
HRWR	Human Rights Watch Report
ILO	International Labour Organization
MGH	Massachusetts General Hospital
NAPD	National Action on Physical Disability
NGOs	Non Governmental Organisations
NUDIPU	National Union of Disabled Persons of Uganda
NUDIPU	National Union of Disabled Persons of Uganda
NUDIPU	National Union of Disabled Persons Uganda
PRDP	Peace, Recovery, and Development Plan
PWD,s	Persons With Disability
SAGE	Social Assistance Grants for Empowerment
UNAPD	National Action on Physical Disability
UPE	Universal Primary education
USDC	Uganda Society for Disabled Children
USDC	Uganda Society for Disabled Children
USE	Universal Secondary Education
WHO	World health organisation

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ABSTRACT

The study sets to assess the contribution of human rights NGO's towards reduction of discrimination against persons with disability in Kampala Uganda. The objectives included identify the forms of discrimination faced by persons with disabilities, strategies used by Human Right NGOs to combat discrimination against persons with disabilities and examine the challenges faced by Human Right NGOs in combating discrimination against persons with disabilities. The study was conducted in Kampala in Makindye and Nakawa divisions from the CBOs, NGOs, and PWDs. The data was collected using semi structured and key informant interviews, the data was collected from 70 respondents, the study also used a cross-sectional research design were the research was majorly qualitative in nature though some quantitative data is used. The findings reveal that different forms of discrimination which included verbally abused by the people for their disability mistreatment in school education of the respondents stigma and unfair treatment in health centers and exclusion for building accessibility in both public and private sector of the respondents, on this the researcher conclude that discrimination against PWDs exist. On the second research objective the findings reveal that different strategies attained to avoid discrimination exist such as advocacy, education, mobilization though many of them seem ineffective in averting discrimination. The third objective also reveal that there are a series of challenges faced by human rights NGOs in limited funding, limited capacity of the NGOs, the non supporting legal framework in the country that has affected the performance dimensions of the human rights NGOs including limited community support that affect the operations of the Human rights NGOs. The research concludes that forms of discrimination exist, the strategies for reducing the discrimination against PWDs in Kampala. The researcher recommends for implementing societal mobilization interventions to curtail discrimination, bring about social inclusion and mechanisms to integrate the PWDs in associations so as to enable them agitate for their rights in Uganda. There is need for implementation of the strategies are limited by funding, societal mobilization and limited capacity hence the research recommend for attention into funding, government interventions and having the Human rights NGOs strengthen linkage with the community leadership in order to improve monitoring for the PWDs and on the third objective there is much need to involve government into the discrimination by setting up strong legal institutions for the development of mechanisms for improving the NGOs operations.

CHAPTER ONE

1.0 Introduction

This chapter will deal with introduction to the study, background to the study, problem statement, purpose of the study and the research objectives. It also gives the research questions, hypothesis, and study of scope and significance of the study

1.1 Background to the Study

The background of the study is classified into four perspectives namely; Historical, theoretical, conceptual, contextual

1.1.1 Historical Perspective

Throughout history, individuals with disabilities have struggled to live full and productive lives as independently as possible in a society laden with stigma, discrimination, and attitudinal and environmental barriers. The growth of self-organization of people with disabilities since the 1970s has led to a re-definition of disability as a social construct: social, cultural, political, and environmental barriers have been emphasized as more disabling than physical or cognitive disabilities (Oliver, 1996; Priestley, 1999). In keeping with social work's mission of social justice, empowerment, self-determination, and commitment to marginalized populations, a critical social theory of disability is needed to question the monolithic view of disability as individual inadequacy. Emerging disability scholarship in humanities, social sciences, and the growing field of disability studies has put forth alternative frameworks that view the construction of disability from a critical lens. These developments challenge traditional perspectives of disability in social work, and call the profession to examine alternative analyses of disability.

In an analysis of the history of disability in United States as an administrative classification, Stone (1984) examined the dispositions towards expanding the category. Flexibility in disability definitions and incorporation of new conditions (e.g. chronic fatigue syndrome, fibromyalgia) reflects various interests. Although cast in bio-medical terms, the determination of disability involves political decisions about the distribution of social goods. However, as Stone suggests, ongoing discourse in most disability research and policy is about 'objective criteria' and

measurements of incapacity that leads to the perception that the state is distributing ‘scarce goods’ in a ‘fair’ and ‘systematic’ way (World Bank, 2009)

The social and political focus on disability has attracted increasing attention across a range of academic disciplines, resulting in an unprecedented growth of disability studies courses and journals for example in Canada and United States (Linton, 1998). This new humanities-oriented approach to disability draws from many fields and movements, including cultural studies, literary studies, area studies, feminist studies, race-and-ethnic study, art history, post-colonial studies, and so on. It is extensively informed by literary and cultural criticism insofar as it pulls apart concepts about disability to critically examine what cultural politics, antagonisms, and insecurities went into shaping them. Many writers have advanced the approach known as “body criticism”, the study of the ways in which cultures impose various meanings and conditions on the human body (Woodill, 1992). A hallmark of the field of disability studies is that it is both an academic field of inquiry as well as an arena of political struggle against social oppression (Davis, 1997a). Disability studies raises rich intellectual and political issues that are brought to our attention by experiences of disability (WHO and World Bank, 2011).

Disability studies gained momentum as a result of the disability rights movement (Pfeiffer, 1993) and the political victory as a result of the passage of the Americans with Disabilities Act of 1990, which guarantees the civil rights of people with disabilities (Davis, 1997a). The achievements of social movements of people of color and the women’s rights movement as well as an emerging cadre of well-educated, assertive people with disabilities in the social environment of the 1960s provided a strong impetus for the emergence of the disability rights movement (for a detailed history of disability rights movement and civil rights legislation for people with disabilities, see Scotch, 1984 and Shapiro, 1993). This new social movement defies the assumptions of the biomedical model, which categorizes and divides people with disabilities on the basis of functional limitations (United Nations, 2011).

The philosophy of disability studies and disability rights movement are, in fact, similar to social work principles: all three arenas work for equal rights, equal opportunities, social justice, self-respect, and self-determination. The problems for people with disabilities are seen as controlling

attitudes on the part of professionals, inadequate support services, and attitudinal, architectural, and economic barriers. It is emphasized that solutions to these problems consist of self-advocacy, system advocacy, elimination of barriers, and outcomes chosen by the person with disability (Pfeiffer, 2005).

1.1.2 Theoretical Perspective

The theory that guided the study was the Empowerment theory for disability by Fleming-Castaldy, R. (2010), that the domination of one group of people by another group prevents members of the oppressed group from fulfilling their human potential. In the United States, the application of this theory to persons receiving health care services is rooted in the civil and disabilities rights movements of the 1960s, culminating in the independent living movement. Over the past 50 years, people with disabilities throughout the world have engaged in civil disobedience to confront the inequities that are endemic in their societies. As a result, many nations recognize the human rights of persons receiving care and provide legislative support for all people to participate fully in society.

Despite these global philosophical and legislative advances, much work needs to be done to ensure the empowerment of people with disabilities and chronic illnesses throughout the world. On a more local and individual level, we must acknowledge that traditional disempowering patient/helper relationships prevail in many settings. These perpetuate outdated hierarchical power structures and paternalistic models of care with professionals assuming expert status over the person whose opinion is rarely sought. Conversely, empowerment theory provides a contemporary framework which confronts outdated historical views of the therapeutic relationship. Empowerment theory views all people as competent, capable of self-determination, and able to participate equitably in a therapeutic partnership.

1.1.3 Conceptual Perspective

According to Moyn, (2010), Human rights are rights inherent to all human beings, whatever our nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. We are all equally entitled to our human rights without discrimination. These rights are all interrelated, interdependent and indivisible. Universal human rights are often expressed and guaranteed by law, in the forms of treaties, customary international law, general principles

and other sources of international law. International human rights law lays down obligations of Governments to act in certain ways or to refrain from certain acts, in order to promote and protect human rights and fundamental freedoms of individuals or groups.

According to Davies, Thomas (2014), a non-governmental organization (NGO) is a not-for-profit organization that is independent from states and international governmental organizations. They are usually funded by donations but some avoid formal funding altogether and are run primarily by volunteers.

According to the Northern Uganda Survey, (2004) People with disabilities are vulnerable because of the many barriers they face which include: attitudinal, physical, and financial. Addressing these barriers is within our reach and we have a moral duty to do so. Beyond that moral duty we would do well to remember the many other reasons to act. Legislation introduced to assist the disabled today will benefit nearly everyone at some point: almost all of us will be impaired at some time in life or care for someone who is. Inventions, such as optical character recognition and brain controlled technology, have many other benefits beyond helping people with disabilities. But most important, addressing these barriers will unlock the potential of so many people with so much to contribute to the world. Governments everywhere can no longer overlook the hundreds of millions of people with disabilities who are denied access to health, rehabilitation, support, education, and employment and never get the chance to shine (Malcolm, 2011).

Persons with disabilities experience exclusion owing to multiple forms of discrimination and inaccessible environments in many spheres of life. In addition, persons with disabilities experience vulnerabilities in a heightened manner compared with the general population. Multiple forms of discrimination are often associated with exclusion and vulnerabilities. In this context, it is essential to review available data and information concerning the situation of those belonging to subgroups within the general population with disabilities and to inform policies and programmes, including their implementation, in order to explore best ways to address such conditions through specific laws, policies and programmes, for example, in situations of disaster and humanitarian crisis (Ochom, 2014).

1.1.4 Contextual Perspective

According to African Disability Rights Yearbook, (2014), many organizations around the world dedicate their efforts to protecting human rights and ending human rights abuses. Major human rights organizations maintain extensive websites documenting violations and calling for remedial action, both at a governmental and grass-roots level. Public support and condemnation of abuses is important to their success, as human rights organizations are most effective when their calls for reform are backed by strong public advocacy. Below are some examples of such groups.

According to Human Rights watch report, (2010) the contribution of NGOs is important not only in terms of the results that are achieved, and therefore for the optimism that people may feel about the defense of human rights in the world, but also because NGOs are, in a very direct sense, tools that are available to be used by individuals and groups throughout the world. They are managed and co-ordinate as many organizations are by private individuals, but they also draw a large part of their strength from other members of the community offering voluntary support to their cause. This fact gives them great significance for those individuals who would like to contribute to the improvement of human rights in the world.

Overall, as for the population aged 2 years and above the disability prevalence rate in Uganda was 12.4 percent by 2005 while the equivalent for 5 years and above was close to 14 percent (Action on Disability and Development, 2005). Sex differentials reveal that disability is higher among women compared to men. The disability prevalence rate was higher among those living in the rural areas compared to those in the urban areas (Uganda Bureau of Statistics, 2016). In Uganda, the population of older persons increased from 1.1 million in 2002 to 1.3 million in 2010 (14) and is expected to increase from 1.6 million in 2014 to 5.5 million by 2050 (15). According to the 2016 Uganda *Demographic* and Health Survey (UDHS), the national prevalence of disability in Uganda was 19% (16).

Uganda has been praised as one of the champions in sub-Saharan Africa for advocating for the rights of persons with disabilities (Katsui & Kumpuvuori, 2008), with their rights incorporated in the national legal framework. This includes the 1995 constitution which recognizes the rights of persons with disabilities to attain full mental and physical potential as well as development of the

capacity is limited in the government and civil society organizations (CSOs). As decisions and budgets are decentralized to many districts, disability organizations and accountability mechanisms struggle to develop capacity to be able to raise awareness and monitor policy implementation at this level.

1.2 Statement of the Problem

In all regions of the world, persons with disabilities face marginalization and significant barriers to the full realization of their rights and to their inclusion in society and development. Such barriers lead to poor economic participation and worse educational outcomes for PWDs, making them more vulnerable (Mitra & Sambamoorthi 2013). The disability movement in Uganda, spearheaded by the National Union of Disabled Persons Uganda (NUDIPU), established in 1987(ILO 2004:12) has tried to fight the discrimination of PWD among these, raising awareness, understanding and recognition of disability as a human rights issue, supporting the Committee on the Rights of Persons with Disabilities as the independent body mandated to monitor the implementation of the Convention, promoting the coordinated action of the United Nations mechanisms in support of the Convention on the Rights of Persons with Disabilities, building national capacity through advisory services, conducting research and analysis, servicing intergovernmental and expert mechanisms. It also engages with the wider community to forge partnerships, raise awareness and mobilize support for anti-discrimination measures such as legislation, policies and programmes (Ochom, 2014).

In spite of all this, persons with disabilities in Uganda still lack equitable access to resources including health, education, work and social and legal systems (Chataika *et al.* 2011). The exclusion of persons with disabilities in Uganda represent a lost opportunity to tackle the social, educational, health and economic problems faced by marginalized persons with disabilities (World Bank 2011). Therefore, data collected at the national level need to be relevant and comparable at the global level, possibly by basing design on international standards, for example, the International Classification of Functioning, Disability and Health or ICF (World Health Organization & World Bank 2011). The human rights NGOs are trying to reduce discrimination of PWD by creating awareness interventions, advocacy programs, financial support, lobbying and campaign provision of mobility devices. However, there is limited study on the exact role of Human rights NGO' in the reduction of discrimination against persons with disabilities Kampala

Uganda. This study therefore sought to examine the role of human rights NGO's in the reduction of discrimination against persons with disability, using Kampala as a case study.

1.3 Purpose of the study

The purpose of the study was to examine the contribution of human rights NGO's towards reduction of discrimination against persons with disability in Kampala Uganda.

1.4 Specific objectives

The objectives of this study were;

- i. To identify the forms of discrimination faced by persons with disabilities in Kampala district.
- ii. To identify the strategies used by Human Right NGOs to combat discrimination against persons with disabilities in Kampala.
- iii. To examine the challenges faced by Human Right NGOs in combating discrimination against persons with disabilities in Kampala.

1.5 Research Questions

- i. What are the forms of discrimination faced by persons with disabilities in Kampala district?
- ii. What are the strategies used by Human Right NGOs to combat discrimination against persons with disabilities in Kampala?
- iii. What are the challenges faced by Human Right NGOs in combating discrimination against persons with disabilities in Kampala?

1.6 Hypothesis of the study

The hypothesis of the study states that is there a significant relationship between human rights NGOs and reduction of discrimination against persons with disabilities.

1.7 Scope of the study

1.7.1 Geographical scope

The study was carried out in Kampala also the capital and largest city of Uganda. The city is divided into five divisions that oversee local planning: Kampala Central Division, Kawempe Division, Makindye Division, Nakawa Division, and Lubaga Division.

1.7.2 Content scope

This study was mainly focus on the role of human rights NGOs as independent variable and reduction of discrimination persons with disability as a dependent variable since the two are inter-linked variables.

1.7.3 Time scope

Considering a time period of human rights NGOs efforts aimed at reduction of discrimination persons with disability cases in Kampala Uganda from 2011-2015.

1.7.4 Theoretical scope

The theory used to guide the study was Empowerment theory for disability by Fleming-Castaldy, R. (2010),

1.8 Significance of the study

The study provided further evidence that the connection between Human Right NGOs and reduction of disability vulnerability.

The study was a basis for further research in other area in Uganda in the same subject; and it could be in the same time providing literature for students, researchers and other interesting readers.

The study was to create a platform for researchers to get detailed information on the role of human rights NGOs and reduction of discrimination against persons with disability in Kampala Uganda.

The study was also helping the researcher to fulfill the requirement for the award of master's degree of Human rights and development as Kampala International University.

1.9 Operation Definition

Disability: The Convention on the rights of PWD (2006), adopts a social model of disability, and defines disability as including those who have long-term physical, mental, 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.

The Persons with Disabilities (PWD) Act (2006) of Uganda defines disability as “a substantial functional limitation of daily life activities caused by physical, mental or sensory impairment and environmental barriers resulting in limited participation”. By recognizing that disability is the result of the interaction between impairment and external barriers, the PWD Act aligns the legal definition of disability in the Ugandan law to that enshrined in the CRPD, implying a significant paradigm shift away from the medical/charitable models, to understanding disability as a social phenomenon. Furthermore, of particular value is the recognition that physical, mental and sensory impairments, can all result in a disability.

Disability discrimination: This is when you are treated differently because of your disability in one of the situations that are covered by the Equality Act (United Nations Convention on the Rights of Persons with Disabilities, (2010)). The treatment could be a one-off action or as a result of a rule or policy. It doesn't have to be intentional to be unlawful.

Discrimination: means treating a person unfairly because of which they are or because they possess certain characteristics (African Disability Rights Yearbook ((2014)). If one has been treated differently from other people only because of who they are or because they possess certain characteristics, they may have been discriminated against.

Human Rights: are rights inherent to all human beings, whatever our nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. We are all equally entitled to our human rights without discrimination. These rights are all interrelated, interdependent and indivisible (Human Rights watch report, 2010).

Non-Governmental Organizations: is a citizen-based association that operates independently of government, usually to deliver resources or serve some social or political purpose (World Bank, 2009).

Persons with Disability: is an impairment that may be physical, cognitive, intellectual, mental, sensory, developmental, or some combination of these that results in restrictions on an individual's ability to participate in what is considered "normal" in their everyday society (<https://en.wikipedia.org/wiki/Disability>)

Reduction: the act of making something, or of something becoming, smaller in size, amount, degree, importance, etc (United Nations, 2011).

Vulnerability: this is the quality or state of being exposed to the possibility of being attacked or harmed, either physically or emotionally (United Nations Convention on the Rights of Persons with Disabilities, 2010).

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter presents the related literature review that have been explored and studied both theoretically and empirically on the existing literature on the Human Right NGOs in the reduction disability vulnerability in developing countries and elsewhere in the world and this was done in line with the specific objectives of the study in order to identify the knowledgeable gaps. It is important to note that the greatest part of the existing literature on the works of other scholars, opinions, suggestions who have written about the topic of the study or those who have addressed similar issues as those of the variable that will be available in the study.

2.1 Theoretical review

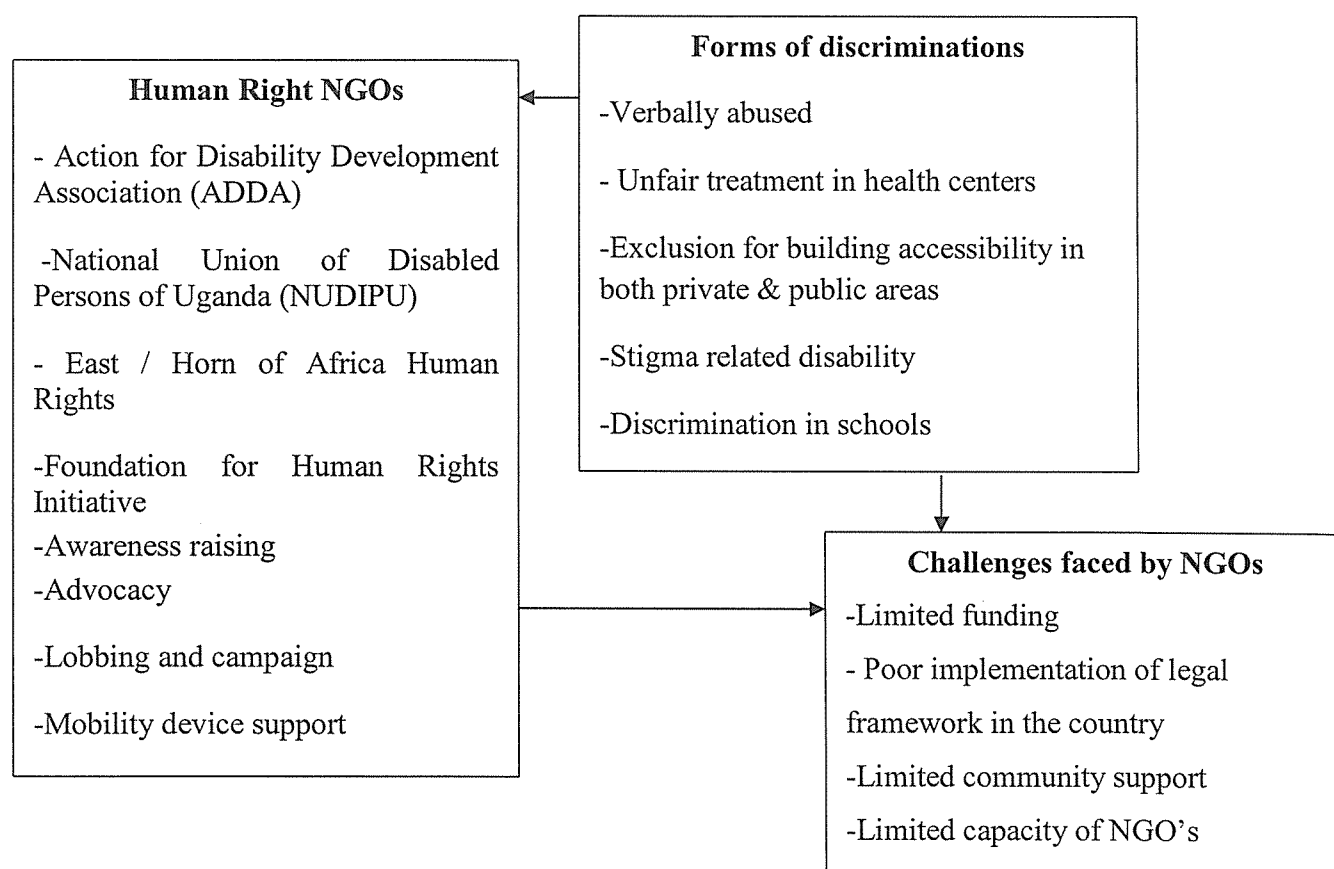
The concept of empowerment is of increasing interest to researchers, practitioners and citizens concerned about mental health issues. In some respects, empowerment is a new buzzword. As Edelman (1977) has noted in relation to language and the politics of human services, sometimes new language is used to describe the same old practices. Others believe that empowerment language can actually lead to raised awareness (Rappaport, 1986). Regardless, a growing number of people are searching to understand the meaning of empowerment and ways it can be used to change their settings and lives.

At the individual level, powerlessness can be seen as the expectation of the person that his/her own actions will be ineffective in influencing the outcome of life events (Keiffer, 1984). Lerner (1986) makes a distinction between real and surplus powerlessness. Real powerlessness results from economic inequities and oppressive control exercised by systems and other people. Surplus powerlessness, on the other hand, is an internalized belief that change cannot occur, a belief which results in apathy and an unwillingness of the person to struggle for more control and influence. Powerlessness has, over the years, come to be viewed as an objective phenomenon, where people with little or no political and economic power lack the means to gain greater control and resources in their lives (Albee, 1981). As an illustration of powerlessness, Asch (1986) has noted that generally people with disabilities;

... have so internalized the general negative attitudes towards them because of their disabilities that they cannot believe that collective action can improve their lives. They have seen the problems as inherent in their medical conditions and have not been urged to join others to demand structural changes that would render the environment useful for them. (p. 13).

2.2 Conceptual framework

Figure 2.1 Conceptual frameworks showing the relationship between Human Right NGOs and reduction of discrimination against persons with disability.



Source: *Researcher's conceptualization (2017)*

From the conceptual frame above explains the role of Human Right NGOs and reduction disability vulnerability which include; National Action on Physical Disability (UNAPD), Uganda Society for Disabled Children (USDC), Awareness intervention, Advocacy (financially),

Lobbing and campaign and Mobility device support and National Union of Disabled Persons of Uganda. NUDIPU and the forms of discrimination on persons with disabilities include; -Stairs in public spaces, Taxis passing us by, Store employees assuming we're stupid, Disability Discrimination & Reasonable Accommodation, Disability Discrimination & Harassment, Disability Discrimination & Work Situations, Strangers pretending they don't see us and People taking our parking spots.

2.3 Review of Related Literature

The related review literature will be presented according to the objectives

2.3.1 The forms of discrimination faced by persons with disabilities

According to Dube, (2005) discrimination is a fact of life for many groups of people, but to be honest, I never really gave much thought to discrimination growing up. It wasn't until I became disabled when I was 14 years old when I finally understood what discrimination meant. It meant not only being misunderstood, but being rudely mistreated. No one truly understands what discrimination is until they're on the receiving end of things. To say it has been a real wake-up call these past 20 years of disabled life would be a huge understatement. My goal however has always been to be grateful, not bitter, about these discriminatory occasions. Wisdom can be found everywhere too and there are a handful of things you tend to run into daily.

Disability Discrimination & Work Situations: The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment.

According to Daumerie, & Madsen, (2010) Disability Discrimination & Harassment: It is illegal to harass an applicant or employee because he has a disability, had a disability in the past, or is believed to have a physical or mental impairment that is not transitory (lasting or expected to last six months or less) and minor (even if he does not have such an impairment). Harassment can include, for example, offensive remarks about a person's disability. Although the law doesn't prohibit simple teasing, offhand comments, or isolated incidents that aren't very serious, harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision (such as the victim being fired

or demoted). The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or someone who is not an employee of the employer, such as a client or customer.

According to Government of Uganda, (2010) Disability Discrimination & Reasonable Accommodation: The law requires an employer to provide reasonable accommodation to an employee or job applicant with a disability, unless doing so would cause significant difficulty or expense for the employer. A reasonable accommodation is any change in the work environment (or in the way things are usually done) to help a person with a disability apply for a job, perform the duties of a job, or enjoy the benefits and privileges of employment. Reasonable accommodation might include, for example, making the workplace accessible for wheelchair users or providing a reader or interpreter for someone who is blind or hearing impaired. While the federal anti-discrimination laws don't require an employer to accommodate an employee who must care for a disabled family member, the Family and Medical Leave Act (FMLA) may require an employer to take such steps. The Department of Labor enforces the FMLA.

According to Groce, et al, (2011), Disability Discrimination & Reasonable Accommodation & Undue Hardship: An employer doesn't have to provide an accommodation if doing so would cause undue hardship to the employer. Undue hardship means that the accommodation would be too difficult or too expensive to provide, in light of the employer's size, financial resources, and the needs of the business. An employer may not refuse to provide an accommodation just because it involves some cost. An employer does not have to provide the exact accommodation the employee or job applicant wants. If more than one accommodation works, the employer may choose which one to provide.

According to Swartz, 2013), store employees assuming we're stupid: Go to the grocery store, the movie theater, a store in the mall, a restaurant or any public-type place that has employees, and five times out of ten you'll run into an employee who will automatically assume you're ill-equipped mentally because of an obvious physical disability. This happens to me constantly, especially if I'm at a grocery store with an able-bodied friend. Every time at check out, the cashier will always ask my friend if she wants paper or plastic, directing all her questions towards her, never assuming I'm the one who's paying.

According to Human Rights Watch report, (2010) taxis passing us by: if you live in a city like Kampala, chances are you've experienced taxis passing you by quite often. People with disabilities constantly complain that taxis pass them by when they're out on the road trying to hail a cab. Taxis frequently avoid passengers with physical disabilities, not wanting to deal with our extra needs, seeing them as a headache and not looking at us as an equal customer. Little do they know that we do not demand their assistance. Anyone with a disability hailing a cab solo can likely handle the entire transfer on their own.

According to Republic of Uganda initial status annual report, (2006) stairs in public spaces: You go to grab a coffee or meet a friend for lunch, but wait you can't get in. This is architecture discrimination at its finest and we encounter it every day. Despite the misguided notion that certain buildings are grandfathered-in to the ADA and do not need to be accessible, umm no, they do. Any public space must. That means any store, restaurant, hotel or bar needs to meet all the ADA requirements. The sad part is how so many owners simply don't care and choose to blatantly discriminate. Clint Eastwood's refusal to make his hotel ADA accessible goes down as the worst.

Wheelchair "quotas: "Sorry, no more wheelchairs allowed." Concert venues, airplanes, city buses, amusement park rides quotas on how many wheelchairs are allowed in certain places are a reality of disabled life. They're instated for safety, but they're also highly limiting, generally only allowing a half dozen people with disabilities or so into an event or two people who use wheelchairs on a city bus. These rules can be highly limiting, forcing us to change our plans. Very often when I try to buy tickets for a show, the wheelchair tickets have long been sold out, leaving me no option but to not go. While this isn't considered illegal discrimination, in my eyes it is just as bad.

Strangers pretending they don't see us: Once in a while you'll run into someone who's not very pleasant. Maybe they're budding in line in front of you, or avoiding your gaze when you're looking for someone to help you grab something from the shelf. These folks like to pretend they don't see us, thinking it's easier to do that than just interact with us. This also will happen in a

crowd when people are trying to get past you. Moms with strollers are the worst. They will ignore you just so they don't feel bad about ramming into you to get where they're going.

According to Malcolm, (2011), people taking our parking spots: this happens all the time able-bodied individuals parking in handicapped parking spaces. The convenience is just too hard to deny. And while this is all fine and dandy when it's in the middle of the night and there's no one else at the store, they generally take our spots in the daytime, especially the good ones that have extra room for our ramps. Whatever you do, don't let these daily discriminatory occasions bring you down. Patience is huge in the life of a wheelchair-user, especially if you want to survive and do so with grace. Discrimination may even be your reality for upcoming several years. However, if you can use each time you discriminated against as a learning opportunity, then you're on your way to true success

2.3.2 Strategies used by Human Right NGOs to combat discrimination against PWD

2.3.2.1 Support to PWDs in Uganda

According to ILO 2004:10; Kyambogo University (2014) the practical enactment of the aforementioned laws include the election of PWDs at all levels of political life from the village to parliament, making Uganda one of the countries with the highest numbers of elected representatives with a disability in the world (World Health Organization & World Bank 2011:171). Also, UNISE, an institute of higher learning with specialized programmes to address professional teacher development was established in 1991 by the government of Uganda (ILO 2004:10; Kyambogo University 2014). UNISE trains teachers and community workers to support and work with PWDs including children with disabilities.

According to Foundation for Human Rights Initiative (2009) commitment to providing education to children with disabilities dates back to a modest start in 1983 when a one-staff section for special needs education was established in the Ministry of Education. In 1987 the government established the 'Kajubi Commission' to review the entire education sector, and its report of 1989 emphasized the need for government to priorities special needs education a recommendation which was adopted in the 1992 government White Paper on Education. According to the Ministry of Education and Sports, in 2008, there were 183 537 learners with disability in primary schools countrywide, and 11 145 learners in secondary schools countrywide.

According to (Lang & Murangira 2009:25), the disability movement in Uganda has been spearheaded by the National Union of Disabled Persons Uganda (NUDIPU), established in 1987. NUDIPU represents all disability groups in Uganda including women with an objective of advocating for equal opportunities and involvement of PWDs in policy development and implementation of programmes addressing disability. This is usually in collaboration with other stakeholders including government and NGOs (ILO 2004:12); for example, PWDs have been involved in the third phase of the Poverty Reduction Strategy Papers/Poverty Eradication Action Plan (PRSPs/PEAP) process which is important for inclusion of profitability poverty alleviation strategies (Dube 2005:28; Norad 2012:33). Likewise, female-specific disability groups managed by women were established including the National Union of Women with Disabilities of Uganda (NUWODU) and the Disabled Women Network and Resource Organisation (DWNRO). The groups train women and advocate for economic empowerment of women with disabilities including access to micro-credit programmes (ILO 2004). NUDIPU has been internationally active within the East African region providing advice to disability groups in countries affected by war including Somalia, Sudan, Rwanda and the Democratic Republic of Congo.

McBeth et al, (2007), asserts that the issue of access to justice is a significant constraint to the effectiveness of human rights NGOs. Access to justice has been denied through the use of what has been termed “negative legal” and access curtailing devices” such as ouster clauses, limitation acts, protection of public officers from suits, the doctrine of state immunity and the dragon of *locus standi*. *Locus standi* is particularly significant because it is a well-established jurisprudential principle in Uganda that a suit at the instance of a person who has no *locus standi*, that is, a meddlesome interloper, a person who has only remote, hypothetical or no interest” in the subject matter of litigation, is incompetent and unmaintainable. Often, human rights violations are committed against individuals who are indigent and have no financial capability to seek judicial or administrative redress. The legal requirement of *locus standi* constitutes a formidable if not insurmountable impediment to human rights NGOs which might have been inclined to undertake public interest litigation.

In recent decades the growing influence of NSAs on human rights, and the need for international organizations to engage with them, has been widely recognized, but defining NSAs has

presented a difficult challenge. Following an introduction setting out the aims and methodology of the report, the first general part, Chapters II-V, reflects on the challenge of defining NSAs and considers to what extent the international human rights regime encompasses the broad categorization of NSAs in this report. It also discusses the EU's approach to engagement with NSAs, the cross-cutting issue of the media, and the measurement of NSA impacts on human rights. In the following parts, the report analyses the positive and negative human rights impacts of each of the identified *vertical* groupings of NSAs by reference to the *horizontal* areas referred to above.

Awareness raising

African Disability Rights Yearbook, (2014) revealed that advocacy for mainstreaming the systems and services. It requires commitment across all sectors and built into new and existing legislation, standards, policies, strategies, and plans. Invest in specific programs and services for people with disabilities. In addition to mainstream services, some people with disabilities may require access to specific measures, support services, or training. In this process, involvement of persons with disability is of paramount importance as they give insight into their problems and suggest possible solution.

According to Action on Disability and Development Commissioned Study, (2005) capacity building of health care providers and program managers. Human resource capacity can be improved through effective education, training, and recruitment. A review of the knowledge and competencies of staff in relevant areas can provide a starting point for developing appropriate measures to improve them. Manpower generation by promoting new courses and initiating degree and diploma courses like Physical Medicine and Rehabilitation will address the problem of shortage of manpower in long run.

Focus on educating disabled children as close to the main stream as possible. Increase public awareness and understanding of disability. Governments, voluntary organizations, and professional associations should consider running social marketing campaigns that change attitudes on stigmatized issues such as HIV, mental illness, and leprosy. Involving the media is vital to the success of these campaigns and to ensuring the dissemination of positive stories about

persons with disabilities and their families. Generating representative community-based data will help to plan and execute appropriate measures to address the problems of persons living with disability. Strengthen and support research on disability (American Speech-Language-Hearing Association, 2014).

Advocacy

Services and supports for people with disabilities are those government or other institutional services and supports specifically provided to enable people who have disabilities to participate in society and community life. Some such services and supports are mandated or required by law, some are assisted by technologies that have made it easier to provide the service or support and others are commercially available not only to persons with disabilities, but to everyone who might make use of them (Daumerie & Madsen, 2010).

According to Claussen & Jareg, (2005), Developmental disabilities, as defined by the Agency for Developmental Disabilities website, are "severe, life-long disabilities attributable to mental and/or physical impairments which manifest themselves before the age of 22 years and are likely to continue indefinitely. They result in substantial limitations in three or more of the following areas: self-care, comprehension and language, skills (receptive and expressive language), learning, mobility, self-direction, capacity for independent living, economic self-sufficiency, or ability to function independently without coordinated services (continuous need for individually planned and coordinated services). Persons with developmental disabilities use individually planned and coordinated services and supports of their choosing (e.g., housing, employment, education, civil and human rights protection, health care) to live in and to participate in activities in the community." These services and supports are different in every state and there is currently no portability for many of these services state to state.

World Health Organization and World Bank, (2011), pointed out that the mission of The Administration on Developmental Disabilities (ADD), as quoted from their website "ensures that individuals with developmental disabilities and their families participate in the design of and have access to culturally-competent needed community services, individualized supports, and other forms of assistance that promote self-determination, independence, productivity, and integration and inclusion in all facets of community life." Though many supports and services for

people with developmental disabilities are offered through other federal and state agencies as well as nonprofit organizations and for profit endeavors.

Access to Work is a government fund run by the Department of Work and Pensions and provides support to disabled people to help them overcome work-related obstacles resulting from their disability. An application to the Access to Work Programme should be made by the disabled person themselves within six weeks of starting work for UCL (or when they accept a position), in order for Access to Work to pay up to 100% of the costs of adjustments. Access to Work applies to any paid job part-time or full-time, permanent or temporary. Unemployed or employed disabled people needing help with a communicator at a job interview can also get help from Access to Work.

According to Dube, (2005), existing staff members who are or who become disabled are eligible to apply for a grant from Access to Work irrespective of the length of time at UCL, though in these cases the Access to Work Scheme may not meet 100% of the costs. If an application is made after the initial six week period, UCL would be expected to pay the first £1000 and then 20% towards costs up to £10,000. Access to Work would pay the other 80%. Access to Work will however pay up to 100% of the approved cost of equipment, or adaptations over £10,000. In all applications an additional voluntary contribution from the employer will be requested.

Lobbying and campaign

Disabled people must have the right to make their own decisions in order to exercise choice and control over their lives. In reality, advocacy has always been poorly funded by central and local government. The first mention of advocacy was in the Disabled Persons (Services, Consultation and Representation) Act 1986. No Government has yet imposed a statutory duty for the provision of advocacy support for disabled people. Even with the 1986 Act in place, the legal position in terms of capacity and decision making was still unclear. In 2003, the Making Decisions Alliance, a powerful lobby of parent and carer-led organizations, was successful in obtaining draft legislation that would allow family members or public bodies to make decisions

on behalf of 'incapacitated' people. The first draft was known as the Mental Incapacity Bill, a name that focused on the inability of individuals to make their own decisions (Groce, et al, (2011).

According to Mall, & Swartz, (2013), people first, a national organization run by and for people with learning difficulties, led a coalition of disabled people's organizations to campaign against the Bill. 'I Decide' coalition challenged the language and tone of the Bill and campaigned for the right of ALL disabled people to make their own decisions, with appropriate support and access to independent advocacy where necessary. The Mental Capacity Act 2005 was the first law to state when and how decisions can be made on behalf of disabled people lacking full mental capacity. The Act did not address all of the concerns raised by the I Decide coalition, but the campaign was successful in getting the right to independent advocacy included in the law for individuals who lack full mental capacity and have no family.

Since the Disability Discrimination Act became law, many disabled people's organisations and training companies have used awareness-raising strategies to put pressure on service providers to make their services inclusive of disabled people. Manchester Disabled People's Access Group ran campaign - 'Act Now or Pay Later' - informing service providers and retail outlets what their new legal duties were under the Disability Discrimination Act. This was followed by the Access Group issuing yellow and red warning cards to businesses and individuals about the barriers they needed to remove to prevent legal action being taken against them (Malcolm, 2011)

According Human Rights Watch (HRW), (2010) disabled people's organisations have also used the Disability Discrimination Act to put pressure on businesses to make reasonable adjustments. The Backwell Access Group took a successful legal action against their local branch of HSBC bank when it refused to make its cash-point machine accessible for disabled users. Trailblazers are a group of young disabled people based at the Muscular Dystrophy Campaign. The group focuses on accessibility in the leisure industry, especially entertainment venues which many disabled young people would like to visit. Trailblazers published its research findings after visiting entertainment venues up and down the country.

Mobility device support

Motivation Australia is currently working in partnership with the Rehabilitation Division of the Ministry of Health and Medical Services in the Solomon Islands to provide technical support in strengthening their mobility device services. The Community Based Rehabilitation (CBR) Unit has been running wheelchair services in the Solomon Islands for a number of years. Following a partnership project with Motivation Australia in 2012-13, the Solomon Islands National Republic of Uganda initial status, (2006), University integrated wheelchair service delivery training (utilizing a World Health Organisation Wheelchair Service Training Package) into their diploma course for Community Based Rehabilitation workers. As a result of these training and previous training initiatives between the CBR Unit and Motivation Australia, there are a number of personnel in the country with good capacity to provide basic level wheelchair services. Through our current engagement with the Rehabilitation Division, Motivation Australia will be assisting in training some of these personnel to meet the needs of children and adult wheelchair users who need additional postural support. We will also provide support to assist in reviewing and planning for much needed improvements in prosthetics and orthotics services.

According to WHO (2009) as a country there are an estimated 8,700 people who require a wheelchair for mobility in East Africa. The International Society of Prosthetics and Orthotics statistics suggest a further 4,290 people require prosthetics and/or orthotics. There is no reliable statistic that assists in estimating the need for walking aids; however the current escalating rate of lower limb amputations in East Africa as a result of diabetes; indicates that the demand is significant. Unfortunately, to date, there is an in-sufficient supply of appropriate mobility devices in Fiji, and limited service delivery (trained personnel able to fit and adjust mobility devices for individuals). However, the Spinal Injuries Association of East Africa has been working to address this need, through receipt and provision of donated re-furbished second hand wheelchairs and (wherever possible) new, low cost yet appropriate wheelchairs.

Roaming-sensitive settings ensure that the roaming device uses local media resources and SRST references. In addition, they ensure the correct use of codecs and CAC between sites. Typically, this is always desired when a device roams between different sites. It is not required when the device moves only between IP subnets within the same site. Therefore, the recommendation is to

assign all device pools that are associated with IP subnets (DMI) that are used at the same site to the same physical location. This results in phone configuration changes only when the phone roams between sites (physical locations) and not in a situation where a phone is only moved between different networks of the same site.

According to the (United Nations Convention on the Rights of Persons with Disabilities, 2010) Abandonment and rape are particular problems for women with disabilities, which frequently leave them caring for children without material support. A majority of the women with disabilities interviewed for this report had several children, often from multiple partners, and some from rape. The Ugandan penal code criminalizes the abandonment of children, but child and family protection units at police stations often lack the resources such as transportation or sign language.

Health care in the war-ravaged north is insufficient to reach many persons with disabilities. There are few health centers, forcing people to travel long distances to reach them, and many women with disabilities must rely for transportation on family members who may not always help. As a result, some women, including the elderly, have undiagnosed chronic conditions or treatable illnesses, and some are not able to access rehabilitation services. A number of international human rights treaties enshrine the right to the highest attainable standard of health. The CRPD reinforces the right to health free of discrimination and requires that the government provide health services near where people live, including in rural areas (Malcolm, 2011).

Hospital and clinic staffs are sometimes hostile toward women with disabilities. While some women with disabilities interviewed for this report said that they have been treated well by hospital staff, others experienced discrimination. Nurses made derogatory remarks, including questioning why a woman with disability would ever engage in sex or have a child. Health care personnel discouraged them from seeking reproductive health and family planning services.

According to United Nations, (2011) throughout the conflict, international NGOs were the main service providers in the north, but the Ugandan government has begun to take such service provision over. The government's Peace, Recovery, and Development Plan (PRDP), which is budgeted at \$607 million over three years, has the lofty goals of coordinating nationally and

internationally funded activities, consolidating state authority, spurring economic activity, and building new public facilities, such as schools and health centers. But the plan has largely ignored vulnerable groups who need protection, including women with disabilities. As a result, many women with disabilities are deciding that they are better off remaining in displaced persons camps, where services are provided, rather than returning home or relocating elsewhere. Government at every level must take into account the special needs of the people most impacted by the conflict if the north is to repair its damaged social fabric.

According to World Bank, (2009) the CRPD recognizes the multiple kinds of discrimination facing women with disabilities, and as a state party, Uganda is obligated to take measures to ensure “the full and equal enjoyment by them of all human rights and fundamental freedoms.” Uganda is also a state party to the African Union’s Convention for the Protection and Assistance of Internally Displaced Persons, which obligates states to provide “special protection for and assistance to internally displaced persons with special needs, including ... persons with disabilities.” Uganda has signed and ratified the protocol on women’s rights to the African Charter, which contains a specific article on women with disabilities.

Uganda’s domestic law guarantees fundamental rights to persons with disabilities. The constitution states that, “Persons with disabilities have a right to respect and human dignity, and the State and society shall take appropriate measures to ensure that they realize their full mental and physical potential.” Uganda also has several domestic statutes in place that prohibit discrimination and codify the rights of persons with disabilities (World Health Organization and World Bank, 2011).

Despite the strong level of participation by persons with disabilities in national and local government, including in parliament, persons with disabilities cannot fully access government services and programs. Major barriers to the realization of the rights enshrined in the law include disagreements between disabled persons’ organizations and various government agencies over the enforceability of the Persons with Disabilities Act and the ineffective monitoring and complaints mechanisms of the National Council for Disability (World Health Organization, 2002).

Comparable to other developing countries, Uganda lacks disability data for monitoring and evaluating disability interventions' policy. The Uganda Demographic and Health Surveys (UDHS) funded by USAID has been used as an alternative avenue through which data on disability can be improved especially with the recent inclusion of the Washington Group's Short Set of six questions on disability (Madans, Loeb & Altman 2011; Uganda Bureau of Statistics and ICF International 2012:7). The UDHS is a population sample survey undertaken every four years for monitoring and impact evaluation of population, health, HIV and/or AIDS and nutrition programmes (Measure DHS 2014). The inclusion of disability question in the 2011 UDHS provides opportunities for good data collection and more regular reporting which makes benchmarking disability progress possible. This is important in improving disability data including attainment of consistency in its measurement.

Furthermore, it is essential for international comparison with other developing countries that also include these questions (Mitra 2013; World Bank 2009). Uganda's commitment to disability is also evidenced through the introduction of programmes targeted at improving socio-economic opportunities of vulnerable populations including PWDs. This includes the special disability grant to support socio-economic development and employment opportunities for PWDs in districts estimated at 12 000 USD per annum (Norad, 2012). The Social Assistance Grants for Empowerment (SAGE), a pilot social cash transfer scheme is another similar programme under the Ugandan government's Expanding Social Protection Programs (ESPP). The programme addresses chronic poverty and aims at improving access to health care, education and other key services for chronically poor people. The evaluation of SAGE revealed that eligible households had a higher proportion of people defined as chronically ill or disabled than no eligible households, with 33% of eligible households containing a chronically ill or disabled member (Oxford Policy Management, Economic Policy Research Centre & Neema 2013:14–15).

According to Maslow, (2003) without doubt, these varying strategies require adequate funding for any meaningful result. Many human rights activists in Nigeria, like their counterparts across the globe, are not men and women of means and affluence such that they can finance the activities of their respective NGOs from personal donations. They are therefore constrained to depend on funding agencies especially, foreign aid agencies, for funds. In recent years,

governments of developing countries across the globe view with suspicion, donations to non-governmental agencies because of concerns for political self-survival. Thus, there are now restrictions on receipt of aids from donor agencies.

Much as there is no legislative restrictions on donations in Uganda as in Venezuela and Algeria, donations to NGOs may be forfeited in Uganda on grounds of protection of national interests. Legislative and other legal restrictions on donation can stifle the activities of the NGOs. Besides, and importantly, although the number of human rights NGOs has continued to grow, donor agencies and funds are limited. The implication of this is that competition for funding has not only increased but has occasioned paucity of funds available to various NGOs to meaningfully prosecute their mandates (Maslow, 2001).

Through consultative and observer status at international bodies, as well as other national, international and regional fora, NGOs, in particular, have an important influence in shaping the national, regional and international agendas relevant to human rights. With *mobilization of shame* as one of their foremost tools. NGOs and other civil society actors can contribute to directing attention to pressing human rights issues and to keeping human rights and inequality reduction high on the local, national and international agendas through reporting, active lobbying, dissemination of information and media campaigns, supported by monitoring of state policies and fact-finding. Such action can ultimately lead governments to improve their human rights records. By facilitating cooperation with and between government authorities, organizations and other development actors, human rights implementations may contribute to increased coordination between, and efficiency of, different policies and policy areas.

Initial report to the Committee on the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD 2010) reports that all government programs for promoting education – Universal Primary education (UPE), Universal Secondary Education (USE) and Business and Vocational Technical Training are all embedded with affirmative action for learners with disabilities. *The Business, Technical, Vocational Education and Training (BTVET) Act, No. 12* of 2008, promotes equitable access to education and training for all disadvantaged groups, including disabled people. Uganda promotes both inclusive education and special needs

education where it is needed, all the 21 000 schools in Uganda practice Inclusive Education by admitting learners with special Education needs. (p. 35)

In addition, Uganda has a strong training focus on Community Based Rehabilitation (CBR) programmes, established in 1992 under the Ministry of Gender, Labour and Social Development with assistance from the Norwegian Association of the Disabled (NAD). CBR follows WHO strategy for involving PWDs in developing their communities through equal access to community resources including health, education, rehabilitation and employment, and ensure social inclusion of PWDs. A five year National CBR Strategic Plan 2002–2007 was developed to fully integrate PWDs into the community and ensure equal opportunities for PWDs. Therefore, PWDs and local communities have been empowered to manage disabilities, identify children with special needs and increase access to education facilities; for example, through the Alternative Basic Education for Karamoja (ABEK) program (ILO 2004:9–10; Norwegian Agency for Development Cooperation (Norad. 2011:110). Through the CBR program, 80% of the PWDs are helped within the community whilst the rest require specialist services. CBR program uses a multisectoral approach and the main activities include capacity building, economic empowerment, increasing disability awareness, disability management and home based care (Claussen, Kandyomunda & Jareg 2005; Norad 2011).

2.3.3 The challenges faced by Human Right NGOs in combating discrimination against persons with disabilities

According to Cornwall et al, (2004) set of problems arise if human rights are creations, pure and simple, of the human intellect. Human rights standards could be created in a variety of ways. In one method, a gradual growth of consensus builds around norms of behaviour that eventually acquire an obligatory character. It may be difficult to trace the epistemological origins of this consensus, but the end result is a broad base of agreement that human beings should be treated in certain ways. In another method, there may be a conscious attempt to create binding rules of behavior in a more contractarian manner. A certain group of individuals or state governments may lead the development of international agreements on human rights. And, as more states join

in these agreements, the moral and legal force of the international accords becomes stronger and stronger. Essentially this is the course that has been followed in the development of the human rights documents created by the United Nations and other regional international organizations.

Basic human traits are determined by both physical attributes and the activities undertaken by a human. The most obvious physical qualities encompass gender, race, size, shape, and health - including disabilities. Among human activities, one can distinguish between those necessary for sustaining life and those which fill that life. The requirements for sustaining life include nourishment, shelter, clothing, and sleep. Proper health care is needed for human life to be sustained in the long term. And the human species can only survive with procreation. But most humans do not merely exist; they fill their lives with myriad activities. Perhaps the most important activity is that which is usually referred to in order to distinguish humans from all other animals: humans have a creative imagination that provides higher forms of thought that lead to intellectual inquiry and spirituality. Humans also communicate constantly the results of their thinking. Physical movement from one place to another is another continuous activity of all but the most disabled humans. Human beings are in essence very social animals and much of our activities take place through associating with other humans. In some instances this association is the special intimacy of kinship or close friendships. In others, humans act gregariously with acquaintances and many perfect strangers.

The other challenge is the fact that the conceptualization and practice of human rights vary across societies, and this becomes a big challenge especially when it comes to international conventions. There is, at times a conflict of whose version of human rights should be accommodated in the international declarations/conventions of human rights. The world is made up of countries with different value systems, which means that each country may have to emphasize certain values in its education system. In addition, people in different parts of the world do not live in the same context, and that may require that they approach the right to education from different perspectives because of their different cultures, traditions and historical and sociological development. This makes the whole process of universalizing the right to education very difficult to implement (Walker Melanie, 2007).

Many have argued that human rights exist in order to protect the basic dignity of human life. Indeed, the United Nations Declaration on Human Rights embodies this goal by declaring that human rights flow from "the inherent dignity of the human person". Strong arguments have been made, especially by western liberals, that human rights must be directed to protecting and promoting human dignity. As Jack Donnelly has written, "We have human rights not to the requisites for health but to those things 'needed' for a life of dignity, for a life *worthy* of a human being, a life that cannot be enjoyed without these rights" (original emphasis). This view is perhaps the most pervasively held, especially among human rights activists; the rhetoric of human-rights disputes most frequently invokes this notion of striving for the dignity that makes human life worth living. The idea of promoting human dignity has considerable appeal, since human life is given a distinctive weight over other animals in most societies precisely because we are capable of cultivating the quality of our lives (Cornwall A, et al 2004).

The violation of some human right may be perpetrated by one individual against others, such as an employer who discriminates against a racial group in hiring. Or, a duty to respect human rights may be held by a group within society, such as a religious majority's obligation to tolerate other religious practices. There may be a general duty on the community to act collectively, as with the example of community efforts to run food banks (Governance and social development resource centre 2009).

An individual's own government often has a direct duty, for example, to refrain from arbitrary detention and torture. On some occasions, many will argue that foreign governments have a duty to intervene; for instance, the Front Line States in southern Africa believed they had some duty to help liberate the black majority from apartheid in South Africa. Finally, there may be a duty that lies with all humanity; such an obligation is often expressed in private, international relief movements to alleviate suffering among famine victims. Governments may only be intermediary duty-holders who should try and intervene to safeguard human rights from actions by their citizens, but those citizens bear the direct duty to respect the human rights of others.

2.3.4 Measures to the challenges faced by Human Right NGOs and reduction of discrimination against persons with disability

Another way that is suggested to protect the right to education of children and youth is the one of going beyond the national laws to international and regional treaties and conventions. The international and regional laws in some cases tend to have more influence on national governments than the national laws. It is through such international and regional treaties and conventions that national governments and partners in education can be put on pressure to respect the right to education of every child. These law enforcers have got a strong voice that can at times challenge the voice of national governments on the respect to children's rights. A typical example of this arrangement is the European Union and the Bologna Agreements, albeit though they deal with higher education, their effort to enable European citizens acquire the competencies they need to face the challenges of the 21st century and becoming aware of their shared social and cultural space have been instrumental to European Union member countries (Moeckli et al, 2010).

Member countries of the European Union have been encouraged to promote democratic values in their countries. These values include: improving the quality of education, efficiency, social mobility, social cohesion, equity and active citizenship. Human rights-based approach to education can be instrumental as long as governments, parliaments, and all citizens are aware on how to use these legal instruments to enable all children to have their right to education and other rights that are contained in the right to education (Karimli, 2013).

Sen, (2004) also sees human rights as very important in society because they can be perceived as rights to people's particular capabilities. However, he puts into question the Universalist approach (application of human rights to all people across the globe) to human rights since we live in a world where our cultures differ from one society or community to another, and our preoccupations are also diverse. The similarity that Sen sees between human rights and capabilities is that both have to be arrived at through the process of public reasoning. He does not borrow the idea that human rights are universal because the diversity among people calls for public reasoning so that individuals or groups or countries or any other entities come together

and find out what they consider to be human rights for them. He obviously respects the human rights role in addressing issues of opportunity and process which he sees as two valued aspects of freedom.

Walker, (2008) urged that the human development capability approach is the one I recommend as an approach to education because of its focus on individual advantages in terms of opportunity. Unlike human capital and human rights-based approaches to education, the human development capability approach to education looks to the expansion of human capabilities of all members of society. In this case, it means that governments and education policy makers have got to look at what children and youth are able to do so that they can design their education systems in relation to young people's capabilities. This approach puts much emphasis on human life and not just income and commodities that individual citizens possess.

This normative approach to education is very crucial for governments and education policy designers and reformers because it is more focused on the core principles of human freedom and well-being. This approach to education does not only focus on resources but also on the opportunities that people have to live the kinds of lives they value. The advantage of this approach to education is that it is so comprehensive and multi-dimensional, and it is not only interested in economic instrumental role of education, but also in the non-economic instrumental and constitutive roles of education. From the perspective of human development capability approach, governments and policy makers have to evaluate and assess individual well-being within a community or country. They should also look at whether the social arrangements create an atmosphere that is favorable for promoting people's well-being. The approach to education is unique because of its evaluative processes that focus on different aspects of well-being such as inequality, poverty and the well-being of either the individual or members of a group (Wang, 2012).

If countries are looking to an education that can lead to development, then the conceptualization of development should go beyond economics to cover the social, cultural and political fields. Within the context of human development capability approach to education, the aim of education is to improve the lives of people in their countries. Education in a country can be considered

developmental, if people consuming that education are progressively and regularly improving their well-being. If governments are interested in designing education policies that will enhance human development among their citizens, they must bring all partners in education on board so that they are all involved in the decision-making process and also participate in deciding on what they think will improve their well-being. Once we begin talking of development in terms of participation and equitable distribution of benefits, then, we find ourselves in need of human rights as instruments to ensure participation and distribution of benefits to all people. Within this context, the central role is to promote human well-being, and rights come in to define and defend this human well-being (Walker, 2007).

The key originators of the human development capability approach are Amartya Sen and Martha Nussbaum. The two have differences in the way they perceive the capability approach (for instance, in determining the capabilities people need to enhance); however, they agree that education plays an important role in improving human well-being. This is the reason why human development capability theorists advocate for this approach to education to governments and partners in education as a way to improve people's well-beings in their countries. The approach demands that governments, policy makers and donors ensure that they develop policies that will enable the capability-deprived and disadvantaged individuals and groups to improve on their living conditions and well-being (Elwana, 2000).

It is an attractive approach to education especially to those who are marginalized and discriminated against in society. The reason for its attractiveness is that it includes equalizing external conditions so that all people can have an opportunity to achieve their valued outcomes. The human development capability approach to education can work successfully if there is collaborative effort from the individuals, families, states and civil societies working together to create an environment that can give equal opportunities to all children and youth to achieve what they value (Ishay, 2004).

2.4 Related studies

The International Classification of Functioning, Disability and Health (ICF) defines disability as a complex phenomenon, reflecting the interaction between features of a person's body and features of the society in which he or she lives (World Health Organization [WHO] 2002:2).

Based on the ICF definition of disability, over a billion people worldwide and 19% of the Ugandan population are estimated to have some form of disability (Uganda Bureau of Statistics and ICF International 2012:27; World Health Organization & World Bank 2011:ix). The prevalence of disability is predicated to increase in the future due to ageing populations and an increase in chronic health conditions hence the need to urgently deal with global disability (World Health Organization & World Bank 2011).

Uganda has been praised as one of the champions in sub-Saharan Africa for advocating for the rights of persons with disabilities (Katsui & Kumpuvuori 2008; Lang & Murangira 2009:18–24), with their rights incorporated in the national legal framework. This includes the 1995 constitution which recognizes the rights of persons with disabilities to attain full mental and physical potential as well as development of the 2006 National Policy on Disability. Several laws have been established in the national legal framework to advocate for the rights of people with disabilities (PWDs) as highlighted below:

- The 1996 Children’s Statute for early assessment of disabilities amongst children to achieve early treatment, rehabilitation and education.
- The Parliamentary Elections Statute of 1996 established five positions in parliament of which one of them must be a woman, and recognized the use of sign language for the deaf in parliament (International Labour Organization [ILO] 2004:6; Republic of Uganda 2006:12).
- The 1997 Local Government Act that established representation of PWDs at all local government levels for both males and females.
- The 1997 Uganda Communication Act for the development of techniques and technologies to ensure communication services for PWDs and the 1997 Universal Primary Education Act which demands families to give CWDs priority at enrolment.
- The 1998 UNISE Act, for the establishment of the Uganda National Institute of Education (UNISE) for special teacher training for children with disabilities (CWDs).

- Others include the special allocation of university scholarships for persons with disabilities through affirmative action and the right to assets including land (Hanass-Hancock & Nixon 2009; Katsui & Kumpuvuori 2008; Lang & Murangira 2009:17; Republic of Uganda 2006:11–12).

Internationally, Uganda is a signatory to several international pieces of legislation advocating for the rights of persons with disabilities including the 2008 United Nations Convention on the Rights of Persons with Disabilities and 1983 International Labour Organization Convention on Vocational Rehabilitation and Employment of disabled persons (ILO 2004:8; Lang & Murangira 2009:5).

2.5 Research gap

Disability has occupied a very minor role to date in development policy and research circles. Yet it is estimated that disability affects 10 to 15% of adults worldwide (WHO & World Bank 2011) and recent evidence based on internationally comparable data shows that developing countries have higher disability prevalence than developed countries (WHO & World Bank 2011; page 28). This result stands in contrast with prior comparison of country level estimates that typically showed higher disability prevalence in high income countries compared to low and middle income countries (WHO & World Bank; page 31). In spite of all that no major concern has been raised aimed at finding out the role of NGOs in the reduction of discrimination against persons with disability and on the side of academic research little has been written in this field of disability and addressing the types of discrimination that they faced.

CHAPTER THREE

METHODOLOGY

3.1 Introduction

This chapter presents the methodology that was used during the study. It was involved the research design, study population, sample size and selection, sampling techniques, data collection methods, data collection instruments, procedure of data collection, reliability and validity of instruments, data analysis plus measurement of variables about the human rights implementation and NGOs policies in Kampala Uganda.

3.2 Research design

The study used a cross-sectional research design. The cross sectional design was used because the different groups were interviewed in order to assess the contribution of human rights NGOs towards reduction of discrimination against PWDs.

3.3 Study area

The study focused on two divisions in Kampala city; these divisions are Makindye and Nakawa division. The reason that this study focused on these area is because most of the Human Rights NGO'S and main Disability Persons DPO's are based on these two divisions. This is showed on the Map of Kampala showing location of Makindye and Nakawa divisions in appendix v

3.4 Study population

The target population was drawn 85 from Kampala Uganda, and included those involved in or with the knowledge about Human Right NGOs in the reduction of discrimination against persons with disability and they comprised of the following: 6 Community Based Development officials, 24 Human rights NGO officials, 5 Community development officers, 48 Persons with Disability, and 2 consular of PWD.

3.5 Sample size and selection

The respondents comprised different sexes, marital status and age groups and educational level. Also the study used 70 respondents and was selected on solvent's formula. Stratified disproportionate random sampling was used to select the respondents from each section.

3.6 Sampling techniques

The study used both purposive sampling and simple random sampling technique. A sample of 70 respondents was selected. The purposive samplings was used on Human Rights NGO's, CBO's, CDO's and councilors of PWD's in Kampala Uganda. Simple random sampling was used for persons with disabilities, because respondents had equal chance of being selected.

$$n = \frac{N}{1 + Na^2}$$

Where n = sample size

N= target population

a = 0.05 coefficient of validity

$$n = \frac{85}{1 + 85(0.05)^2}$$

$$n = \frac{85}{1 + 85(0.0025)}$$

$$n = \frac{85}{1.2125}$$

$$n = \underline{70}$$

Table 3.1: Category, target population, sample size and sampling technique that will be used in the study

Category	Area	Target Population	Sample size	Sampling Techniques
CBOs (10)	Makindye and	3	2	Purposive sampling
	Nakawa division	3	2	
Human rights NGOs	Makindye and	12	10	Purposive sampling
	Nakawa division	12	10	
Community development officers	Makindye division	3	2	Purposive sampling
	Nakawa division	2	2	
PWD	Makindye Division	24	20	Simple random sampling
	Nakawa Division	24	20	
Councilors for PWD	Makindye and	1	1	Purposive sampling
	Nakawa Division	1	1	
Total		85	70	

3.7 Data Collection instruments

Data for the study were collected using self-administered questionnaires and interview guides.

3.7.1 Semi Structured Questionnaire

A semi-structured questionnaire was used in the study and targeted PWD in particular. Mugenda and Mugenda (2005) states that questionnaires are used to obtain vital information about the population and ensure a wide coverage of the population in a short time. In addition Sekaran (2003) states that questionnaires are an efficient data collection mechanisms where the researcher knows exactly what is required and how to measure the variables of interest. He further asserts that administering questionnaires to number of interest simultaneously is less expensive and time consuming and does not require much skill to administer as compared to conducting interviews.

Closed ended question were used with detailed guiding instructions as regards the manner in which respondents were required to fill them independently with minimal supervision. This made it possible due to the fact that majority of the respondents are able to read and write and in instances where the respondents were illiterate, a research assist trained by the researcher will be

used to translate questionnaire into the local language and fill them according to the responses provided by the respondents. Closed ended questionnaire had pre-coded answers according to themes from which respondents were asked to choose the appropriate responses. Respondents were given ample time to fill and return questionnaires later when they are through.

3.7.2 Key Informant Interviews

Interviews were conducted with selected key informants like councilors and CDO officials, CBOs, NGOs. These were conducted to the specialist persons with information on the variables. This method was preferred as it gives an opportunity to probe the informant's views on what Human Right NGOs are doing to reduce discrimination of PWD. Some of the questions that were asked in the questionnaire were asked in the interview guide. This enabled the researcher to triangulate the data collected. This guide facilitated the collection of both qualitative and quantitative primary data.

3.8 Research procedure used in data collection

After the research proposal had been approved and passed together with the research data collection tools, the researcher obtained a letter from Kampala International University, granting permission to proceed with data collection and present it to Kampala, for acceptance and authorization to undertake the study.

The authorities' permission to the researcher was of great significance in clarifying and averting suspicion about the study and helped to elicit increased willingness on the part of respondents to be objective and honest while responding to questions posed to them. The letter introduced the researcher as a participant of Kampala International University and explains the importance and purpose of the research. In addition the letter requested for assistance to be offered to the researcher. The researcher recruited one research assistant to ensure that the influence of personal factors of the research during data collection are minimized by bringing on board a person who was neutral about the research variable relationship and the selected area of the study. The research assistant also helped in translating the questionnaires into the local language especially among other authorized persons respondent category with low level of education. The researcher trained the assistant for three days before going to the field which ensured quality work. The researcher made contact with the various authorities where the study was carried out

and together they made appointments when to carry out the study. This approach enabled proper planning and mobilization of resources on the agreed dates. The researcher together with the assistant went to the respondents and collected data.

3.9 Validity and Reliability of Instruments

3.9.1 Validity

Validity refers to the degree to which results obtained from analysis of the data actually represents the phenomenon under study. In calculating validity the researcher ensured that questions are relevant in order to ensure that data collected give meaningful and reliable results represented by variables in the study (Mugenda and Mugenda, 2009). The researcher used the following formula to establish validity of the research instruments as seen below.

$$\text{Content Validity Index (CVI)} = \frac{\text{Agreed items by all judges as suitable}}{\text{Total number of items judged.}}$$

If the overall Content Validity Index (CVI) of the instrument is equal to the average acceptable Index of 0.7 or above, then the instrument were accepted as valid (Amin 2005)

3.9.2 Reliability

According to Mugenda and Mugenda (2009) reliability refers to the measure of the degree to which a research instrument yields consistent results or data after repeated trials. Cronbach's Alpha coefficient were used to measure reliability of the instruments.

Accordingly to Amin (2005), an alpha of 0.5 or higher is sufficient to show reliability; the closer it is to 1 the higher the internal consistency in reliability (Sekaran 2003). The questionnaire were pre tested using ten (10) respondents within Kampala and the reliability results were computed using the Statistical Package for Social Scientists (SPSS).

3.10 Data analysis

The coded data was entered into the Computer, checked and statistically analyzed using the Statistical Package for Social Scientists (SPSS) software package to generate descriptive and inferential statistics descriptive analysis was applied to describe the primary variable and associated indicator items related to the study objectives. The results for PWD were presented

inform of tables and charts then discussed in relation to existing literature. Conclusion and recommendations were drawn in relation to the set objectives of the study.

3.10.1 Qualitative data analysis

Qualitative data was collected through key informant interviews with councilors, CDOs, NGOs and CBOs. With content analysis was used to edit the data and re-organize it into meaningful shorter sentences.

The data was analyzed and organized based on patterns, repetitions and commonalities into themes based on the study variables. The data then was used to reinforce information got from questionnaires to draw conclusion and recommendations.

3.11 Measurement of variables

The variables of the study were measured using the five likert scale. Different variables were measured at different levels.

The variables were measured at nominal and ordinal scale. The nominal scale measurement were used in the first part of the questionnaire (demographics) which comprised items with some common set such as sex, age, marital status, designation and level of education of respondents.

According to Mugenda and Mugenda (2009), nominal scales are assigned only for purposes of identification but do not allow comparisons of the variable being measured.

The researcher used ordinal measurement which categorizes and ranks variable, being measured like uses of statements such as strongly agree, agree, no comment, disagree and strongly disagree (Amin 2005). The numbers in the ordinal scale represented relative position or order among the variable (Mugenda and Mugenda 1999: Amin 2005). Both nominal and ordinal scales were used to measure discrete variables and only the specified numbers such as 1, 2, 3, 4, and 5 were applied (Amin 2005, P. 11).

3.12 Ethical Considerations

It is important during the process of research for the researcher to understand that participation is voluntary; participants are free to refuse to answer any question and may withdraw any time. Another important consideration, involves getting the informed consent of those going to be met

during the research process, which involved interviews and observations bearing in mind that the area bears conflict.

The researcher treated the project with utmost care, in that there should be no temptation to cheat and generate research results, since it jeopardizes the conception of research.

Personal confidentiality and privacy are very important since the dissertation was public. If individuals had been used to provide information, it was important for their privacy to be respected. If private information has been accessed then confidentiality has to be maintained.

CHAPTER FOUR

PRESENTATION, ANALYSIS AND INTERPRETATION OF RESULTS

4.0 Introduction

This chapter comprises of the findings that were gathered by the researcher on the topic “To examine the contribution of human rights NGO’s towards reduction of discrimination against persons with disability in Kampala Uganda. The data is presented and interpreted in view of the objectives mentioned in chapter one of this research. The interpretation also seeks to answer the research questions that were raised in chapter one. Presentation and interpretation of data in this chapter has been done with the aid of quantitative and qualitative methods since the data was collected based on questionnaires and interview guide plus personal analysis and interpretation presented in essay form. The information presented is based on the data collected based on the instruments set above.

4.1 Profile of Respondents

Respondents were asked to provide information regarding their gender, age and education level, their responses were summarized using frequencies and percentage distributions as indicated in table 4.1 below.

Table 4.1: Profile of respondents

Category	Frequency	Percent
Gender		
Male	25	62.5
Female	15	37.5
Total	40	100
Age		
20-29 years	8	20.0
30-39years	7	17.5
40-49 years	11	27.5
50 years	14	35.0
Total	40	100
Marital Status		
Single	7	17.5
Married	10	25.0
Divorced	7	17.5
Separated	4	10.0
Cohabiting	9	22.5
Widowed	3	7.5
Total	40	100.0
Educational qualification		
Primary	6	15.0
Secondary	8	20.0
Vocational	5	12.5
Diploma	5	12.5
Degree	10	25.0
Post Graduate	6	15.0
Total	40	100
Sources of Income		
Farming	8	20.0
Paid Work	27	67.5
Trade	5	12.5
Total	40	100.0
Duration		
Less than 1 Year	7	17.5
2-3 Years	14	35.0
4-6 Years	14	35.0
More than 6 Years	5	12.5

Category	Frequency	Percent
Gender		
Male	25	62.5
Female	15	37.5
Total	40	100.0

Source: Primary data, 2017

Results from the table 4.1 show that most of the PWDs interviewed were males 62.5% of the respondents while female gender had 37.5% of the respondents. The results reveal that more males were consulted than females though data collected indicate that all gender was considered for effective decision making.

The results on the age of respondents reveal that majority of the respondents were from the age of 50 years and above, 40-49 years had 27.5% of the respondents, 30-39 years had 17.5% of the respondents and 20-29 years was with 20% of the respondents who reveal that people from different age groups were consulted.

Results on the respondents reveal that the single respondents were 17.5% of the respondents, the married respondents were 25% of the respondents, divorced respondents were 17.5% of the respondents, separated with 10 of the respondents while cohabiting had 22.5% of the respondents while widowed had 7.5% of the respondents. The findings imply that data was collected from the respondents from across the marriage grid.

Concerning the education of respondents, the research reveal that primary level respondents were 15.0% secondary level respondents had 20% of the respondents while vocational had 12.5% of the respondents, diploma had 12.5% while degree had 25% and post graduate degree was with 15.0% of the respondents. Implying that data was collected from respondents across the education mechanism

The sources of income were farming with 20% of the respondents while paid work had 67.5% of the responses while trade as a source of income had 12.5% of the respondents. The results reveal the different activities of PWDs in the organization.

The duration of respondents in Kampala reveal less than 1 year with 17.5% of the respondents while 2-3 years was with 35% 4-6 years had 14 35 while more than 6 had 12.5% of the respondents. This shows that majority respondents have been in Kampala for a long period of time.

4.2 Forms of Discrimination faced by Persons With Disabilities in Kampala district.

The first research objective was to determine to identify the forms of discrimination faced by persons with disabilities in Kampala district. The study findings were presented and interpreted as presented below.

4.2.1 Kind of disability by the respondents in Kampala district

Before findings out the forms of discrimination faced by the PWDs, I identified the kind of disability they had.

Table 4.2.1 shows the Kind of disability by the respondents in Kampala district

Disability	Frequency	Valid Percent
Physical Disability	26	65.0
Hearing Impairment	8	20.0
Visual Impairment	6	15.0
Intellectual Impairment	0	0
Total	40	100.0

Source: Primary data, 2017

The results in table 4.2.1 on the disability of the respondents reveal that majority of the respondents were 65% of the respondents with physical disability that included the disabilities on the physical body while hearing impairment was with 20% of the respondents, visual impairment had 15% of the respondents while intellectual impairment had none of the respondents. The results reveal that that majority of the PWDs consulted were of physical impairment revealing that though data was collected from the respondents across the impairments.

4.2.2 Causes of Disability among the PWDs in Kampala

Table 4.2.2: Table shows the causes of disability among the PWD in Kampala

Causes of disability		
	Frequency	Valid Percent
Diseases (Polio, Leprosy)	6	15.0
Accident(car, Bunt)	12	30.0
Stroke	4	10.0
Born disabled	18	45.0
Total	40	100.0

Source: Primary data, 2017

Results in table above shows the causes of disability among the PWD in Kampala. The results reveal that majority of the respondents were born disabled with the 45% of the respondents while accidents (car and burnt accounted for 30.0% of the respondents while the diseases (polio, leprosy had 15% while stroke accounted for 10% of the respondents. The results reveal that an aspect of disability is in born though accidents accounted for a reasonable number of respondents. This implies that majority respondents were born disabled in the study.

4.2.3 Whether the People with Disability Have Been Discriminated

The PWDs were asked whether they have ever been discriminated in any way. Table 4.2.3 below show the magnitude of PWDs did accept have been discriminated.

Table 4.2.3: Shows the responses on whether the People with disability have been discriminated

Whether PDW has been discriminated		
Response	Frequency	Valid Percent
Yes	28	70.0
No	12	30.0
Total	40	100.0

Source: Primary data, 2017

The study findings reveal that table 4.2.3 show the responses on whether the People with disability have been discriminated majority respondents were 70% of the respondents while 30% of the respondents disagreed that they are discriminated. The results reveal that discrimination exist amongst the people with disabilities.

The respondents who agreed that they are discriminated reveal that because of the nature of the physical strength that does not match people who are without disability, they are segregated furthermore the discrimination is also due to belief that the PWDs do not have appropriate ability to work or compete with the people who are not PWDs.

4.2.4 Ways of discrimination of PWDs in Kampala

The PWDs were asked who said they had been discriminated were asked how they had been discriminated. Table 4.2.4 shows that 30% of the PWDs had experienced verbal abuse

Table 4.2.4: Ways of discrimination of PWDs in Kampala

Ways of discrimination		
	Frequency	Valid Percent
Stigma Related to disability	6	15.0
Exclusion for building accessibility in both public and private sector	5	12.5
Verbal Abuse (Lameness, Deaf)	12	30.0
Unfair treatment in health centers	6	15.0
Mistreatment in school education	11	27.5
Total	40	100.0

Source: Primary data, 2017

The results on the ways of the discrimination of PWDs in Kampala reveal that majority respondents argued that they were verbally abused by the people for their disability 30% of the respondents while mistreatment in school education had 27.5% of the respondents stigma and unfair treatment in health centers had 15% of the respondents each while exclusion for building accessibility in both public and private sector 12.5% of the respondents. The results therefore reveal that many respondents agree discrimination amongst the PWDs exist though in different forms and the PWDs were abused by people of different types in different forms of management that require an intervention by people of different forums.

4.2.5 People who discriminated the PWDs in Kampala

Table 4.2.5 shows responses on the people who discriminated the PWDs in Kampala

Persons in community who discriminated you		
Response	Frequency	Valid Percent
Adult	21	52.5
Parents	8	20.0
Teachers	4	10.0
Children	7	17.5
Total	40	100.0

Source: Primary data, 2017

The results on the people who discriminated the PWDs in Kampala. The majority were discriminated by the adults who were 52.5% of the respondents while parents were with 8(20%) of the respondents, children were with 17.5% of the respondents while teachers had 10% of the respondents. The results imply that majority of the people abuse the PWDs in Kampala implying that in case of any desired issues, concentrating on the promotion and improvement of performance is fundamental.

The data collection through the interview guide is presented as shown below.

The forms of discrimination faced by persons with disabilities according to the NGO and CBO officials argued that

“People with disabilities experience discrimination when others assume they are stupid, taxis pass them by, and they are ignored. Additionally, people in wheelchairs may be denied entrance to public events due to limited wheelchair seating, their parking spots may be taken by able bodied persons, and they may be unable to negotiate stairs in public places”. Key informant interview with NUDIPU, 17/03/2017

Stairs in public spaces can also be limiting to people with disabilities, make it difficult for a person with a disability to travel. While discrimination is against the law, people with disabilities may experience harassment at work, or they may meet resistance by employers who are asked to make reasonable accommodations in order for the person with the disability to do his job. This is also true in the educational setting, where schools may

exclude students with disabilities from excursions or extra-curricular activities. People with disabilities may also be excluded from school entirely. Key informant interview with NUDIPU, 17/03/2017.

Discrimination in Education, educational institutions are not always accessible to disabled persons and in many cases such persons are not admitted to the same schools as other people. The same applies to vocational training and to academic studies;

Employment besides the fact that many work places are not physically accessible to severely disabled persons, employers often fail to understand that a physical disability does not necessarily involve mental impairment and even fellow workers themselves may be opposed to the employment of disabled persons.....Key informant interview with NUDIPU, 17/03/2017

Transport. Attention is drawn to the highly discriminatory effect of the failure to provide accessible means of transport and the obstacle which that presents to an independent life for disabled persons. Employees at stores, restaurants or theaters commonly see a person with a physical disability and assume that he is mentally limited as well. Taxi drivers in urban areas often pass by people with disabilities because they may not want to navigate any extra needs that a person with a disability may have. Key informant interview with Hurunet, 20/03/2017

Housing. It is noted with astonishment that even now, in highly developed countries, buildings which are not accessible to disabled persons are still being constructed. The use of wheelchairs, for instance, is extremely difficult, or even impossible, in many apartment buildings;

Buildings in general. The above observations also apply to other premises such as public office buildings, restaurants, cinemas, theatres, libraries, hotels, sports facilities, etc. Apart from the obstacles presented by building design, prejudices often exist which render

the access of disabled persons to premises such as restaurants or bars difficult or impossible. It is common to hear the management of such establishments say that there are no tables free when a group of disabled persons attempts to enter..... Key informant interview with Hurunet, 20/03/2017

The findings also reveal that means to improving the development mix of the NGOs is fundamental for development. The findings reveal that the forms of discrimination against PWDs is related to poor policy implementation, society's view of disability as an aspect peculiar to society and not seeing it as a common environment.

On the forms of discrimination, the most prevailing is discrimination in building where the people building infrastructure in form of houses, roads among other buildings do not provide for the people with disabilities. Also in transportation, both the NGOs and CBO officials argued that high discrimination exist in the means of living with the people in the transport sector given that many people provided that cars and public transport does not have any provisions for physically disabled people especially those on the wheel chairs and the blind. The results also reveal that many people don't consider this as of importance.

The reasons for this existence is the fact that no strict policy implementation exist in the development arena and is fundamental for the existence of a strong divergence from the truth of the fact that policy implementation is poorly existing.

4.3 Strategies Used By Human Right NGOs to Combat Discrimination against Persons with disability

The second objective of the study was to establish the strategies used by human right NGO are to combat discrimination against persons with disability. The data collected on this objective is presented as provided below.

4.3.1 Have you ever been supported by and human right NGO

Table 4.3.1: Shows whether PWDs have ever been supported by and human right NGO

Whether PWD is supported by HRNGO	Frequency	Valid Percent
Yes	29	72.5
No	11	27.5
Total	40	100.0

Source: Primary data, 2017

The results in table 4.3.1 on whether PWDs have ever been supported by the NGOs under study reveal that 72.5% of the PWDs had ever received support by the NGOs while 27.5% of the respondents did not receive at all, never the less, the researcher establish that NGOs have provided help though the help was minimal or limited.

The different NGOs helped the PWDs including those with rehabilitation, counseling and guidance, those protecting for the human rights (human rights NGOs) the health status NGOs among others. The results reveal that a series of issues on NGOs have an overarching effect on the performance of the NGOs.

The form of support given by to PWDs by the NGOs include" provisions of scholastic needs such as school fees, Uniforms among others, provision of equipment like wheel chairs, medical gauges for the eyes, food relief to the suffering that supported the PWDs. The results show that the provisions by the NGOs were prevalent though not so sufficient to support the development mix for the people in the NGO organizations.....Key informant interview with Hurunet, 20/03/2017

4.3.2 has NGOs in your community ever helped you or other PWD in combating discrimination against you

Table 4.3.2: Shows whether ever helped you or other PWD in combating discrimination against you

NGO helped in Combating discrimination	Frequency	Valid Percent
Yes	19	47.5
No	21	52.5
Total	40	100.0

Source: Primary data, 2017

The results reveal that (47.5%) of the respondents agreed that have ever been helped by the community to combat discrimination by (47.5%) of the respondents while those in disagreement were given by 52.5% of the respondents. The researcher reveals that discrimination is somehow dealt with though not appropriate given the responses of the people.

The NGO has done the following in combating discrimination against you or PWD in your community.

The researcher attained the data from the NGO and CBO is the strategies you use as a Human Right NGO to combat discrimination against persons with disabilities in Kampala.

Creation of awareness interventions: Invest in specific programs and services for people with disabilities. In addition to mainstream services, some people with disabilities may require access to specific measures, support services, or training. Manpower generation by promoting new courses and initiating degree and diploma courses like Physical Medicine and Rehabilitation will address the problem of shortage of manpower in long run Key informant interview with NUDIPU 17/03/2017

Educating disabled children as close to the main stream as possible. Increase public awareness and understanding of disability. Governments, voluntary organizations, and professional

associations should consider running social marketing campaigns that change attitudes on stigmatized issues. Key informant interview : with
NUDIPU 17/03/2017

The NGOs do “Advocacy services and supports for people with disabilities or other institutional services and supports specifically provided to enable people who have disabilities to participate in society and community life. Some women with disabilities interviewed for this report said that they have been treated well by hospital staff, others experienced discrimination. Nurses made derogatory remarks, including questioning why a woman with disability would ever engage in sex or have a child. Health care personnel discouraged them from seeking reproductive health and family planning services.

The findings also reveal that the NGOs are not in full support of the operational mix issues concerning the failure of the NGO and CBOs strategy is related to the limited usage. The strategies for reducing discrimination is based on in parliament, persons with disabilities cannot fully access government services and programs. Major barriers to the realization of the rights enshrined in the law include disagreements between disabled persons’ organizations and various government agencies over the enforceability of the Persons with Disabilities.

The strategies established by the NGO are not effective due to “*The issues that Uganda lacks disability data for monitoring and evaluating disability interventions’ policy. Funding agencies especially, foreign aid agencies, for funds. In recent years, governments of developing countries across the globe view with suspicion, donations to non-governmental agencies because of concerns for political self-survival*..... Key informant interview with
NUDIPU 20/03/2017

The findings reveal that the NGOs try to combat discrimination against PWDs only that the level of intervention is minimal and limited given that this NGOs have not much closer proximity to the PWDs (affected people)

Strategies used as a (CBO) to combat discrimination against persons with disabilities in Kampala.

CBO contribute to directing attention to pressing human rights issues and to keeping human rights and inequality reduction high on the local, national and international agendas through reporting, active lobbying, dissemination of information and media campaigns, supported by monitoring of state policies and fact-finding. Such action can ultimately lead governments to improve their human rights records. Key informant interview with Family health care (CBO) 20/03/2017

CBO also facilitate cooperation with and between government authorities, organizations and other development actors, human rights implementations may contribute to increased coordination between, and efficiency of, different policies and policy areas..... Key informant interview with Family health care (CBO) 20/03/2017

The CBOs also conduct monitoring and evaluation on the part of the government issues that can affect the PWDs. The issues of monitoring are done by the CBOs to ensure that work done by the government is effectively available to the people locally..... Key informant interview with Family health care (CBO) 20/03/2017

CBOs also use a multisectoral approach and the main activities include capacity building, economic empowerment, increasing disability awareness, disability management and home based care. These have provided business support issues for the people living in the communities and provide mechanisms for handling the disability issues. The CBOs roles are mult-dimensional given that they provide a ground connection between the local PWDs to the national or more advanced interventions for PWDs like government and funding organizations.

Strategies used by (CDO) and councilors for PWD to combat discrimination against persons with disabilities in Kampala

The study findings from the CDO and Counselors mechanism of combating discrimination against persons with disabilities in Kampala reveal that the CDO have operated and provide some interventions.

The CDO do community mobilization in terms of educating the people through media and mouth to Mouth on the mechanism of ensuring respect for the people with disabilities. They also provide framework on business guidance for the establishment of training skills to the PWDs. Key Interview with KCCA Makindye Division, 17/03/2017

The counselors teach the PWDs on the ways of effective living through ensuring that people in the community live in the required dimensions of life. The ways of operations required by the business operations is providing mechanisms of operations that require funding needs. Key Interview with KCCA Nakawa Division , 17/03/2017.

On overall the issues of CDO and counselors are prevalent, the aspects of direction and strategy employed to curtail discrimination amongst the PWDs exist only that a limited number of interventions are in place to remedy discrimination. The current state of affairs show that counselors and CBOs interventions are wanting and need to be provided with some complements to attain value for the people.

4.4 Challenges faced by Human Right NGOs in Combating Discrimination Against persons with disabilities in Kampala.

The first research objective was to examine the challenges faced by Human Right NGOs in combating discrimination against persons with disabilities in Kampala. The data collected is presented and analyzed as follows

4.4.1 Whether the NGOs combat discrimination against PWD in your community face any challenge

Table 4.4.1 Shows whether NGOs combat discrimination against PWD in your community face any challenge

Whether NGOs combat discrimination against PWD	Frequency	Valid Percent
Yes	23	57.5
No	17	42.5
Total	40	100.0

Source: Primary data, 2017

Results on whether NGOs combat discrimination against PWD in your community face any challenge reveal that majority of the respondents 23(57.5%) agreed that there exist fight against discrimination and 17(42.5%) of the respondents disagreed or did not agree. The results limited NGO interventions exit in the face of combating discrimination against PWDs.

Challenges NGOs face in combating discrimination against PWD in your community face (PWD version)

Funding challenges: the NGOs always complain of meager funds available for the implementation and management of the PWDs issues. The limited funding constrains performance of the NGOs. Key informant interview with HURUNET, 20/03/2017

Limited social integration of the PWDs to society: People have pity on people with developmental disabilities because they believe that they feel unhappy, suffering, and unable to live normal lives and meaningful lives. The common social attitude toward people who were blind was pity and sympathy. Many people view pity as a barrier to integration and social acceptance as full participating members of society. The perception of feeling of pity can interfere with communications, isolation and sometimes be oppressed.

High degree of societal disregard: Societies regard people with disabilities as being liabilities or burden to the society. Example is blind people who have been viewed as being useless and helpless. But evidence does not support this perception and people with disabilities have been economic contributors to their respective societies..... Key informant interview with NUDIPU, 20/03/2017

Complexity of the legal framework especially having limited focus on the victimization of the people with disabilities and the penalties have had and caused much victimization of the PWDs limiting the PWDs intervention on the same.

Challenges faced by Human Right NGOs in combating discrimination against persons with disabilities in Kampala.

Most women and persons with disabilities elected to local governments are semi-literate due to historical injustices against these groups, making them disadvantaged. This is a case of the disadvantaged representing the disadvantaged. There are no proper and inclusive orientation programs for these special interest groups in decision making structures and therefore they do not know their rights and entitlements..... Key Informant Interview with FHRI/ 22/03/2017

Lack of monitoring and evaluation. Some of these problems are related to inadequate funding. In other cases the law is unclear making implementation difficult. For example, in situations where the law says: "... the Chief Justice shall.." or "the Attorney General shall.." without specifying who should follow up to ensure the Chief Justice or the Attorney General does that, there could be stalemates.....Key Informant Interview with Action for Disability Development Association (ADDA)/ 22/03/2017

The biggest problems are nepotism and sectarianism. Because of these, public officers are sometimes risk averse due to the existence of 'power houses' that they can run to anytime and get anything they want. In some cases, those involved in malpractices run to politicians for protection, rendering the accounting officers impotent. The power centers protect or play down the wrongs in the name of serving the people or "giving services to

our people". For example, in some districts when those who got employed fraudulently are identified and summoned by the CAOs for verification, they seek political protection..... Key Informant Interview with FHRI/ 22/03/2017

Many NGOs are involved in direct service delivery, advocacy/lobbying and linkages. While they do this, they do not follow Government's definitions of vulnerability but pragmatic ones within their mandates. In some cases, support has been given to structure that promote equal opportunities for vulnerable groups.

Lack of information has led some of the communities to suffer by not reporting cases of abuse and the culprits are left at large. Nepotism was reportedly experienced by some of the vulnerable groups at the implementation of government programs where project leaders and mobilizers involve only their relatives and leave out others.Key Informant Interview with NUDIPU/ 22/03/2017

PWD representatives, there are other structures to promote participation of these vulnerable groups. While there is self-mobilization among them into community groups or community-based organizations (CBOs), non-governmental organizations (NGOs) have also been instrumental in equalizing access to services, amplifying the voices of the vulnerable and advocacy. Many NGOs in northern Uganda, Karamoja and other parts of the country are championing the cause of the vulnerable. For PWD issues there is the National Union of Disabled Persons of Uganda (NUDIPU) with its nation-wide network, Action for Disability and Development (ADD), Sight Savers International, among others..... Key Informant Interview with Family welfare (CBO)/ 22/03/2017

Limited capacity of the NGOs to handle issues of PWDs on a large intervention has created gaps that have left many PWDs abused and victimized on the issues of management and advancement management to curtail the abuses.

The results cite that a series of challenges are faced by the NGOs in managing the people with disabilities in Uganda, the challenges cited are on grounds of social, financial

mobilization and capacity building issues that hinder expansion of the business venture and financing.

Interventions by the NGOs about these challenges

The NGOs have tried to establish their operations to the CBO, establishment of counselors, CDOs vested with the role of promoting an intervention mechanism to develop and improve the performance of the people. There is an intervention in terms of calling upon government to scale up implementation and handling of the people that victimize the PWDs. The means of the intervention also seeks to attain capacity building in the organizations

Challenges CBO face in combating discrimination against persons with disabilities in Kampala

Persons with disabilities in Uganda are also faced with serious stigmatization and torture. In some parts of the country persons with disabilities are locked in the house while as others are tied on trees or other objects as if they are animals. This situation is attributed by more other factors including the negative attitude of the members of the communities that, people with disabilities cannot sustain studies. So many practical factors do restrain and draw back the progress toward inclusive (with PWDs) universal primary education. As a result, only few children with disabilities are attending schools as it is stated above.

Most if not all public buildings and facilities in poor countries, do not have disabled lifts and access ramps. This makes access to high rise buildings literally impossible. In cases where persons with disabilities have to access such buildings as a matter of necessity, they do so with extreme difficulty and that is even when a generous “abled” colleague decided to offer a generous helping hand. These challenges include lack of universal access in the structural buildings, persons with disabilities living under extreme poverty, the high unemployment rate among persons with disabilities and poor provisions of education and health services. Worse enough, universal access that calls for the enabling facilitating movement to persons with disabilities in the country is still a problem. Key Informant Interview with Family Welfare (CBO) 17/03/2017

Cultural beliefs” Here disabled people are classified as having special gifts or compensation. They are compensated by nature, supernatural forces, biology or God with special abilities. These ideas were used to reduce the effect of disabilities. They were thought to have sensory powers such as a sixth sense, spiritual awareness, musical talent, prophetic gifts, more sensitive in hearing, improved memory and great judgment due to this they end up taking away life of the disabled people for this belief..... Key Informant Interview with Community Health Care (CBO) 17/03/2017

The CBOs operations were seen prevalent and provides measures towards bringing PWDs to the scale for government interventions. The mechanisms for the challenges are societal, cultural and stigmatization that have negatively impacted on the level of detections.

What CBOs are doing about these challenges

We ensure societal mobilization especially in society where people live. This is done through encouraging the people to fully community and feels free with the PWDs. The CBOs only conduct community out reaches to measure and determine the mode of intervention that the CBOs have with the people the out reaches also identify people with disability who are not known and so neglected by the society Key Informant Interview with Family Welfare (CBO) 17/03/2017.

The CBOs have laid some intervention on ground given that the focus is on how to improve the society much dominated by the people who discriminate the PWDs given their intervention one think that further development mechanisms will be attained in the nearby future to provide complement redress to the society.

What government can do to end these forms of discrimination against PWD in Kampala

State should initiate and support public awareness- raising campaigns designed to overcome negative attitudes and prejudices concerning workers with disabilities. State should create favorable conditions for the employment of disables in the public sector. The objective should be always be for persons with disabilities to obtain employment in the open labour market. For disable person whose needs cannot be met in open employment, small units of sheltered or

CHAPTER FIVE

DISCUSSION, CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

This chapter presents the summary of the findings, discussion, conclusions and recommendations arising from the findings of the study along the study objectives.

5.1 Discussion of findings

The discussion of the findings are based on the objectives from the findings

5.1.1 Forms of discrimination faced by persons with disabilities in Kampala district.

The findings on the objective one reveal that majority of the PWDs are discriminated by the community they live in. the forms of discrimination include verbally abused by the people for their disability mistreatment in school education of the respondents stigma and unfair treatment in health centers and exclusion for building accessibility in both public and private sector of the respondents. The field findings are in line with those of Government of Uganda (2010) which provides that suitability Discrimination & Reasonable Accommodation: The law requires an employer to provide reasonable accommodation to an employee or job applicant with a disability, unless doing so would cause significant difficulty or expense for the employer.

While Swartz, 2013), store employees assuming we're stupid: Go to the grocery store, the movie theater, a store in the mall, a restaurant or any public-type place that has employees, and five times out of ten you'll run into an employee who will automatically assume you're ill-equipped mentally because of an obvious physical disability. Even the Republic of Uganda initial status annual report, (2006) stairs in public spaces: You go to grab a coffee or meet a friend for lunch, but wait you can't get in. This is architecture discrimination at its finest and we encounter it every day

Although the findings of Daumerie, & Madsen, (2010) provided that disability and Harassment: It is illegal to harass an applicant or employee because he has a disability, had a disability in the past, or is believed to have a physical or mental impairment that is not transitory (lasting or expected to last six months or less) and minor (even if he does not have such an impairment).

Even the According to Groce (2011) disability discrimination & reasonable accommodation & Undue Hardship: An employer doesn't have to provide an accommodation if doing so would cause undue hardship to the employer.

5.1.2 Strategies used by Human Right NGOs to combat discrimination against persons with disabilities in Kampala.

Several strategies are used by Human Right NGOs to combat discrimination against persons with disability. This has included the creation of awareness interventions: Invest in specific programs and services for people with disabilities. Educating disabled children as close to the main stream as possible. Increase public awareness and understanding of disability and Advocacy services and supports for people with disabilities or other institutional services and supports specifically provided to enable people who have disabilities to participate in society and community life. The results are related to Foundation for Human Rights Initiative (2009) provide for commitment to providing education to children with disabilities dates back to a modest start in 1983 when a one-staff section for special needs education was established in the Ministry of Education

McBeth (2007) asserts that the issue of access to justice is a significant constraint to the effectiveness of human rights NGOs. Access to justice has been denied through the use of what has been termed “negative legal” and access curtailing devices” such as ouster clauses, limitation acts, protection of public officers from suits, the doctrine of state immunity and the dragon of locus.

According to Action on disability and development commissioned Study, (2005) capacity building of health care providers and program managers. Human resource capacity can be improved through effective education, training, and recruitment.

The findings were different from those of the action on disability and development commissioned Study (2005) provided capacity building of health care providers and program managers. Human resource capacity can be improved through effective education, training, and recruitment. A review of the knowledge and competencies of staff in relevant areas can provide a starting point for developing appropriate measures to improve them.

Also the findings from Mall, & Swartz (2013) people first, a national organization run by and for people with learning difficulties, led a coalition of disabled people's organizations to campaign against the Bill.

5.1.3 Challenges faced by Human Right NGOs in combating discrimination against persons with disabilities in Kampala.

A series of the challenges are faced by Human Right NGOs in combating discrimination against persons with disabilities in Kampala. The results reveal that the challenges included limited funding, limited capacity of the NGOs, poor implementation support of legal framework in the country that has affected the performance dimensions of the human rights NGOs including limited community support that affect the operations of the Human rights NGOs. These findings are in line with those of Cornwall (2004) set of problems arise if human rights are creations, pure and simple, of the human intellect. Human rights standards could be created in a variety of ways. In one method, a gradual growth of consensus builds around norms of behavior that eventually acquire an obligatory character.

Walker Melanie (2007) provides that the other challenge is the fact that the conceptualization and practice of human rights vary across societies, and this becomes a big challenge especially when it comes to international conventions. There is, at times a conflict of whose version of human rights should be accommodated in the international declarations/conventions of human rights.

While the findings are different from governance and social development resource centre (2009) contend that the violation of some human right may be perpetrated by one individual against others, such as an employer who discriminates against a racial group in hiring.

5.2 Conclusions

The study sets to assess the contribution of human rights NGO's towards reduction of discrimination against persons with disability in Kampala Uganda. The objectives included identify the forms of discrimination faced by persons with disabilities, strategies used by Human Right NGOs to combat discrimination against persons with disabilities and examine the challenges faced by Human Right NGOs in combating discrimination against persons with disabilities in Kampala. The findings the first objective reveal that different forms of discrimination which included verbally abused by the people for their disability mistreatment in school education of the respondents stigma and unfair treatment in health centers and exclusion for building accessibility in both public and private sector of the respondents, on this the researcher conclude that discrimination against PWDs exist. The findings on the second objective reveal that different strategies used by Human Rights NGO's to combat exist discriminations, such as awareness raising, advocacy, education, mobilization though many of them seem ineffective in averting discrimination. The third objective also reveal that there are a series of challenges faced by human rights NGOs in limited funding, limited capacity of the NGOs, the poor implemented legal framework in the country that has affected the performance dimensions of the human rights NGOs including limited community support that affect the operations of the Human rights NGOs.

5.3 Recommendations

5.3.1 Forms of discrimination faced by persons with disabilities in Kampala district.

The different forms of discrimination on PWDs exist and affect the persons discriminated. The researcher recommend that major focus be vested on implementing societal mobilization interventions to curtail discrimination, bring about social inclusion and mechanisms to integrate the PWDs in associations so as to enable them agitate for their rights in Uganda.

5.3.2 Strategies used by Human Right NGOs to combat discrimination against persons with disabilities in Kampala.

The findings were that the strategies in place were insufficient, the implementation of the strategies are limited, such as poor awareness raising, societal mobilization and limited capacity. Hence the research recommend for attention into funding, government interventions and having

the Human rights NGOs strengthen linkage with the community leadership in order to improve monitoring for the PWDs.

5.3.3 Challenges faced by Human Right NGOs in combating discrimination against persons with disabilities in Kampala.

A series of challenges are faced by the NGOs in order to curtail the discrimination against PWDs. The researcher recommends that there is much need to involve government into the discrimination by setting up strong legal institutions for the development of mechanisms for improving the NGOs operations, and to support financially and technically,

5.4 Areas of further study

Because of time and resources, the researcher recommends for the adoption and further study on the following areas.

- NGO funding and constraints in PWDs operations
- NGOs management structures and performance
- Management information and NGO performance

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APPENDIX

Appendix:1 Questionnaire

FOR THE PERSONS WITH DISABILITY (PWD)

Dear Respondent

I **Saeed Mowlid Yusuf** a student at Kampala International University pursuing a Master's Degree of Human Rights and Development is carrying out a study on the contribution of human rights NGO's towards the reduction of discrimination against persons with disability in Kampala district. The information obtained will be strictly used for academic purposes and it will be treated with utmost confidentiality. I kindly request you to give me about 20 minutes of your time so as to answer this questionnaire. Thank you very much for your time and co-operation.

SECTION A: Demographic Characteristics

(Tick in the appropriate box provided)

1. Gender of the respondent

Male ☐

Female ☐

2. Age of the respondent targets all above 18 years (adult)

.....

3. Marital status of the respondent

Single ☐

Married ☐

Divorced ☐

Separated ☐

Cohabiting ☐

Widowed ☐

4. What is the highest level of education you have attained?

A post graduate (PHD masters/) ☐

Vocational ☐

Bachelor Degree ☐

Certified Diploma ☐

Secondary ☐

Primary ☐

5. What is your major source of income?

Farming ☐

Paid work/employment ☐

Trade/business ☐

Others (specify)

6. if paid worker, where are you working

7. For how long have you worked at this place?

(a) Less than 1 year

(b) 2-3 years

(c) 4-6 years

(d) More than 6 years

8. What is your role at your work place?

.....

.....

SECTION B: FORMS OF DISCRIMINATION FACED BY PERSONS WITH DISABILITY

B. 1 What kind of disability do you have

- a) Physical disability
- b) Hearing impairment
- c) Visual impairment
- d) Intellectual impairment

B.2 What caused your disability

- a) Diseases (polio, Leprosy)
- b) Accident (car, Bunt)
- c) Stroke
- d) Born disabled
- e) Others (Specify)

B.3 have you ever been discriminated against in any way because of your disability?

- a) Yes ☐
- b) No ☐

B.4 If yes, why

.....
.....

B.5 In what ways have you been discriminated as a PWD in Kampala?

- a) Stigma related to disability
- B) Exclusion for building accessibility in both public and private sectors
- c) Verbal abuse
- d) Unfair treatment in health centres
- e) Mistreatment in school education
- f) Unfair treatment in payment at work
- f) Others specify

B.6 Who in your community discriminated against you in B.1 above?

- a) Adult ☐
- b) Parents ☐
- c) Teachers ☐
- d) Children and why
- e) Others

B.7 Why do you think you were discriminated?

- a).....
- b).....
- c).....
- d).....

SECTION C: STRATEGIES USED BY HUMAN RIGHT NGOS TO COMBAT DISCRIMINATION AGAINST PERSONS WITH DISABILITY

C.1 Have you ever been supported by and human right NGO?

- a) Yes ☐
- b) No ☐

C.2 If yes, which NGO supported you?

C.3 what form of support were you given by this NGO?

.....

.....

C.4 Has NGOs in your community ever helped you or other PWD in combating discrimination against you?

- a) Yes ☐
- b) No ☐

C.5 If yes, what has this NGO done to combating discrimination against you or PWD in your community?

.....

.....

SECTION D: CHALLENGES FACED BY HUMAN RIGHT NGOS IN COMBATING DISCRIMINATION AGAINST PERSONS WITH DISABILITY

D.1 Do the NGOs combat discrimination against PWD in your community face any challenge

a) Yes ☐

b) No ☐

D.2 If yes, what challenges do NGOs that combat discrimination against you or PWD in your community face?

(i)

(ii)

(iii)

(iv)

(v)

D.3 What do you think can be done to end discrimination against you or PWD in Kampala and Uganda in referred?

.....

.....

.....

Thank you very much for the cooperation

Appendix II: interview guide

FOR THE (NGO) OFFICIALS

Dear Respondent

My name is **Saeed Moulid Yusuf** a student at Kampala International University pursuing a Master's Degree in Master of Human Rights and Development this questionnaire is designed to collect information aimed at assessing the human rights NGO's and reduction of discrimination against persons with disability using Kampala as the case study. The information obtained will be strictly for academic purposes and it will be treated with utmost confidentiality. I kindly request you to fill this questionnaire. Thank you very much for your time and co-operation

1. How old are you?
2. For how long have you worked with this organization?
3. What is your role in this organization? Do you have any role you offer to PWD?
4. What are the forms of discrimination faced by persons with disabilities?
5. Which of these forms of discrimination is most common and why?
6. What are the strategies you use as a Human Right NGO to combat discrimination against persons with disabilities in Kampala?
7. Are these strategies working? If not why?
8. What are the challenges you face as a Human Right NGO in combating discrimination against persons with disabilities in Kampala?
9. What are you doing about these challenges?
10. What do you think the government can do to end these forms of discrimination against PWD in Kampala?

Thank you very much for the cooperation

Appendix III: An interview guide
FOR THE (CBO) & NGOs OFFICIALS

Dear Respondent

My name is **Saeed Moulid Yusuf** a student at Kampala International University pursuing a Master's Degree in Master of Human Rights and Development this questionnaire is designed to collect information aimed at assessing the human rights NGO's and reduction of discrimination against persons with disability using Kampala as the case study. The information obtained will be strictly for academic purposes and it will be treated with utmost confidentiality. I kindly request you to fill this questionnaire. Thank you very much for your time and co-operation

1. How old are you?
2. For how long have you worked with this (CBO)?
3. What is your role in this (CBO)?
4. Do you have any role you offer to PWD?
5. What are the forms of discrimination faced by persons with disabilities?
6. Which of these forms of discrimination is most common and why?
7. What are the strategies you use as a (CBO) to combat discrimination against persons with disabilities in Kampala?
8. Are these strategies working? If not why?
9. What are the challenges you face as a (CBO) in combating discrimination against persons with disabilities in Kampala?
10. What are you doing about these challenges?
11. What do you think the government can do to end these forms of discrimination against PWD in Kampala?



Thank you very much for the cooperation

Appendix IV: An interview guide

FOR THE (CDO) AND COUNCILLORS FOR PWD

Dear Respondent

My name is **Saeed Moulid Yusuf** a student at Kampala International University pursuing a Master's Degree in Master of Human Rights and Development this questionnaire is designed to collect information aimed at assessing the human rights NGO's and reduction of discrimination against persons with disability using Kampala as the case study. The information obtained will be strictly for academic purposes and it will be treated with utmost confidentiality. I kindly request you to fill this questionnaire. Thank you very much for your time and co-operation

1. How old are you?
2. For how long have you worked in this division?
3. What is your role in this division?
4. Do you have any role you offer to PWD? Which role is this/what do you do?
5. What are the forms of discrimination faced by persons with disabilities in your division?
6. Which of these forms of discrimination is most common and why?
7. What are the strategies you use as a (CDO) and councilors for PWD to combat discrimination against persons with disabilities in Kampala?
8. What are the strategies that NGOs/CDOs use to combat discrimination against PWD in your division?
9. Are these strategies working? If not why?
10. What are the challenges you face as a (CDO) and councilors for PWD in combating discrimination against persons with disabilities in Kampala?
11. What challenges do NGOs face?
12. What are you doing about these challenges?
13. What do you think can be done to end these forms of discrimination against PWD in Kampala district?

Thank you very much for the cooperation

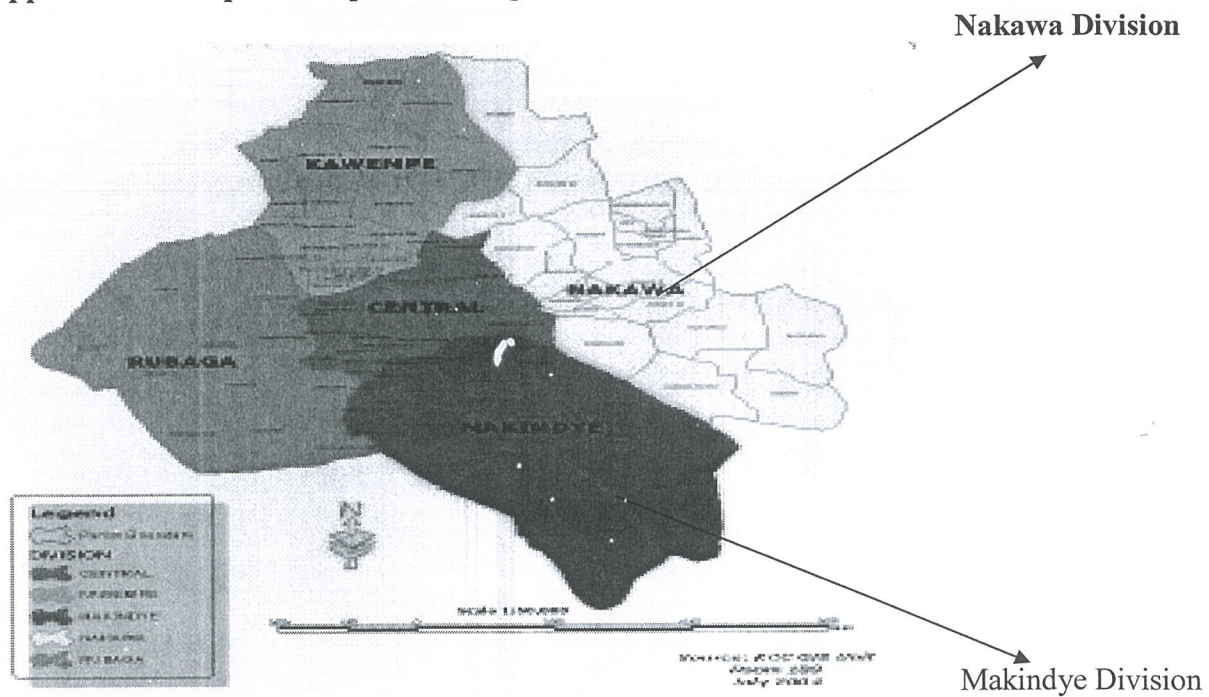
APPENDIX V:

SAMPLE SIZE(S) REQUIRED FOR THE GIVEN POPULATION SIZES (N)

N	S	N	S	N	S	N	S	N	S
10	10	100	80	280	162	800	260	2800	338
15	14	110	86	290	165	850	266	3000	341
20	19	120	92	300	169	900	269	3500	346
25	24	130	97	320	175	950	274	4000	351
30	28	140	103	340	181	1000	278	4500	354
35	32	150	108	360	186	1100	285	5000	357
40	36	160	113	380	191	1200	291	6000	361
45	40	170	118	400	196	1300	297	7000	364
50	44	180	123	420	201	1400	302	8000	367
55	48	190	127	440	205	1500	306	9000	368
60	52	200	132	460	210	1600	310	10000	370
65	56	210	136	480	214	1700	313	15000	375
70	59	220	140	500	217	1800	317	20000	377
75	63	230	144	550	226	1900	320	30000	379
80	66	240	148	600	234	2000	322	40000	380
85	70	250	152	650	242	2200	327	50000	381
90	73	260	155	700	248	2400	331	75000	382
95	76	270	159	750	254	2600	335	10000	384

SOURCE: Krejeie and Morgan (1970), Determining sample size for research activities, Educational and psychological measurement, 30,608, sage publications.

Appendix VI: Map of Kampala showing the location of Nakawa and Makindye Divisions





**KAMPALA
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***Directorate of Higher Degrees and Research
Office of the Director***

Our ref. 1153-06246-03390

Tuesday 14th March, 2017

Dear Sir/Madam,

**RE: INTRODUCTION LETTER FOR SAEED MOWLID YOUSUF
REG. NO. 1153-06246-03390**

The above mentioned candidate is a student of Kampala International University pursuing a Masters degree in Human Rights and Development.

He is currently conducting a research for his dissertation titled, *“Human Rights NGOs and Reduction of Discrimination against Persons with Disability in Kampala Uganda”*.

Your organization has been identified as a valuable source of information pertaining to the research subject of interest. The purpose of this letter therefore is to request you to kindly cooperate and avail the researcher with the pertinent information he may need. It is our ardent belief that the findings from this research will benefit KIU and your organization.

Any information shared with the researcher will be used for academic purposes only and shall be kept with utmost confidentiality.

I appreciate any assistance rendered to the researcher.



Director

C.c. DVC, Academic Affairs
Principal CHSS