



**UMBRELLA OF ORGANIZATIONS OF PERSONS WITH DISABILITIES
FIGHTING AGAINST HIV&AIDS AND FOR HEALTH PROMOTION**

Annual Report 2021



FORWARD

Despite some challenges that marked the year 2021 including COVID-19 pandemic, the Umbrella of Organizations of Persons with Disabilities in the Fight against HIV&AIDS and for Health Promotion continue to carry out interventions aiming at strengthening the capacities of persons with disabilities, services providers to improve the access to equitable services for both children and adults with different impairments including mainly health care providers, local authorities and local partners to name few.

It is with pleasure for UPHLS to express our deep appreciation and sincere thanks to all who contributed financially and technically contributed to the achievements of UPHLS in the year 2021 as summarized in this annual report.

Our thanks also go to UPHLS members, UPHLS secretariat, partners as well as the community volunteers for the strong collaboration shown throughout the year. We would like to acknowledge the effort and contribution of dedicated UPHLS staff and partners who worked tirelessly to realize big achievements as mentioned in this report. We believe that this report provides a realistic picture of UPHLS achievements from January to December 2021.



Dr. Patric Suubi

The Legal Representative

UPHLS

EXECUTIVE SUMMARY

This Annual Report covers the period of 12 months from January to December 2021. It represents key achievements performed by UPHLS during the reporting period according to the planned targets. Our interventions focused on three programs including HIV and AIDS, Health Promotion and EmployAble Programs. Seven main projects have been implemented as follows: Scaling up access to HIV&AIDS services with focus on prevention in Rwanda (RBF project), Strengthening HIV Clinical Services in the Republic of Rwanda under PEPFAR (MOH-CDC COAG), Every life Matters, WASH for all, Engaging adolescents with disabilities to identify and address key social norms hindering inclusion, participation and advancement of the rights of children with disabilities, WINSINGA KANDI TUJYANA and Work for All (Umurimo Kuri Bose) project. In addition, there are other small projects that have been implemented including Inclusive engagement of PWDs in the fast track agenda to reach 90-90-90s targets in the city of Kigali and secondary cities and Improve the access to orthopedic in Rwanda.

A number of activities aimed at capacity building of persons with disabilities including adolescents with disabilities on HIV prevention and Sexual and Reproductive Health, improving the accessibility to health care services by capacitate the health care providers and setting models by renovating the selected health facilities and inclusive hand washing by installing accessible toilets, hand washing stations that are inclusive and advocacy workshops in WASH actors to take into consideration the specific needs of persons with disabilities. Community dialogues have been conducted to identify and addressing key social norms around children with disabilities, training of the community influencers have been organized to promote the rights of children with disabilities. Some interventions have been initiated to improve the nutrition outcome of children with disabilities and their families. UPHLS had also implemented the project to achieve a disability inclusive workforce by working with businesses, and technical skills training institutions and providers to equip YWDs with employability skills and to establish a disability inclusive learning and workplace environment that enables YWDs to access and succeed in employment markets, both wage and self-employment. The following are the key achievements have been realized: 3,680 persons with disabilities mainly children and adolescents with disabilities have increased their knowledge on HIV, SRH, STIs, FP and VMMC. They have also increased their awareness on COVID-19 preventive measures.

351 health care providers from different health facilities have capacitated on disability rights and specific needs, mobility and orientation with the main purpose of improving the service provision to persons with disabilities including orthopedic care. 185 health care providers including midwives, neonatal nurses from 48 hospitals have been trained on early impairment detection and intervention. 750 PWDs have been screened and diagnosed to increase access to health services including eye health and the provision of assistive devices to those in need. Three centers including Centre Saint Vincent in Musanze, Izere Mubyeyi in Kicukiro and Gahini Rehabilitation Center have been supported to improve the nutrition outputs to children served in the centers. 5 health centers have been renovated including Kabusunzu in Nyarugenge district, Gahini in Kayanza district, Rambura in Nyabihu district, Kamonyi in Nyamasheke district and Kayenzi health facility in Kamonyi district. 4 handwashing stations have been

installed at Gahini HC in Kayonza, Kigeme HC in Nyamagabe, Kamonyi HC in Nyamasheke and Kamabuye HC in Bugesera District. In the way of improving the access to HIV for persons with disabilities and the promotion of the rights of children with disabilities two researches have been carried out including “research on disability and HIV and the formative research to assess “Knowledge, attitudes, practices (KAPs), and social norms towards children and adolescents with disabilities in Rwanda”. Our interventions have covered the whole territory of Rwanda with specific interventions too the selected Districts. 187 youth with and without disabilities have been enrolled in technical skills training from them 87 youth have completed the WRN! and Be Your Own Boss training and benefited from other UKB foundational package such as Work Based Learning (WBL), VSLA, Youth Leadership and Accompaniment Program. All 187 youth have received various types of supplemental packages and linkages support to transition in either wage employment jobs or self-employment. With this cohort one of the project four SILC youth groups have been formed (one by district) with 81 members and are well organized.

It is the enabling environment and the commitment of UPHLS team that have contributed to the great achievement as well as the promotion of the rights of persons with disabilities. We express our gratitude to all who have contributed in one way or another for these key achievements to happen. Particularly our thanks go to the partners who technically and financially supported UPHLS including Global Fund and CDC through the Ministry of Health and Rwanda Biomedical Center, See You Foundation, DRF, USAID through EDC, UNICEF, UNAIDS and GIZ.



KARANGWA Francois Xavier

Executive Director

UPHLS

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II. INTRODUCTION

Umbrella of organizations of Persons with Disabilities in the Fight against HIV&AIDS and for Health Promotion in Rwanda created on September 21th, 2006 by DPOs, registered under final Registration No 048/NGO/2015 by RGB. UPHLS's Vision is to have an inclusive society where people with disabilities are empowered and enjoy wellbeing and dignity. The Mission is to strengthen the capacities of member organizations, support, and guide and coordinate programs to promote the rights of PWD for inclusive services in HIV&AIDS, health and employability.

During the year 2021, UPHLS has focused its interventions on the following areas: HIV and AIDS, COVID-19 prevention, Sexual and reproductive health and eye care services, strengthening the health care system through the capacity building of health care providers and renovation of health facilities, advocacy for inclusive Water, Sanitation and Hygiene, supporting youth including youth with and without disabilities on technical skills through Umurimo Kuri Bose, identification and addressing the social norms around children with disabilities through community dialogues by Engaging youth with and without disabilities. There were also interventions aiming at mainstreaming disability in nutrition, WASH, education and Health that were undertaken. All these interventions have been financially supported by different partners CDC and the Global Fund through the MoH and RBC, UNICEF, See You Foundation, Disability Rights Fund and USAID through EDC.

UPHLS PROGRAMS WITH RELATED PROJECTS

So far UPHLS have three main programs including Inclusive HIV and AIDS, Health Promotions and Employability Program. During the year 2021, 8 projects falling under the mentioned programs but there are other projects that cross cut on three programs as mentioned.

1.1.HIV and AIDS Program

- i. Scaling up access to HIV&AIDS services with focus on prevention in Rwanda (RBF project) funded by Global Fund through MoH/RBC
- ii. Inclusive engagement of PWDs in the fast track agenda to reach 90-90-90s targets in the city of Kigali and secondary cities funded by UNAIDS

1.2. Health Promotion Program

- i. Strengthening HIV Clinical Services in the Republic of Rwanda under PEPFAR (MOH-CDC COAG) Funded by CDC/MoH,
- ii. Every life Matters Project Funded by See You Foundation

- iii. WASH for all Project funded by Disability Rights Fund
- iv. Improve the access to orthopedic in Rwanda funded by GIZ
- v. Engaging adolescents with disabilities to identify and address key social norms hindering inclusion, participation and advancement of the rights of children with disabilities.
- vi. WINSINGA KANDI TUJYANA - Mainstreaming disability in nutrition, WASH, Health and education services by addressing stigma and discrimination

1.3. The Employability Program

- i. Umurimo Kuri Bose (UKB)

This annual report aims at presenting the key achievements realized, best practices and lessons learnt during the year and way forward for the year 2022.

II. UPHLS ADMINISTRATION

2.1. UPHLS Organs meetings and board members participation in the events

From January to Decembers 2020, different Governing organs meetings were held as follows:

- One General Assembly composed by all Members organizations representatives held on 07 August 2021 virtually due to the COVID-19 preventives measures.
- Four ordinary Board of Directors meetings
- Two internal audit committee meeting with audit exercises,
- One conflict resolution meeting
- A Consultative meeting with OPDs members to discuss on policies and how to strengthen OPDs members
- Social events where Board members or members organizations Representatives participated on behalf of UPHLS.
- Involvement in the implementation of activities by OPDs and BoDs of UPHLS.

The 2021 was marked by a strong collaboration between UPHLS's organs from national level to the grass root level where the UPHLS is implementing different activities.

2.2. Management of staff and materials

Management of staff and materials from January to December 2021, UPHLS equipment and staffs were managed according to the UPHLS Administrative and financial manual and Rwandan laws. UPHLS has a total of 21 staff as well as many equipment and materials which are registered and managed in a database system. Both virtual and physical Staff meetings and

management meetings have been organized and matters arising were solved accordingly and smoothly. The Executive secretariat participated in national disability and/or HIV&AIDS, CCM, Different TWGs, local/District level meetings as well as international conferences and workshop where UPHLS was invited.

2.3.Administration

Generally, the Executive Secretariat of UPHLS has successfully ensured daily management of resources and property of UPHLS, Coordinated the development process of consolidated action plans at different levels; oversaw the design and execution of activities, collect and consolidate different reports and presented them to Funders on a regular basis.

2.4.Organizational development & resource mobilization

In 2021, UPHLS focused on the organization development of programs restructuring based on sustainability outcomes of the past 10 years of UPHLS, which UPHLS completed organization by identifying programs structures with action plans with key project activities with coalition members inside and outside of the Country.

To achieve this UPHLS in collaboration with its partners developed a number of Proposals for sustaining the interventions, and the Projects continuation applications are done and revised.

UPHLS Board and executive secretariat in consultation with DPOs members developed different policies aiming at strengthening the organization while OPDs members are consulted for 2022 capacity building.

In Partnership with its partners UPHLS conducted researches with aiming at to generate evidence for the future interventions.

III. UPHLS ACHIEVEMENTS DURING THE YEAR 2021

3.1. HIV and AIDS Program

3.1.1. Scaling up access to HIV and AIDS services with focus on prevention

During the year 2021, under the financial support of Global Fund through the MoH/RBC UPHLS conducted interventions aiming at HIV prevention among persons with disabilities through the self-help groups of persons with disabilities and the specialized centers. The following activities have been conducted:

-  Conduct ToT of HIV peer educators on HIV, Disability Rights & specific needs
-  Training of Youth with disabilities on HIV and SRH
-  Providing assistive devices (white cane, hearing devices, crutches etc. to PWDs living with HIV
-  Conduct disability-friendly outreach sessions on HIV prevention, STIs, SRH, VMMC.

Key achievements

-  ***Conduct ToT of HIV peer educators on HIV, Disability Rights & specific needs***

During this year UPHLS conducted the trainers of HIV peer educators (ToTs) on HIV, Disability Rights and Specific needs. The report showed that 94 ToTs including 62 females and 32 males have been trained as ToTs on disability rights, HIV and AIDS, behavior change communication skills and leadership and cooperative management to empower peer educators who organized the peer education in the self-help groups of persons with disabilities.

Conduct training of youth with disabilities on SRH and HIV (out and in school)

The training of youth with disability in and out of school on sexual and reproductive health and HIV & AIDS was planned to be conducted in this quarter. The main objective of this activity was to equip youth with different types of disabilities (both in schools and out of schools) with necessary knowledge and tools on sexual and reproductive health and rights and HIV. The training report totaling youth with disability (out of schools) including 85 females and 55 males.



Provision of assistive devices (White cane, hearing devices, crutches etc.to PWDs living with HIV

During the year 2021, UPHLS planned to provide assistive devices to persons with disabilities living with HIV after conducting an assessment to know exactly what is needed whether assistive device like wheelchair, crutches, white cane, prosthesis, ... or if the person need another intervention. In total 185 PWDs living with HIV have been screened in Huye, Nyanza, Muhanga, Kayonza, Nyagatare, Gicumbi, Musanze and Rubavu. So far three wheelchairs have been provided to three children in Nyagatare and 5 white canes. The provision of assistive devices will be done after receiving invoice from HVP Gatagara depending on the screening results.



 Conduct disability-friendly outreach sessions on HIV prevention, STIs , SRH, VMMC

During this quarter, UPHLS conducted 360 disability friendly outreach campaigns in the self-help groups of persons with disabilities and the rehabilitation centers. In total 2943 persons have been reached with the message on HIV prevention. The awareness campaigns on HIV were combined with the awareness raising on COVID-19 preventive measures. Among the groups of PWDs, reached, there are also the groups the groups of female sex workers.

The table below shows the number of persons with disabilities reached:

	Conduct ToT of HIV peer educators on HIV, Disability Rights & specific needs	Training of Youth with disabilities on HIV and SRH	Disability friendly outreach campaigns	Provision of assistive devices
F	62	85	1263	84
M	32	55	1680	101
Total	94	140	2943	185

Apart from the mentioned activities, UPHLS also joined the Ministry of Health and Rwanda Biomedical Center together with other actors in HIV to celebrate the World AIDS Day which held in Nyagatare District.

During the launch of World AIDS Day, UPHLS carried out the following activities:

- Mobilization of Persons with Disabilities particularly youth to participate in WAD celebration. Around 100 persons with disabilities in Nyagatare District participated in the event, particularly, UPHLS supported youth with disabilities in Umutara deaf school, persons with disabilities from the village of veterans,
- Exhibition of adapted communication materials
- During exhibition, ABIZEYE cooperative of persons with visual impairment (from Kayonza district, Gahini sector) has exhibited their product
- Provision of sign language interpreters to deaf to follow different activities of the event,



3.1.2. Inclusive engagement of PWDs in the fast track agenda to reach 90-90-90s targets in the city of Kigali and secondary cities

Under the financial support of UNAIDS, during the year 2021 UPHLS planned HIV related interventions targeting the City of Kigali and the secondly cities to ensure that PWDs are engaged in HIV interventions conducted in the cities. The planned activities include the Baseline survey on Disability and HIV, engagement meetings for HIV and SRH actors and the development of inclusion guidelines.

It is in this framework that UPHLS commissioned the baseline entitled “*HIV, Sexual reproductive health: Knowledge, Practices and Inclusion for People with disability in Rwanda*”. The baseline survey has been conducted in Kicukiro, Gasabo, Nyarugenge, Huye, Muhanga, Musanze, Rubavu, Rusizi and Nyagatare districts.

3.2. Health Promotion Program

3.2.1. Strengthening HIV Clinical Services in the Republic of Rwanda under PEPFAR (MOH-CDC COAG)

During the year 2021, UPHLS was in partnership with the Ministry of Health with the financial support of CDC to implement the project entitled “Strengthening HIV Clinical Services in the Republic of Rwanda focused on strengthening the capacities of health facilities to deliver inclusive HIV services to persons with different types of disabilities. Though there are some activities that covered almost the country, the project was mainly to cover 5 districts including Ruhango, Kayonza, Rutsiro, Nyarugenge and Ngororero.

Conduct accessibility check for health facilities among which 5 will be upgraded

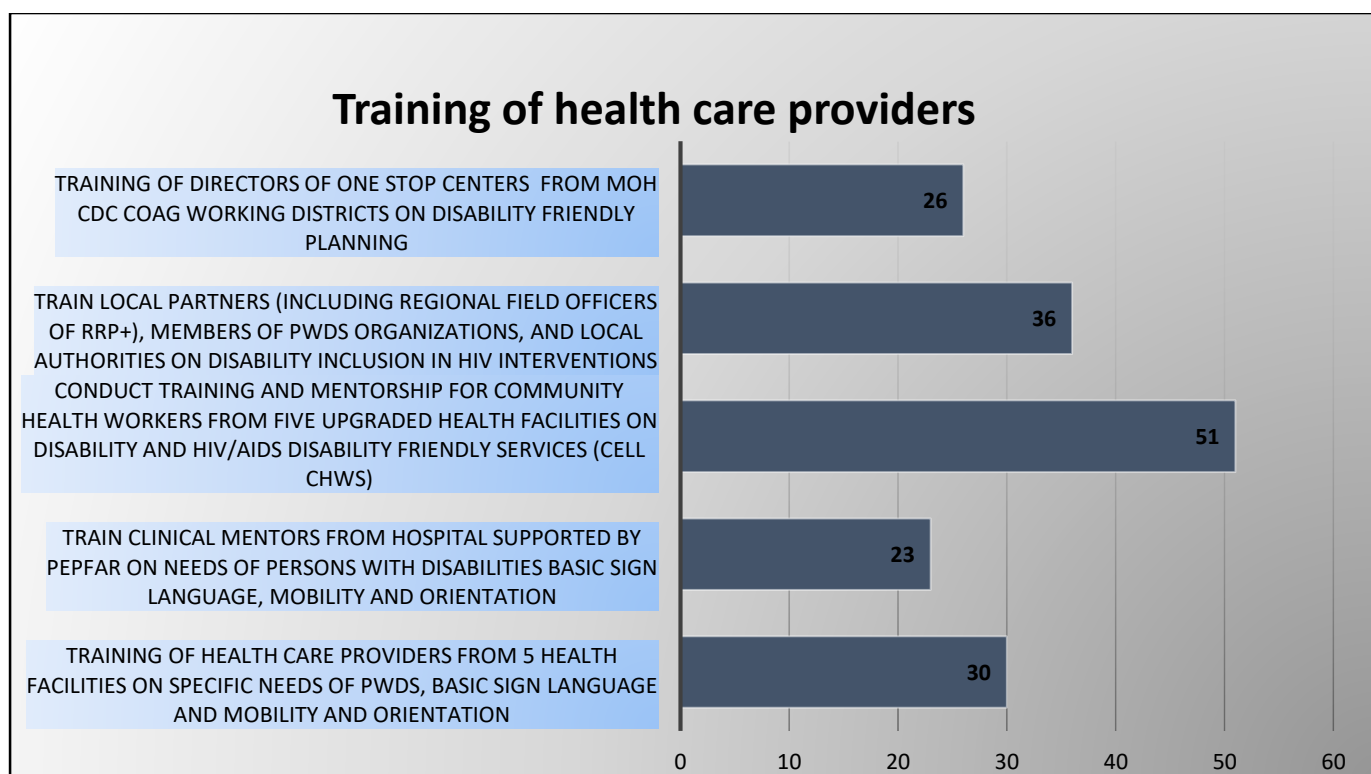
During the year 2021, UPHLS conducted accessibility check using Disability Inclusion Score Card. In total 10 health facilities have been visited (two health centers per province) to assess level of inclusion of Health Center, physical and information accessibility and to provide propose possible solutions to the health facility and the Ministry of Health for the gaps identified. 10 health facilities were visited as follows: Mubuga and Munzanga in Karongi, Kibuye and Rangiro in Nyamasheke, Nzangwa in Bugesera, Kirambi in Nyanza, Gitarama in Muhanga, Musambira in Kamonyi, Gihogwe in Gasabo and Muyumbu in Rwamagana and CHUB.

Training of Healthcare providers



To improve the access to health care services for persons with disabilities, UPHLS conducted the training of 104 health care providers including 51 community health workers, 30 health care professionals from health centres and 23 HIV clinical medical mentors from 23 hospitals supported by MoH CDC CoAg. The trainees came from Rugarama and Kabusunzu in Nyarugenge, Kiyanza in Rulindo, Rwesero in Gicumbi, Gitwe, Kigoma and Kizibere in Ruhango, Kivumu in Rutsiro, Nyange A and Nyange B in Ngororero, Gahengeri and Ruhunda in Rwamagana, Ryamanyoni and Gahini in Kayonza and 23 hospitals that are under support of MoH CDC CoAg.

UPHLS has also organized the training of 62 local partners and district authorities including Directors of one stop centers in 26 from MoH CDC CoAg working districts, Disability Mainstreaming Officers, Directors of social development units, Directors of Health and JADF Officers and 4 OPD members from Kayonza, Ngororero, Ruhango and Rutsiro Districts.



Coaching and mentoring for trained health professionals and involved partners in HIV around selected HC

To accompany the trained health care providers, local partners and district authorities as aforementioned, UPHLS conducted coaching and mentorship sessions at their working places. Through this activity, UPHLS team DPO and MoH visited the trained people to share experiences about the implantation of developed disability friendly plans from the training and share the faced challenges and then look for solutions jointly.

Conduct quarterly coordination meetings with upgraded Health Center, MoH, RBC, NCPD and DPOs to discuss on critical issues in HIV services provision to PWDs

During the year 2021 UPHLS in collaboration with MoH, RBC, NCPD and OPDs carried out 3 Quarterly coordination meetings have been conducted in partnership with NCPD and the Ministry of Health, RBC and OPDs in Rutsiro, Ngororero, Kayonza and Ruhango districts with the main objectives was to bring together key stakeholders to discuss on critical issues in HIV services provision to PWDs, share progress of the implementation of developed Disability friendly plans to make existing HIV&AIDS services disability friendly and agree on the way forward.

Renovation for five Health Centres to get more accessible HIV services for Persons with disabilities

During the year 2021, UPHLS has upgraded five selected health centers (one in each province and the city of Kigali) to serve as model in the provision of disability friendly HIV/AIDS services. The following are the 5 health centers that have been renovated: Gahini in Kayanza district, Kabusunzu in Nyarugenge district, Kayenzi in Kamonyi district, Kigeme in Nyamagabe district and Rambura in Nyabihu district) as model health facilities in the provision of disability friendly HIV/AIDS service.



Rambura Health Center

Study tours to the model health facilities and learn from the upgraded health facilities

72 health care providers from 10 health centers around the upgraded health centers were facilitated to carry out the study tour in the model health centers (Kamonyi in Nyamasheke, Ruozo in Rulindo, Nyarusange in Muhanga, Rukumberi in Ngoma, Kamabuye in Bugesera and Busanza in Kicukiro) to share the best practices on inclusive HIV&AIDS services and support learning on how to make health services disability friendly.

Conduct annual joint visit with MOH, RBC, NCPD, OPDs and Local authorities to model health facilities to advocate for scale up in the Province

The joint visits to inaugurate the upgraded health facilities, learning and advocating for the scale up to other health facilities, UPHLS organized joint visits with MoH, RBC, NCPD and local authorities and partners to the renovated health facilities including Kabusunzu in Nyarugenge district, Gahini in Kayonza district, Rambura in Nyabihu district, Kamonyi in Nyamasheke district and Kayenzi health facility in Kamonyi district.



The first picture is Rambura HC in Nyabihu and Kamonyi HC in Nyamasheke

Annual Forum on HIV and Disability

The annual Forum on HIV and Disability was conducted and it brought together 28 participants from MoH, RBC, NCPD, OPDs, UN Agencies, US embassy and HIV/AIDS actors with the aim of sharing the achievements, best practices in Disability and mainstreaming on HIV response in Rwanda and to raise awareness of disability issues especially in HIV/AIDS and disability to different stakeholders.



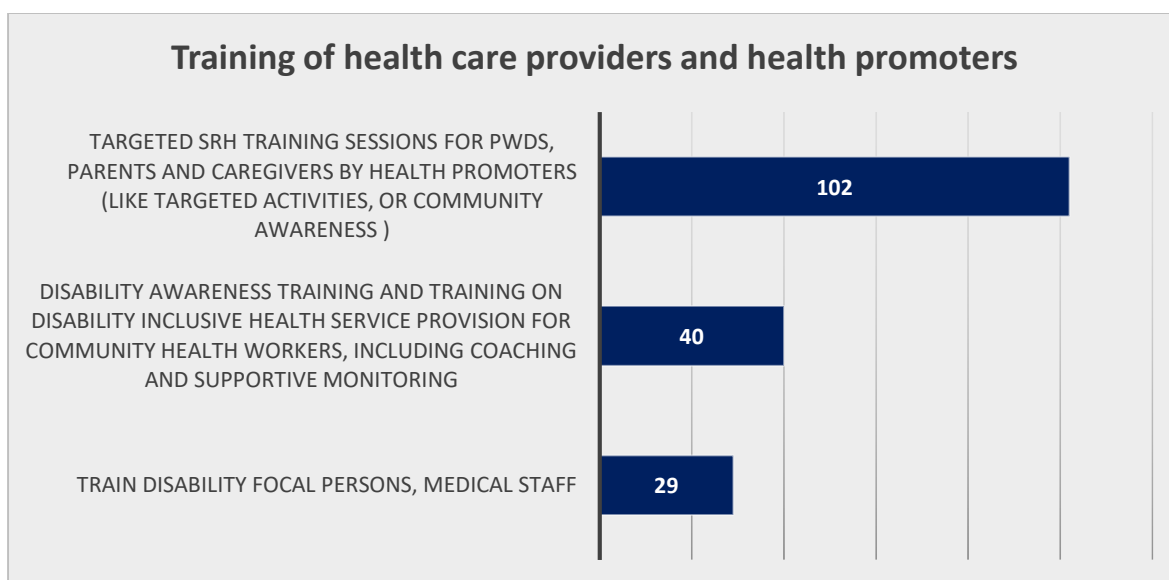
3.2.2. Every life Matters Project Funded by See You Foundation

The Umbrella of organizations of Persons with Disabilities in the fight against HIV and AIDS and for Health Promotion (UPHLS) is implementing a project entitled “**Every Life Matters**” under the financial support of See You Foundation, the former L4W. Every Life Matters focuses on the development of disability inclusive practices in sexual reproductive health and eye care.

The main objective of the program is to design, test and adapt disability-inclusive interventions in healthcare system (with the specific focus on SRH and eye care), stimulate collaboration between health care providers, disabled people’s organizations and specialized institutions working in the area of health.

Trainings of health care providers and persons with disabilities as health promoters

During the year 2021, UPHLS has organized the trainings to different stakeholders including mainly the health care providers from the health centers on sexual and reproductive health and eye care services, the community health workers and youth with disabilities as health promoters. The following chart is showing persons reached during the trainings during the year:



According to the above chart: 102 Youth and parents trained on disability mainstreaming, basic needs of PWDs, disability rights and discussion on their responsibilities; 40 CHWs have been trained on disability and specific needs and disability rights and 29 healthcare providers trained on disability mainstreaming, basic sign language mobility and orientation.



Facilitate Disability Inclusion Scoring Cards (DISC) sessions with different health facilities followed by action planning and supportive monitoring

During the year 2021, UPHLS conducted Disability Inclusion Score Card to 5 health centers including Kigoma, Karambi, Rubenger, Kibuye, Byahi and UCC to assess level of inclusion of Health Center, physical and information accessibility and to propose possible solutions to the health facility and the Ministry of Health for the gaps identified to ensure the accessible SRH and Eye care services to persons with disabilities.

Conduct Media Campaign

- Conduct Media campaign (TV and radio spots) to promote eye health and encourage persons with disabilities and their families to take better care of their eyes

26 radio spots on eye health have been produced and broadcasted on RBA to raise awareness for persons with disabilities, their families and the community at large PWDs on eye care.

- Targeted awareness raising for those at risks of preventable blindness
 - *One radio talk show has been organized at Radio Huguka to raise awareness on the preventable blindness*

Vision screening in the community, school and college

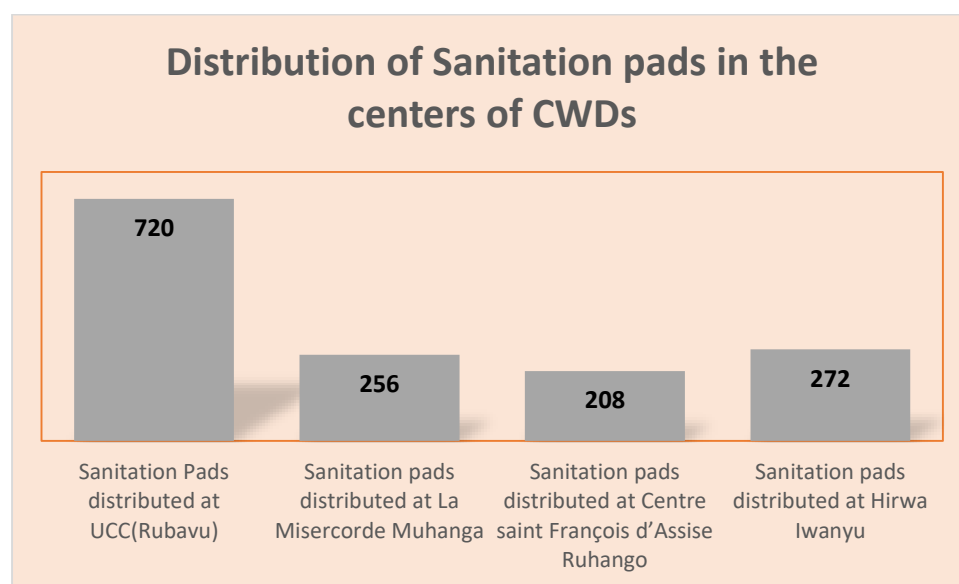
One of the very important conducted during the year under the ELM project is the screening of persons with visual issues to know exactly what is the problem, to assess if the person in question needs white cane, glasses or other treatment. This screening was conducted in collaboration with Kabgayi Eye Unit and Health centers in Ruhango in the community, school and specialized centers. In total 565 people have been screened and 147 people were referred to Kabgayi Eye Unit. 17 glasses were provided to persons with disabilities and 5 white canes. Two persons were supported to be treated at Med hill hospital and CHUK.



Provision of sanitary pad and train, girls and caregivers on how to make reusable pad

One of the main challenges that children and young girls are facing is the access to sanitary pads as they are not affordable. To respond to this, during this year UPHLS have provided 2808

Pads distributed and pampers into the center of children with disabilities where 142 girls were supported in Ruhango, Muhanga, Rubavu and Nyarugenge.



3.2.3. WASH for All

Safe drinking-water, sanitation and hygiene are crucial to human health and well-being. Safe WASH is not only a prerequisite to health, but contributes to livelihoods, school attendance and dignity and helps to create resilient communities living in healthy environments.

Persons with disabilities often have limited access to water, sanitation and hygiene (WASH) services. All those responsible for providing WASH services have a key role in reducing attitudinal, institutional and environmental barriers. This relates closely to articles nine and 19 of the Convention on the Rights of People with Disabilities. Often only minor changes are needed to ensure that PWDs can be included in WASH service provision. Involving people with disabilities in programme design can help to ensure that WASH provision responds to different needs. It is much cheaper to ensure designs are inclusive at the planning stage than to make adaptations later.

UPHLS under Disability Rights Fund implement a project entitled “Water, Sanitation and Hygiene for all” aiming at advocate for greater access to Water, Sanitation and Hygiene (WASH) services with purpose of ensuring that national legislation and policy is implemented at more local levels in the consideration of specific needs of PWDs in line with CRPD Articles 9 (Accessibility) and 25 (Health) and SDGs 3 (Good health and well-being) and 6 (Clean water and sanitation).

Apart from the intervention funded by DRF, there are other activities conducted to ensure inclusive WASH services including activities supported by See You Foundation, UNICEF and MoH.

During the year 2021, the following activities have been conducted:

🌍 Advocacy workshops and meetings to foster the inclusion of persons with disabilities

During the year 2021, UPHLS in partnership with the project partners including Pax Press and Organization of Women with Disabilities in Health and Development (OWDHD) carried out different workshops and meetings both at national and at District level as follows:

- Meetings with Ministry of Infrastructure and the Rwanda Public Procurement Authority, Ministry of Health, Rwanda Law Reform Commission and the National Council for Persons with Disabilities to present the position document and get the commitment from these actors to review the procurement legislation and consider WASH needs of persons with disabilities on the review of the disability law.

Meetings were organized at Lemigo Hotel and brought together 24 participants including mainly the representatives of the institutions mention afore mentioned, WASH actors, OPDs and Media. The objective was to present and disseminate the position paper on procurement of WASH facilities and accessibility of PWDs. The Participants appreciated the paper and UPHLS initiatives and they recommended to share to all institutions to be considered on their daily planning.



As outcome, the participants committed to take into consideration the issues that have been highlighted in the position document. Rwanda Public Procurement Authority is in process

of revising the public procurement policy to ensure that the needs of persons with disabilities are taken into consideration.

- Two-day workshop for 30 procurement and tender Committee members from WASH organizations to build their knowledge and capacity to implement disability inclusive WASH procurement and accessibility policies. The workshops have been conducted in Gisagara and Kayonza Districts.
- 5 Districts engagement meetings have been organized to explore challenges facing PWDs accessing WASH and proposing strategies to address the identified challenges including advocacy for inclusive budgeting to promote inclusive WASH. The engagement meetings brought together 60 District officials and OPD members in 5 Districts including Rubavu, Gisagara, Gicumbi, Kayona and Kicukiro. Participants committed to collaborate with District partners through JADF to find solutions related to accessibility and flexibility of services providers.



- Consultative meetings with JADF partners, local authorities and OPDs to collect best practices for disability inclusive WASH in Kayonza, Gisagara and Rubavu and the meetings brought together 49 participants.



- 2 days' workshop with local leaders includes parents of children with disabilities to empower them on the linkage between disability rights and Disability inclusion in WASH services. The workshop brought together 50 participants from Rubavu, Gisagara, Gicumbi, Kayonza and Kicukiro.
- Workshop to debate on identified gaps in accessing available WASH facilities with District WASH Board members for WATSAN to advocate for disability mainstreaming. These workshop brought together 43 WASH Board committee members and aimed also to strengthen the capacities of the participants to promote inclusive WASH.

 Hold TV and Radio talk show to discuss on existing COVID-19 preventive measures and disability

3 Radio and TV talk shows at Radio and TV Izuba, Isango TV, Ishingiro Radio and RC Huye have been hosted. These talk shows brought together the district authorities, OPDs and UPHLS to discuss on WASH and Disability and particularly the talk shows turned on COVID-19 pandemic and persons with disabilities.



🚦 Conduct community awareness event using drama to illustrate the barriers faced by PWDs during the COVID-19 pandemic

The community awareness campaigns have been conducted in collaboration with THT through mobile sound system in Kayonza, Gisagara, Gicumbi, Rubavu and Kicukiro Districts. Around 40,000 people including male, female and PWDs were reached by the messages.

🚦 Conduct gender audit and based on this audit, draft and adopt recommendations for the organization and all other projects that advance on gender mainstreaming and equity

The gender audit was conducted to assess how the organization has been mainstreaming gender priorities in its every day interventions specifically in different programs and recommend measures for further enhancing gender mainstreaming in all actions undertaken in the organization. Specifically, the gender audit aimed to establish a Baseline on gender mainstreaming in the organization.

During the assessment, the findings showed that there are some gaps and the recommendations have been provided. UPHLS will collaborate with the partners to address the gaps identified.

3.2.4. Improve the access to orthopedic in Rwanda funded by GIZ

This is a small grant that has been provided by Ottobock through GIZ to strengthen a decentralized access to orthopaedic care by providing basic and supporting measures in rural Health Centres. The activities that have been carried out are the following:

 Training of health care providers on the specific needs of people with physical disabilities towards purposefully refer them for orthopedic services

UPHLS has organized the basic trainings in 15 rural Health Centers as it is mentioned in the table below:

PROVINCE	District	Health facilities
City of Kigali	Kicukiro	Busanza health facility
Eastern province	Bugesera	Kamabuye hc
	Kayonza	Gahini hc
	Gatsibo	Kabarore hc
	Nyagatare	Matimba hc
Southern province	Nyanza	Gatagara hc
	Huye	Simbi hc
	Gisagara	Kibirizi hc
	Nyamagabe	Kigeme hc
Western province	Rusizi	Gihundwe hc
	Karongi	Rubengera hc
	Rubavu	Byahi hc
	Nyabihu	Rambura hc
Northern province	Musanze	Gasiza hc
	Gicumbi	Munyinya hc

The training brought together 116 health care providers including OPDs and in charge of PCMs from 15 health centers as mentioned.

The training covered different topics including: gain greater understanding on disability (disability and specific needs), Differentiating impairment and disability, Models of disability covered by UPHLS and what is physical impairment, Disability and specific needs of People with physical impairment , Early detection and management of physical impairment with kids and Physical impairment and rehabilitative orthopedic care (service provision, assistive devices), rehabilitative orthopedic care, goal of rehabilitative orthopedic care, where rehabilitative services are found.

From these trainings, it was realized that the trained health care providers need basic knowledge on the rehabilitative services to provide basic services to people with physical impairment before referring them to district hospitals, the referring system is too long and expensive for people with physical impairment needing rehabilitative services which make many people with disabilities prefer to stay home, rehabilitative orthopedic services covered by MUSA (community health insurance used by many people with physical impairment) are far from the community (they are only provided at three hospitals: CHUK, CHUB referral hospital and Gatagara hospital).

Awareness, Advocacy and Engagement Events

UPHLS organised 5 Events: one event in each province and one in the city of Kigali. The purpose of these advocacy meetings was to bring together the Ministry of health, NCPD, relevant stakeholders, hospitals and government officials at provincial level and the central level for national advocacy event to raise their awareness on disability friendly orthopaedic care services.

Specific objectives

- Identify all existing orthopedic care services in each province and the entire country
- Identification of critical challenges faced by people with physical impairment in accessing orthopedic care services in the province
- Propose solutions for such challenges removal



3.3. WINSIGA KANDI TUJYANA PROGRAM

Under this area, UPHLS has implemented two projects funded by UNICEF and the interventions conducted are crosscutting in different programs. UPHLS in collaboration with the National Council of Persons with Disabilities (NCPD), National Child Development Agency (NCDA) and Rwanda Biomedical Center (RBC) and UNICEF conducted pilot interventions to contribute on behavior change by addressing key social norms hindering inclusion, participation and advancement of the rights of children with disabilities. These interventions went with common slogan of no one should be left behind (Winsiga kandi tujyana Program) and nothing for us without us.

The activities were evidence, resilience and community centered.

Both activities tackled the health, nutrition, WASH, child protection and Education sectors.

The following are key results expected:

- Evidence-informed approach to programming
- Strengthened capacities and increased engagement of adolescents with disabilities and community influencers in identifying and addressing key social norms and gender barrier related to the issues of disability.

- Increased engagement of parents and inclusive education activist in identifying and addressing key social norms and gender barriers related to the issues of disabilities for children and adolescent with disabilities
- Strengthened capacities and increased engagement of parents of children with disabilities and parents/caregivers with disabilities including young women (particularly those with sight, hearing and mental impairments) in improving the access to MIYCN including hygiene promotion
- Strengthened capacities of health care providers by increasing their knowledge on disability/impairment early detection among infants and ensure access to assistive technologies and community awareness.

Project Coverage

The project interventions were conducted country wide with specific activities in the selected districts including Kayonza, Kicukiro, Karongi, Huye and Musanze.

3.3.1. Engaging adolescents with disabilities to identify and address key social norms hindering inclusion, participation and advancement of the rights of children with disabilities

Under the financial support of the UNICEF, UPHLS implements the project aiming at identifying and address key social norms hindering inclusion, participation and advancement of the rights of children with disabilities in Kicukiro, Musanze and Kayonza Districts. The project has two main results as follows:

- Evidence-informed approach to programming is ensured
- Strengthened capacities and increased engagement of adolescents with disabilities and community influencers in identifying and addressing key social norms and gender barrier related to the issues of disability.

During this year the following activities have been implemented to respond on the afore mentioned results:

 Conducting formative research on equitable services for children with disabilities (mapping of disability related interventions and conducting desk review of available data and good practices to inform the programme interventions - country, region, global trends).

The formative research on equitable services for children with disabilities has been conducted in collaboration with the National Council of Personal with Disabilities (NCPD) and the National Child Development Agency (NCDA) in 5 districts including Musanze, Kicukiro, Kayonza, Karongi and Huye district. The aim of the formative research study was to assess the prevailing knowledge, attitudes, and practices towards children and adolescents with disabilities and their families; to understand drivers, factors and dimensions of social norms and behaviors towards children and adolescents with disabilities in Rwanda; to assess social norms around the access to inclusive education and health, and their right to grow and develop in a family environment; and to develop recommendations and a roadmap to develop interventions around children and youth with disabilities tailored to the Rwandan context.



The formative research started with the desk review to analyze policy gaps on the inclusion of children and youth with disabilities, in current policies that involve active participation and access to equitable services and recommend the corrective measures and strategies to address the gaps identified in order to improve the access to equitable services for children and youth with disabilities.

Establishment and maintenance of the steering committees

At the beginning of the project “Engaging adolescents with disabilities to identify and address key social norms hindering inclusion, participation and advancement of the rights of children with disabilities” UPHLS established the steering committees in three District of the project including Kicukiro, Musanze and Kayanza District. The purpose of establishing the steering committees was to engage both girls and boys adolescent with disabilities in actively participating in decision making processes during the project implementation to guide, advise and participate in the monitoring of the project interventions mainly community dialogues led by youth with disabilities, identification of community influencers, identification of the positive deviants’/’champions’ and publicize their stories and the promotion of the rights of children and adolescent with disabilities in different areas mainly in Early Childhood Development, pre-and primary education.

The steering committees were established at the District level (with 10 members at each district) and in 6 sectors level (with 9 members at each sector) in each of the mentioned districts as follows:

District	Sector
1. Vice mayor Social Affairs	1. In charge of social affairs at sector level
2. CNJ	2. Coordinator of NCY
3. JADF	3. The president of children committee
4. The president of children committee	4. Two CWDs (one from the committee of children and the rest who is not belong to the committee
5. Two CWDs including girl and a boy (one from the committee of children and the rest who is not belong to the committee	5. The representative of Inshuti z’umuryango
6. The representative of the specialized center for children with disabilities	6. Representative of community health workers (president)
7. DMO	7. In charge of education at sector level
8. NCDA staff at District level	8. NCPD coordinator at sector level
9. In charge of Gender and family	9. NWC coordinator
10. NCPD Coordinator at District level	

Train children and young people with and without disabilities on life skills, disability rights and community engagement

216 youth with and without disabilities have been trained on community engagement and life skills with the main objective to increase the knowledge of youth with and without disabilities on the rights of the child with reference to the national legal framework on the rights of the child including the United Convention on the rights of the child (UN CRC) and United Convention on the rights of persons with disabilities (UNCRPD). After this training, youth with and without disabilities under the support of UPHLS have organized and led community dialogues to identify key social norms around children with disabilities and engage the community members to address the identified social norms.



Prior to the training, the training guide on community engagement and life skills has been developed and the module is available in two versions one in English and the second one in Kinyarwanda.

Training of community influencers and service providers on key principles and commitments of the UNCRC and UNCRPD and social norms

The main objective of the training was to raise awareness of the community influencers on the rights of children with disabilities with reference to UN CRC and UN CRPD to play a role in addressing social norms that hindering children and youth with disabilities to access the equitable services. The targeted persons were: Religious leaders, Inshuti z'umuryango, the

representatives of CNF (Coordinators), the representatives of CNJ, the representatives of NCPD Coordinators, Educators, and social affairs and the community health workers.

In total 120 community influencers from Kicukiro, Musanze and Kayonza have been trained on the rights of children with disabilities.

Capacity development for CWDs specialized centers to foster CWDs safeguarding

Three centers in Kicukiro, Musanze and Kayonza have been selected in collaboration with the leadership of the mentioned districts to be supported in order to improve the wellbeing of children with disabilities who benefit the center's services particularly the support aimed at improving the nutrition outcome for children with disabilities.

The selected centers and the provided support

No	District	Selected Center	Support provided
1	Musanze	Center Saint Vincent	- Centre Saint Vincent has chosen to grow chickens to improve the nutrition outcome for the children who are in center by procuring eggs and fertilizers (manure) to be used in vegetable garden, 267 chickens have been bought, and the poultry has been rehabilitated, - Mentorship of the staff in charge of poultry on chicken growing by providing a technician in this area.
			
2	Kicukiro	Izere Mubyeyi	Izere Mubyeyi is the center for children with disabilities located in Kanombe Sector, Kicukiro District.

			- Izere Mubyeyi was supported to install the vegetable garden to: - o To improve the nutrition outcome for the CWDs in the center - o To empower youth who are in the center by equipping them in vegetable growing where they return at home with the knowledge to help themselves and their families - o Capacitate parents of CWDs on vegetable growing in order to improve the nutrition status of the children at home, - o Increasing the capacity of the center to compliment on the existing resources where after feeding children, the rest will be sold to respond on the other needs related to children feeding.
			
3	Kayonza	Gahini Rehabilitation Center	- In Kayonza, Gahini Rehabilitation Center has been selected as the center for rehabilitation to support children with disabilities who followed by the Center. Discussing with the leadership of the center they choose to orient the support to the association of parents who have children with disabilities under rehabilitation in Gahini Rehabilitation Center. - The selected association of parents of children with disabilities is located in Mukarange and they have been given 23 goats and installation of kitchen gardens to improve the nutrition outcome for their children.

 ***Piloting of a series of adolescents-led/supported community dialogues to identify and address key social norms related to inclusion of children and adolescents with disabilities***

Since August 2021 UPHLS has piloted a series of community dialogues in Musanze, Kicukiro, Kayanza, Karongi and Huye Districts to identify social norms and its impact on the rights of children with disabilities and their families and engage community members together with youth with and without disabilities. During the community dialogues, the participants undertook key actions to address the identified social norms, stigma and discrimination around children with disabilities.

In total we have conducted 90 community dialogues in 5 districts as mentioned above where the participants had to come together three times for a period of three months from October to December 2021. The reports from community dialogues indicated that 5,694 community members including persons with disabilities and those without, youth and adults have participated in community dialogues in the above mentioned districts.



3.3.2. Mainstreaming disability in nutrition, WASH, Health and education services by addressing stigma and discrimination

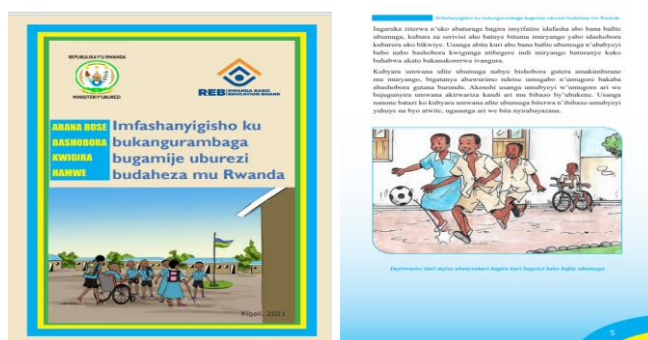
WINSIGA KANDI TUJYANA is a program started in September with the main goal of mainstreaming disability in Nutrition, WASH, Health and Education services in Rwanda. The following are the expected results for the program:

- Increased engagement of parents and inclusive education activist in identifying and addressing key social norms and gender barriers related to the issues of disabilities for children and adolescent with disabilities
- Strengthened capacities and increased engagement of parents of children with disabilities and parents/caregivers with disabilities including young women (particularly those with sight, hearing and mental impairments) in improving the access to MIYCN including hygiene promotion
- Strengthened capacities of health care providers by increasing their knowledge on disability early detection among infants and ensure access to assistive technologies and community awareness.

Main activities undertaken and achievements:

Printing and dissemination of Disability Mainstreaming toolkit in education among the project stakeholders

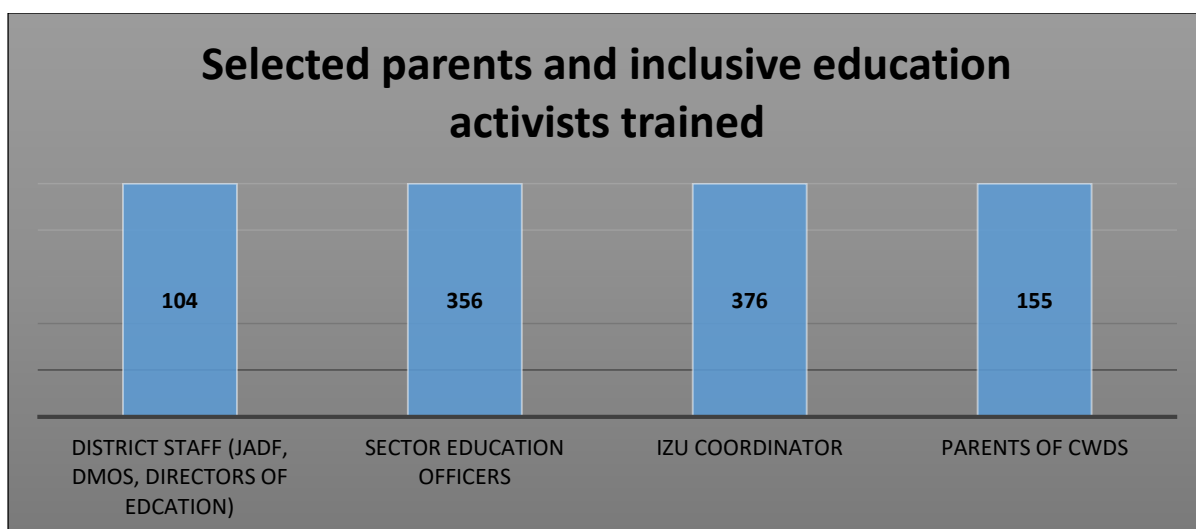
Prior to the training of inclusive activist, UPHLS printed 1200 disability mainstreaming toolkits to be provided to the inclusive education activists



Identification and training of 1200 parents and inclusive education activists, including teachers on the inclusion of CWDs in education

In order to foster inclusive education for children with disabilities UPHLS in collaboration with Humanity and Inclusion and Uwezo conducted a training of inclusive education activists countrywide to raise awareness and increase their engagement in supporting children and youth with disabilities to exercise their right to education by addressing key social norms and gender barriers related to the issues of disabilities for children and adolescent with disabilities.

The trainings were conducted in all 30 districts of the country from 15 November to 02 December 2021 and took place in the districts level. Targeted participants in the training were district staff including the District Director of Education (DDE), the Joint action development forum Officer (JADF), the Disability Mainstreaming officer (DMO) and the representative of the religious leaders. At the sector level participants were the Sector Education inspector (SEI), the representative of Inshuti z'Umuryango (IZU) and representatives of parents of children with disabilities.



In total, 991 participants were reached out among them 647 male participants and 344 female participants.

The trainings of inclusive education activists were an opportunity to raise awareness on the rights of CWDs to education, CWDs education, inclusive education and social norms or negative beliefs around children with disabilities that hindering their attainment to their rights including education rights. The participants shared their experience based on their region and it was a good opportunity for them to think on what solutions can be brought to the community to let the CWDs enjoy their rights as it is for their peers without disabilities. The activity was well conducted and UPHLS appreciated the results from the training and the participant's commitments.

- 🎨 **Select one school to design the case study of what inclusive schools should be like by: a) assessing the existing gaps for inclusion and developing recommendations to address them; and b) training the teachers on inclusive education, including in basic sign language**

Muhabura Integrated Polytechnic College located in Musanze has been selected as case study of what inclusive school should look like. The main objective of the activity was to increase the access for children with disabilities to education by addressing the barriers that may hinder their inclusion including communication, physical and institutional barriers. After the selection of the school, the following activities have been conducted:

- Accessibility Audit

After the selection we have conducted the accessibility check to assess what is there as best practice in inclusion and to find out the gaps that need to be addressed for the school to be fully accessible for all students including those with disabilities.

- Training of teachers on disability rights and specific needs

UPHLS in collaboration with RNUD have conducted the training of teachers in Muhabura Integrated Polytechnic College on disability rights and sign language during 10 days to improve the accessibility of the school to students with disabilities by increasing the knowledge of teachers on disability rights and sign language. In total 12 teachers have been trained.



*Certificates
award for
the trainees*

Conduct workshop on disability awareness and inclusive nutrition for child protection and welfare officers, DMOs and the in charge of community health workers and identify the situation of young women with disabilities, parents of children with disabilities and parents with disabilities (particularly parents with sight, hearing and mental impairments)

To ensure that children with disabilities, their mothers and the parents with disabilities particularly those with sensory disabilities and young mothers with disabilities are not left behind in nutrition program UPHLS in partnership with NCPD and NCDA organized the workshop which brought together 55 participants including the child protection and welfare officers and ECD focal points for disability awareness and inclusive nutrition.

After this workshop, the trainees organized one-day training of the Community Health Officers from all health centers country wide on disability awareness and inclusive nutrition with the main objective to improve the wellbeing of children with disabilities and their mothers by ensuring an inclusive maternal infant and young children nutrition through the engagement of community health workers in the awareness campaigns on disability and inclusive MIYCN.

In total 550 participants including 502 in charge of Community Health Workers from health centers and 48 supervisors of community health workers have been reached out. After this the workshop, the trainees from health centers returned to their place to raise awareness of community health workers and engage them in mapping of children with disabilities and young mothers with disabilities. The data from mapping exercise will be availed in the first quarter of 2022.



**🚦 Provision of inclusive hand washing stations set in the selected health facilities
(Nyamagabe, Bugesera, Nyamasheke and Kayonza)**

During 2021 UPHLS has installed 4 inclusive handwashing in four health centers including Kigeme in Nyamagabe District, Kamabuye in Bugesera District, Gahini in Kayonza District and Kamonyi Nyamasheke to facilitate the users of the mentioned centers to wash their hands to ensure hands hygiene particularly during COVID-19 pandemic.



 Strengthened capacities of health care providers by increasing their knowledge on disability early detection among infants and ensure access to assistive technologies and community awareness

Organizing sessions to develop messages and tools to be used in disabilities early detection trainings in children and the consolidation of the training materials

In collaboration with the Ministry of Health, Rwanda Biomedical Center, National Council of Persons with Disabilities, Partners in Health and International Committee of the Red Cross under the facilitation of a consultant, we developed the training manual on Impairment Early detection and screening checklists to be used in the health facilities including the checklist for Rwanda neonatal early impairment detection checklist (REID - 1) (0-28 days) and Rwanda infant and children early impairment detection checklist (REID - 2) (1 Month to 3 Years). All these tools have been validated and Rwanda Biomedical Center is planning to disseminate these tools to other partners in disability early detection to be used in their interventions.

 Training of directors of nursing and midwifery, midwives and CHWs Supervisors from 46 Hospitals (39DHs, 4PHs and 3RHs) on impairment screening, early detection and management of newborns and children with disability

In total 185 health care providers including 12 National trainers that have been trained as ToT and 173 health care providers from 48 hospitals countrywide including 48 Directors of Nursing and midwifery, 99 midwives and neonatal nurses and 26 supervisors of community health workers.

The midwives follow mothers in prenatal and perinatal period, they are the ones to conduct the deliveries and assessment of the newborns. The infancies were made to the impairment during newborn assessment whereby the indicators for impairment should be captured into CRVS at health facilities level. The neonatology nurses play a big role in care of newborn admitted in neonatology service and their everyday work receive newborn which some of them have the impairment, although they should have knowledge and skills on early impairment and disability detection for better reporting. The directors of nursing are expected to reinforce the reporting system in CRVS and sharing experience on follow up of children with impairment within the hospital. The Supervisors of community health workers are very important in the community awareness on disability early detection and early intervention.



Developing messages and design scripts for disabilities early detection in children

Six key messages and the related scripts on impairment early detection have been designed with much focus pregnant women, neonates and infants to conduct public awareness on the prevention of impairment and disability in neonates and children by showing possible factors that can lead to impairment and disability. The TV and Radio spots have been produced and very soon will be aired through National TV and Radio station (RBA) and Private TV and Radios.

3.4. EmployAble Program





3.4.1. Umurimo Kuri Bose Project (USAID UKB Project)

The Umurimo Kuri Bose (UKB), through Education Development Centre (EDC), is a 2-year USAID funded project (September 2020 - July 2022). The project is implemented to achieve a disability inclusive workforce by working with businesses, and technical skills training institutions and providers to equip YWDs with employability skills and to establish a disability inclusive learning and workplace environment that enables YWDs to access and succeed in employment markets, both wage and self-employment.

We achieved this by enrolling 187 youth in technical skills training from them 87 youth have completed the WRN! and Be Your Own Boss training and benefited from other UKB foundational package such as Work Based Learning (WBL), VSLA, Youth Leadership and Accompaniment Program. All 187 youth have received various types of supplemental packages and linkages support to transition in either wage employment jobs or self-employment (Annex 1). With this cohort one of the project four SILC youth groups have been formed (one by district) with 81 members and are well organized (Annex 1).

I. Major Accomplishments

Package delivery

After kick off meetings introducing the UKB Project with the respective Districts, to start off, **a joint Local Labor Market Assessment (LLMA)** was conducted with districts and other

stakeholders to get the information that should be used as a guidance for YWDs employment opportunities for orientation during the project implementation. The aim of the assessment was to identify relevant occupations in the formal and informal sector for four targeted districts and assess the current labor demand for youth. In all the four, the interviewees were identified in the seven following assessment areas in order to get accurate information: Local Government Offices, Wage Employment, Self-Employment, Training Providers, Business Support Services, Agricultural Opportunities and Value chains, and Local Youth. The assessment detailed reports were respectively developed for each District and the information was shared to the EDC as well as districts.

Disability specific trainings

Disability specific trainings included Sign Language and Braille as per the project document. But in our geographical implementation we have only provided the **Sign Language training** especially in Nyanza and Rubavu Districts where we have enrolled a certain number of deaf youth who did not know Sign Language.

District	Site	Sex		Total
		M	F	
Rubavu	MON Bamboo	2	3	5
Nyanza	Nyanza Workforce Cooperative	7	0	7
TOTAL		9	3	12

Delivery of UKB Foundational packages

Youth Recruitment/assessment and selection: breakdown of youth profile

Under the technical leadership of EDC, UPHLS has developed youth identification protocols, assessment, and enrollment forms to ensure an inclusive selection process responsive to specific types of disabilities and youth profiles. After selecting the Districts' Sectors' implementation, the UKB project has been introduced to the respective sectors' authorities then the identification forms were distributed through NCPD channels from Sector to Cell level, to the cooperatives and groups of Persons with Disabilities, Sectors' Officials and Persons with Disabilities' Organizations (PDOs) operating in the area to identify as many YWDs as possible.

Youth profile

The youth identification has been well done and the number of identified youth was high as expected where the number has exceeded the target of 200 youth in all the four districts of implementation. This identification has been followed by youth selection by conducting literacy assessment for youth orientation. This selection was based on the eligibility criteria set by the project document like age range (16-35 for YWDs) and for the youth without disabilities they are selected once they are under category 1 and 2 of Ubudehe categorization or if they are supposed as to be assistants or relatives of the identified YWDs with age range comprising 16-35 years old for WYDs and 16-30 for Youth Without Disabilities. After selection, all the youth have passed the Literacy/Numeracy Test to assess select those ones are eligible for Work Read Now and Be Your Own Boss Training (WRN!/BYOB).

Work Readiness and BYOB Training

It was expected that there would be a variety of education and literacy levels among the youth beneficiaries. Youth with high literacy would be enrolled in EDC's WRN! and Be Your Own Boss training packages and receive other support to help them connect to employers, such as Work Based Learning (WBL), and Youth Leadership and Accompaniment (YLA), In addition, youth have joined village savings and loan associations (VSLAs) on a voluntary basis. Lower literacy youth have received additional supplementary training and then transition directly into technical skills or on-the-job training.

It was expected as well that at least 80% of youth enrolled in WRN! and Be Your Own Boss training should complete it and benefit from other UKB foundational package. The table below shows the number of YWDs and Youth without Disabilities (YWtDs) who have been enrolled in **WRN!/BYOB training**.

District	F			M			Gross Total		
	YWDs	YWtDs	Total	YWDs	YWtDs	Total	YWDs	YWtDs	TOTAL
Rubavu	11	0	11	7	2	9	18	2	20
Nyanza	8	4	12	8	0	8	16	4	20
Kicukiro	9	5	14	4	3	7	13	8	21
Musanze	4	5	9	10	1	11	14	6	20
TOTAL	32	14	46	29	6	35	61	20	81

Resilience and Human Right training

The training on resilience and human rights has taken place at all WRN/BYOB training sites located in the four districts of the UPHLS geographical coverage. The trainings took place just after the WRN/BYOB trainings and participants were the WRN/BYOB trainees. The training lasted three days and the youth learned enough important things which allowed them to increase their knowledge, their capacity, to feel capable to coop with barriers the youth face in life.

This training based on resilience and human rights allowed young people to reflect on the different obstacles they face and learn how to resist and seek solutions to the problems they face. Young people learned how they can seek solutions to the circumstance they face. Youth should avoid giving up on the obstacles encountered; on the contrary they should think about the solutions to the problem their face.

Technical Skills Training

Based on the LLMA report with demand driven and depending on transition pathways (employment or self-employment) the following technical training/vocational skills packages have been adopted: Shoemaking, Tailoring, knitting, bamboo processing, hairdressing, metal works, welding, electronics, mechanics, and welding. And this was depending on youth's choice as well.

Two approaches have been adopted for technical skills pathway. Work-Based Learning or On the-Job-Training that is non-formal training and vocational training into TVETs that is formal training. The first approach of Work-Based Learning is more profitable than the training into TVET not only the scarcity of TVETs in the area nor the requirements obliged by TVETs but for the following advantages:

- There is a great probability of job retention by the company trainers;
- No specific requirements such as level of education obliged;
- Short distance between residential home and training venue/workplace;
- Disability inclusiveness increased within the companies;
- Easily to get a job

The lack of full accommodation like transportation facility and assistive devices that are not covered by the project has caused an increased number of Youth without Disabilities where the enrolled number has reached 68 where it should be 46.

The tables below provide the numbers of the youth, by gender and types of disability, at Work-Based Learning or On the-Job-Training and TVET schools.

a) Vocational Training into TVETs

Company	Trade	# of cohort 1 youth enrolled into TVETs						TOTAL
		Youth with Disabilities			Youth without Disabilities			
		M	F	Total	M	F	Total	
EMAKA TVET	Tailoring	1	4	5	0	1	1	6
TVET Busasamana	Tailoring - Welding	5	3	8	0	4	4	12
TOTAL		6	7	13	0	5	5	18

b) Work-Based Learning (WBL) or On-the-job Training

Company	Trade	# of cohort 1 youth enrolled in OJT						TOTAL
		Youth with Disabilities			Youth without Disabilities			
		M	F	Total	M	F	Total	
Atelier Vite	Shoe making	3	1	4	0	2	2	6
UDWCO	Knitting	0	6	6	0	0	0	6
MBIC	Shoe making	5	12	17	4	4	8	25
COCOBEGI	Tailoring	2	5	7	0	0	0	7
MON BAMBOO	Bamboo	2	8	10	2	0	2	12
KOPERATIVE DUKUNDUMURIMO KANAMA	Welding & Carpentry	3	0	3	7	0	7	10
Uburanga Saloon	Hair dressing	4	2	6		6	6	12
New Face Saloon	Hair dressing	0	2	2	0	1	1	3
Nyanza Workforce Cooperative	Metal works, welding &	11	0	11	1	0	1	12
GI Joseph	Tailoring	7	5	12	0	8	8	20
JDM LTD	Welding	2	0	2	4	0	4	6
Atelier Abizeranye	Shoe making	4	1	5	3		3	8
ENTREKA LTD	Tailoring	0	9	9	2	4	6	15
DUHAGURUKE KORA	Welding, metal works, mechanics & carpentry	5	0	5	11	1	12	17
BIGIRIMANA William	Electronics	2	0	2	3	0	3	5
DUDECO	Tailoring	0	5	5	0	0	0	5
Total		50	56	106	37	26	63	169

 Youth Leadership and Accompaniment (YLA) & Savings and Internal Lending Communities (SILC) formation

The WRN!/BYOB youth trainees in a formed group are part of UKB's Youth Leadership and Accompaniment Program (YLA), a program that aims to create a community in which UKB Youth can have a peer to peer support system and engage in various group activities. The respective groups in each district have experienced many successes including establishing a fully-functioning & Savings and Internal Lending Communities (SILC) formation and loan initiative. But of great significance, is their mission to support each other without leaving behind their vulnerable community members. A continued support to youth SILC groups has been done and each SILC is led by a committee of four including President, Vice-president, Secretary and accountant, Youth Leadership and Accompaniment groups including regular field monitoring. The table below shows the SILC groups formed during this Cohort one of the project and their savings status.

District	SILC name	Members			Saving status
		Male	Female	Total	
Kicukiro	Inyemezabahizi	14	7	21	392000
Nyanza	Dukorandumurava	12	8	20	150000
Rubavu	Tuzamurane	11	9	20	110000
Musanze	Icyerekezo	8	12	20	83000
Total		45	36	81	735000

Employment Pathways and Approach to Placement + Accompaniment support

The goal of the UKB project is reached only if and only if 70% of youth targets are placed into jobs or entrepreneurship opportunities. Whether the youth are wage or self-employed. The table below shows the number of the youth after dropouts and their employment status up to the end of cohort one of the project.

Employment Status	Youth with Disabilities		Youth without Disabilities		Total
	M	F	M	F	
Wage Employment (at employers/ companies' sites)	43	44	33	19	139
Self-employment (entrepreneurship development)	6	7	0	5	18
Half employment (incubation center)	4	9	3	4	20
Total	53	60	36	28	177

Technical assistance & crosscutting themes

Disability Mainstreaming

Disability Mainstreaming activities consisting of informing project partners about disability, in order to prepare them to receive/integrate youth with disabilities into their businesses, daily activities with objectives to:

- ☒ Have a good understanding of disability
- ☒ Change mindset of project partners/stakeholders
- ☒ Have a knowledge on Disability Rights and reasonable accommodation for PWDs

The two days Disability Mainstreaming packages has been designed by UPHLS and it is including *Disability Background and Legal Framework - Barriers faced by PWDs and*

Disability Models - Mobility and Orientation for blind persons – Communication with deaf persons – and Disability Equality Training.

The Disability Mainstreaming has been provided to the TVET/Companies and to the WRN!/BYOB trainers as per the tables below.

Gender	Disability Mainstreaming for WRN/ BYOB training		Disability Mainstreaming for TVET/ Companies	Total
	With disabilities	Without disability		
M	0	5	26	31
F	10	29	10	49
Total	10	34	36	80

The training of UKB Project was well conducted on both sides of TVET/Company partners and WRN!/BYOB trainers. The participants have appreciated the course they have received during the disability mainstreaming training and promise to do whatever it takes to facilitate beneficiaries with disabilities in the technical skills trainings and work readiness. During the training, the participants did some exercises and through which they came up with a good understanding the challenges faced by PWDs and they understand well which specific support is needed by persons with different types of disabilities.

IV. BEST PRACTICES, LESSON LEARNT AND CHALLENGES MEANT DURING THE YEAR 2021

4.1. Best Practices

The year 2021 was marked by success, lessons and challenges as follows:

- Through the provided training to health care providers, a 20 years old person with intellectual impairment was registered in civil registration and get ID as other Rwandans contributing to access Covid 19 vaccine in Nyarugenge district,
- A 17 years old boy with hearing impairment was circumcised as one of HIV preventive measures after a long time without accessing it due to communication barriers/limited knowledge of health care providers on disability and specific needs and knowledge on sign language in Kamonyi district
- Through the training of local authorities and partners, most partners put in place accessible ramps/walkways and toilets to facilitate people with disabilities accessing different provided services and the integration of people with disabilities in the existing self-help groups and provide affirmative actions to make their self-help groups disability friendly like Mwanukundwa in Kayonza district, ANSP+ in Nyagatare,
- Through the training of Community Health Workers, health facilities have data of PWDs who are in their catchment areas which made them organized the community sensitization to let the community know the rights of PWDs which increased the number of PWDs accessing health services and they used to be left behind due to different issues,
- Due to the community dialogues conducted under youth engagement, 35 children with disabilities have been sent to schools (from ECD, nursery and secondly) where some of them were dropped out due to negative mindset of their parents while others went to school for their first time,
- During this year, two important research have been conducted and they will be recognized by Rwanda National Ethic Committee as they have been conducted after getting approval from RNEC:
 - Formative research “engaging adolescents with disabilities to identify and address key social norms hindering inclusion, participation and advancement of the rights of children with disabilities”.
 - Baseline survey on HIV and Disability.

4.2. Documented success stories from the beneficiaries

4.2.1. *From dark to the light*



Mrs MUHAWENIMANA Eline is a 43 years nurse at Kibuye health facility in Western province, heading SRH department. Providing SRH related services used to exclude people with disabilities due the lack of knowledge about disability related needs.

“Before being trained by UPHLS on disability, specific needs, basic sign language, and mobility & orientation, I used to take people with disabilities in charity model where I and my colleagues used to take them as beggars, invaluable people, and people to hide here and there taking them as a curse to the family. Being trained has been the way to come out of the darkness and see how people with disabilities have been discriminated long and learn how to integrate them not only in SRH services but also all services provided at health facility and in entire community through improved communication, prioritization of PWDs while providing services and advocate for change in working place and in the community. I myself and my workmates have changed our behaviour, negative attitudes towards people with disabilities which contributed to the increase of clients with disabilities accessing our services and their confidence towards our service providers.”

4.2.2. MUKAMANA (second from right), 18-year-old female with hearing and speech



impairments is a UKB beneficiary who is following on the job training in hairdressing in Rubavu, Kanama at Uburanga salon. Before being enrolled in UKB project she was a stay home adolescent with limited access to any social economic interventions education being one of them, she

only has primary 3. From a family of 6 she is the only one with disabilities and life at home is not the same for her because she has a disability. she is not treated the same and she is constantly being discriminated against, abused and denied basic rights such as possessing an identification card as other youth of her age. Her family refuse her these rights saying that she doesn't need any of it since she can't hear or speak. When UKB called upon youth with disabilities to be given education opportunities she received the word from her fellow youth with hearing and speech impairments (those with her in this picture) and chose to follow on the job trainings in hairdressing. However, along the way she only managed to attend for two months before her mother forced her to quit and stay home as she doesn't believe that her daughter is capable of achieving anything since she can't speak or hear. She missed 2 months and currently she has returned and requested a catch up since her abuser is now jailed on crimes of inflicting violence against a child. The instructor emphasized that she was committed to learning before pausing as she was showing significant effort and delivering. MUKAMANA believes that the only way to help her break free is learning a profession which will then enable her to take care of herself and not be dependent.

4.2.3. Henriette Mukakamanzi a 23-year-old UKB beneficiary in Musanze and has a



hearing and speech impairments. With all smiles as she goes by her learning day at DUDECO, we found her sewing a dress. People with disabilities are to stay at home and do home chores, she has been told countless times. Persons with disabilities are unable and dependent that is how my family perceived me.

“Ever since I have joined UKB project I felt different, recognized and made it my mission to prove my family wrong. I do that by seizing every day at the atelier as an opportunity and make the most out of it. Being a UKB beneficiary gave me exposure, peers and skills. Three months into the training I have gained knowledge that allows me to do different products such as hand bags and clothes and collect some benefits when they are sold. With the small income gained I am now able to solve my basic needs, save and contribute to my family’s small household basic needs. When I see other youth with disabilities who are not under UKB I feel blessed and thankful as I can see development progress compared to them. With my contribution, my family now recognize me as an important person and I am glad that I am able to do so therefore I aspire to carry on and uplift others with disabilities to believe in themselves.”

4.2.3. Violette NYIRANEZA has physical disabilities when enrolled in tailoring technical



training trade in Nyanza district, She couldn't use a sewing machine due to her physical disability thus the employer found her an electric one which doesn't require much physical force especially from the legs. Six months into the training now she has mastered her trade and aspire to be the best at her job. The WRN &BYOB trainings awaken me on how to make personal development slowly using short term goals, to believe in myself, to aspire for greatness, to save and it gave me space to connect with

my peers, stated the 23-year-old young lady. *“Before the UKB project I was a stay home person lonely who didn't have much to look forward to.*

My family was worried about me seeing me as dependent person with limited abilities and a dull future. Now through our internal lending and saving group I am able to save and use my small incomes accordingly. With my skills in tailoring I am able to make and repair clothes for my family members and they are happy that I have found an occupation for my time and gain skills. I aim at mastering my profession as a tailor and make a career out of it for me to be able to give myself the life I want and pave the way for other youth with disabilities.”

V. CHALLENGES MEANT DURING THE YEAR 2021

In general, in 2021 the main challenges met are those related to COVID-19 pandemic particularly the preventive measures particularly lockdown that have caused some delays in activities implementation where most of activities started to be implemented in the second quarter of the year. This has led the staff to work under pressure to catch up the plan without resting.

Another important challenge is the reduction of funding while is the time they are needed to address different hardships around persons with disabilities including poverty among the most of the households of persons with disabilities, addressing the issue of accessibilities in different areas, just to name few.

Limited staffing compared to the scope of work which in the organization both in program and in Finance department.

Particularly, the following are the document challenges under UKB project:

- ✓ All the identified youth were only looking for technical skills training. They didn't see the why of work readiness without vocational training.
- ✓ The identified youth were scattered and from different corners of Cells of the district. This has limited the youth from attending the work readiness training as we had one site training per district. To solve this, we have first selected the youth from the same location to avoid long distance from home to the training site as there is not transport facilitation covered by the project.
- ✓ The youth job retention into cooperatives is accept only if the youth accept to become members by paying shares/membership. UPHLS has solved this by accepting to pay memberships to the graduates.
- ✓ Concerning the Literacy/Numeracy Assessment, most of the deaf youth do not know to read and write Kinyarwanda, only English. And the assessment test is only written in Kinyarwanda. They have only passed the test on calculation and performed well.
- ✓ Presence of youth with severe disability especially mental disability. And the project is not fully accommodated all categories of disabilities, as for example transport facilitation.
- ✓ Insufficient budget for technical skills training. This has been solved by reducing the training period.

- ✓ Earthquake consequences in Rubavu District has impacted on the WRN/BYOB training and the training has stopped one week.
- ✓ The project budget is not covering the internship fees for the trainees in formal training/TVETs.
- ✓ Complication in achieving milestone #2 deliverables. To solve this, EDC has readjusted the deliverables of milestone #2.
- ✓ The COVID-19 consequences have impacted the youth job retention by the companies. The companies have reduced the number of employees and this has impacted our youth as well.

FUTURE WORK PLAN

During the year 2022, UPHLS will continue to orient its interventions in health, HIV and SRH to ensure that persons with disabilities have access to health care services and have information on the preventive measures to the health outbreaks. Particularly, in year 2022 UPHLS will focus on the following interventions:

- Improving accessibility to health care services by building the capacity of health care providers, adapting communication tools and renovating the selected health facilities and local partners in health,
- Awareness raising on Impairment early detection and prevention and promoting assistive technology,
- Continue the advocacy to ensure that WASH actors to ensure that the specific needs of persons with disabilities are taken into consideration,
- Provision of technical skills to youth with disabilities,
- Capacity building of persons with disabilities both children and adults on HIV and Sexual and Reproductive Health,
- Continue to conduct the community dialogues to identify key social norms around persons with disabilities particularly children and their families,
- Research, learning and sharing,
- UPHLS strategic plan 2023-2028 and Organization restructuring,
- Fund mobilization.

Find more details on Action Plan 2022 enclosed to this plan.

VI. CONCLUSION

Despite some challenges met during the year 2021, UPHLS is proud to what has been achieved and the close collaboration with its partners, Governance organs, staff and beneficiaries and by this collaboration the year was ended up with success. We express our gratitude to UPHLS Leadership for the enabling environment offered to the executive Secretariat. The success has been reached through a joint effort of UPHLS and other stakeholders whom we want to express our gratitude to. Special gratitude goes to our partners who supported both technically and financially including MoH/RBC, Global Fund, CDC/PEPFAR, USAID, UNICEF Rwanda, See You Foundation, EDC, DRF, UNAIDS, GIZ and the National Council of Persons with disabilities and UPHLS member organizations who supported in the implementation of different project activities.

The implementation of Programs was an interesting and exciting learning trajectory for UPHLS, partners, local authorities, institutions and Persons with disabilities we interacted to. We are confident enough these projects will change the views and programming of stakeholders towards the provision of disability inclusive health and development programs in Rwanda.