

DISABILITY ACTION COUNCIL (DAC)



ANNUAL REPORT September 1998-September 1999



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TABLE OF CONTENTS

Message from H.E. Prak Chantha, Secretary of State, MOSALVY and Chairperson of DAC Executive Board	3
Message from Executive Director of the DAC Secretariat	5
I. Introduction.....	6
II. Progress and Plans of On-going Activities	7
1. Executive Board.....	7
2. Advisory Committee.....	9
3. Vocational Training/Job Placement/Income Generation Committee	10
4. Community Work with Disabled Committee	11
5. Physical Rehabilitation Committee	13
6. Community Based Worker Training Committee.....	14
7. Women with Disabilities (WwDs) Committee.....	15
8. Legislation Committee.....	17
9. Children with Disabilities (ChWDs) Committee.....	17
10. Sustainability Committee.....	19
11. Disability Database Working Group.....	20
12. Medical Rehabilitation Working Group	21
13. DAC Secretariat.....	22
III. The key Services for People with Disabilities	28
IV. Abraviation and Acronyms	30
V. Annexes	32
1. Annex 1: Prakas On Organization of Disability Action Council (DAC).....	32
2. Annex 2: Composition and Tenure of DAC Executive Board Members	35
3. Annex 3: List of Publications and Reports produced by DAC	36
4. Annex 4: List of DAC Affiliated Member Institutions/Organizations.....	38

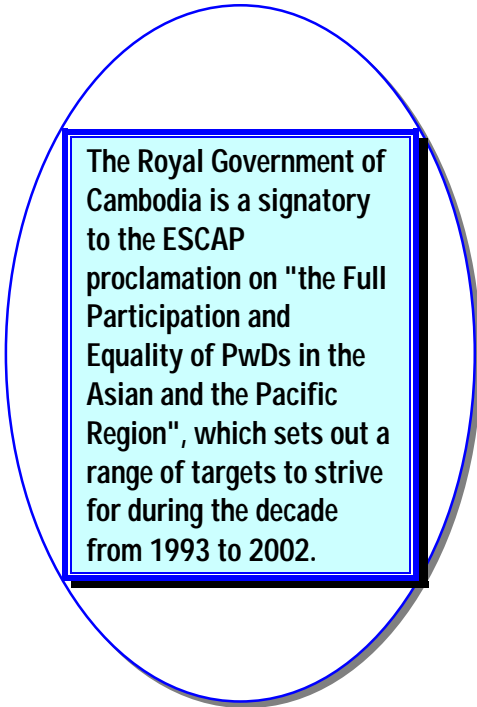
MESSAGE FROM H.E. PRAK CHANTHA, SECRETARY OF STATE, MOSALVY AND CHAIRPERSON OF DAC EXECUTIVE BOARD

Dear National and International Colleagues, Beloved Cambodians with Disabilities!

It is really a great honor for me work closely with so many National and International Friends and People with Disabilities in the area of Disability and Rehabilitation. Together we have aimed to improve the well being of people with Disabilities, and also to promote and encourage their full participation and equal opportunity in our society.

As you may recall, it has been nearly three decades now that our people in the whole of Cambodia have suffered much misery and devastation in their lives and their surroundings. The recent history of war, international isolation, the breakdown of many basic services, destruction of national infrastructure, the lack of basic health care and food security, the presence of millions of landmines, etc all contribute to the absolute poverty of the majority of citizens and make this country with a high number of people with disabilities.

Even though, the Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation (MOSALVY) has worked under enormous constraints and is seriously under-resourced, the Ministry endeavors to fulfill its mandate and responsibilities with support and cooperation of both national and international organizations to reduce the suffering and poverty of Cambodian people especially disabled persons.



The Royal Government of Cambodia is a signatory to the ESCAP proclamation on "the Full Participation and Equality of PwDs in the Asian and the Pacific Region", which sets out a range of targets to strive for during the decade from 1993 to 2002.

One of the great achievements has been the establishment of the Disability Action Council (DAC), which plays an important role as the national coordinating body to effectively support the initiation and coordination of services and programs and assistance for and with PwDs. This is done in a systematic way to avoid overlapping and providing better services and programs for PwDs.

Also, links and cooperation between DAC affiliated members; MOSAVY, MOEYS, MOH and other relevant Ministries and organizations have been created and gradually improved.

We can see that with cooperation and support of those national and international people/agencies including PwDs themselves, a lot of work has been done as presented in the following pages of this report.

However we must acknowledge that other work remains to be done and that there are many challenges along the path in this sector with this new approach. I would also like to stress that we have growing confidence that, with continuing local and external assistance, we can successfully continue to develop our capacity to effectively and efficiently meet the needs of the disabled in our country.

May I take this opportunity to thank you all both local and expatriates, as well as supporters of international community for your spiritual and material support and assistance to the MOSALVY and DAC and wish you with 5 Buddhist blessing: long life, dignity, good health, strength and prosperity, and further success of your work in the new millennium.

We are looking forward to seeing the improved well being, full participation and equal opportunity of people with disabilities in this country in the future.

With my warm regards,

Phnom Penh.....2000

Signed and Sealed

PraK Chantha
Secretary of State,
MOSALVY
Chairperson, DAC

MESSAGE FROM EXECUTIVE DIRECTOR OF THE DAC SECRETARIAT

During the period from September 1st 1998 to 31st August 1999 the work of the DAC experienced a "quantum leap". Due to the three year funding secured from Leahey War Victims Fund/ USAID it was possible for the DAC Secretariat to employ full-time staff who were selected on merit. For any body to function efficiently and effectively requires staff who have knowledge, skills, abilities and most of all a commitment to the work and to the vision of the organization. The DAC Secretariat has been extremely fortunate in appointing people who have demonstrated these characteristics.

Building management structure and systems from the beginning is n easy or quick task. Considerable effort has gone into these areas. Those who have started an organization can acknowledge the amount of time and effort this tasks. Training, briefing new staff and providing continuing support is also a function of great importance but often overlooked by those assessing "outputs".

This period has been a learning period for all of us. The Disability Action Council represents a new development approach. What is being attempted is a model incorporating government representatives working in close collaboration with non-government sectors including local and business communities and national and international organizations. This symbiosis, of bringing people together for the common good, has been and exciting and challenging feature of our work. Many challenges continue to face us.

In addition the function of the DAC Secretariat in providing appropriate support to the diverse Technical and Specialized Committees has also been rewarding and challenging. The Disability Action Council, since it's inception has always encouraged and promoted maximum participation from its affiliated members. This is possible through the committee structure. However it is necessary to reach a balance between participation and expecting too much involvement to the detriment of the participants own work and responsibilities. Strategies need to be developed achieve this balance.

It is necessary to mention the importance of a 3 years funding period. Although justification is needed at the end of each year for funding to be released for the next year a three year cycle allow staff to concentrate on the work in hand whereas yearly funding requires continual work in writing project proposal and seeking funds. The DAC Secretariat therefore wishes to recognize the importance of the support given to us by Leahey War Victims Fund not only for the financial assistance but also for the trust they have shown in supporting a new model and for sharing our vision.

This report reflects the development of the Disability Action Council. The progress that has been achieved would not have been possible without considerable input by many people. My deep appreciation to my Secretariat colleagues, members of the Executive Board and member of all Committees and to individuals who have contributed in diverse ways. I would like to especially acknowledge the incredible support and commitment given to me personally and to the DAC by H.E. Prak Chantha. A very sincere thanks you.

Signed and Sealed

Helen Pitt,
Executive Director

I. INTRODUCTION

The Cambodian Government is a signatory to the ESCAP "Proclamation on the Full Participation and Equality of People with Disabilities (PwDs) in the Asian and Pacific region", which sets out a range of targets to strive for during the decade from 1993-2002.

Although, until 1995, various NGOs and government staff met through Rehabilitation Sector meetings, these were mainly aimed at exchanging information and did not offer opportunity for a coordinated, integrated approach to meeting the vast needs of the sector.

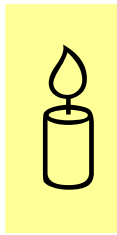
In September 1995, the MOSALVY with the support of expatriate advisors initiated a joint ministry-NGO process to develop a common strategy for the continuation, development, coordination and initiation of appropriate programs/services and policies for and with disabled people.

The process incorporated the following steps:

1. *Formation of a Task Force*
2. *Assessment of the current situation of the sector*
3. *Generation of Guiding Principles*
4. *Analysis of the information and identification of main issues*
5. *Prioritization of the main issues*
6. *Development of recommendations and action plans to address the needs of PwDs*
7. *Presentation of Task Force report to Government and NGOs.*

- ↳ A major recommendation was to establish the **Disability Action Council (DAC)** in 1997 to implement other Task Force's recommendations. **The DAC is a permanent body comprising representatives from the Government of Cambodia, under leadership of MOSALVY along with those representing non-government organizations and individuals committed to working for the well being of Cambodia's PwDs.**

The DAC acts in a professional advisory capacity in relation to government and policy-makers on all issues affecting the welfare of PwDs. It also serves as a national focal point on disability matters to facilitate the continuous evolution of a comprehensive national approach to rehabilitation, equalization of opportunities and prevention of disabilities.



✪ **The DAC's vision: Individuals and society recognize that PwDs have equal rights and obligations as all citizens in Cambodia. They are given equal opportunities to participate in the society, based on their abilities, enabling them to lead a life free of discrimination.**

✪ **The DAC's mission is to initiate, secure and coordinate the services necessary for PwDs and their rights to enjoy equal opportunities for employment and quality of life as others in the society.**

✪ **The DAC's role: To bring together the government, national and international agencies and organizations, as well as business, religious and local communities and PwDs to develop, implement, monitor and evaluate a Cambodian Plan of Action for the Disability and Rehabilitation Sector founded on the Guiding Principles of the Task Force and ESCAP Decade of Disabled Persons document. What we see as the most valuable role of the DAC is that it provides an ongoing forum where debate can take place and consensus can be reached on how to achieve the evolution of the sector.**

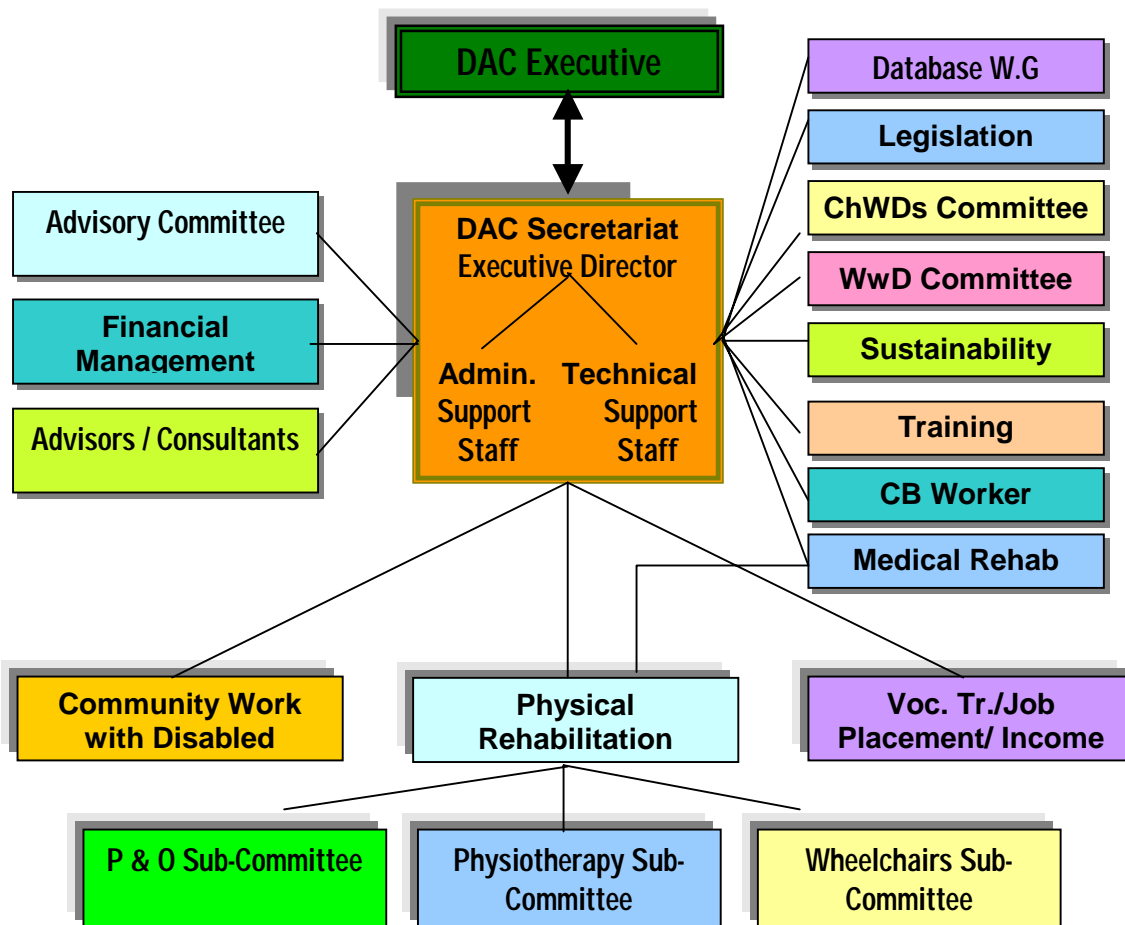
II. PROGRESS AND PLANS OF ON-GOING ACTIVITIES

1. Executive Board

The DAC Executive Board is chaired by a Secretary of State, MOSALVY with the deputy chairperson being an NGO representative. The Board consists of 11 members including 3 representatives from MOSALVY, 1 from Ministry of Education, Youth and Sport (MOEYS), 1 from Ministry of Health (MOH), 3 from local NGOs who are themselves PwDs and other 3 from International NGOs who can be Cambodians.

The DAC works mainly through its Technical, Specialized Committees, and Working Groups. The members of Committees and Working Groups are people working with NGOs and relevant Ministries in the field of rehabilitation. These committees cover various aspects of work with and for PwDs. This provides opportunities for the exchange of expertise and the experiences of individuals and organizations in rehabilitation work in Cambodia. The Committees and Working Groups are working on issues such as the development of sectoral plans, the standardization of training, the identification of best practices etc.

The DAC Organizational Structure



The Executive Board members: MOSALVY, MOEYS, MOH, CDPO, NCDP, CT/CSPO, HI, and JS. The major events happened during the reporting period:

- Chairperson (MOSALVY) and other two members (one from MOH and others from MOEYS) of the DAC Executive Board were nominated;
- The Board met on a regular basis, once in two months, about 6 meetings were held;
- Prakas on Organization of the DAC was drafted and approved by the Executive Board;
- Term of Reference (TOR) for Executive Board was developed and implemented;
- All members of the Board received basic information concerning their role and responsibilities, DAC background and activities;
- Strengthening links and exchanging information and knowledge between relevant ministries (MOSALVY, MOH, MOEYS and others), affiliated organizations and DAC Secretariat were gradually developed and improved, enabling the exchange of information and knowledge.
- The following were addressed and discussed by the Executive Board, and input was given:
 - ☞ DAC legal status,
 - ☞ The draft Cambodian Plan of Action for the Disability and Rehabilitation Sector,
 - ☞ The position of DAC Secretariat Executive Director,
 - ☞ The replacement of Board new member from JS,

- ☞ The preparation and involvement of the DAC in celebration of International Day of Disabled, 3rd December, and in a Joint ILO, MOSALVY and DAC National Seminar on Opening New Horizons for Cambodians with Disabilities, held on 4-5 Oct.,
- ☞ A number of project proposals were discussed and input was given.



From Left to right:

1. *HE. Prak Chantha, Secretary of State, MOSALVY,*
2. *HE. Hem Samkol, Under Secretary of State, MOEYS,*
3. *HE. Seng Hak Srun, Under Secretary of State, MOH,*
4. *Ms. Helen Pitt, Executive Director, DAC Secretariat*

2. Advisory Committee

The Advisory Committee was established in 1997 to provide technical and advisory support to the DAC. The current members of this Committee include AAR-J, ADD, AmCross, CDPO, CT/CSPO, HI, MOSALVY, NCDP, VI and USAID (Observer). During this reporting period twelve meetings were held. Tasks included the following:

- ❖ Terms of Reference (TOR) for the Committee, consolidation of DAC Executive Board and Secretariat were developed and implemented;
- ❖ Advice on the appointment of member representatives for the Executive Board, Advisory Committee and DAC Secretariat was made;
- ❖ Draft criteria for project proposal assessment, application for volunteers to assist DAC Secretariat and MOSALVY was developed;
- ❖ Discussion on Staff Health Policy, staff salary, vehicle situation for DAC Secretariat, supplementary allowance for senior staff for Department of Rehabilitation, MOSALVY, position status of the DAC Secretariat Executive Director;
- ❖ Discussion on legal status of the DAC, liaison between MOSALVY, MOEYS, MOH, DAC affiliated member organizations, and the DAC Secretariat;
- ❖ The development and follow up of draft Cambodian Plan of Action for the Disability and Rehabilitation Sector;
- ❖ Other issues were also discussed included MOSALVY Siem Reap project proposal, project on Special Education Needs for Children with Disabilities, project proposal for Community Based Worker Training report on Options for NGOs in Cambodia's Tourism Industry, planned visits of AIFO, LSN, Vietnamese delegation, etc.
- ❖ Facilitation and involvement of DAC in International Day of Disabled, Joint MOSALVY, ILO and DAC Seminar, held in Oct., Manila workshop on Disability and Development, and so on.



Photo taken after a joint meeting between Executive Board and Advisory Committee, held in April 1999, at the DAC Office

3. Vocational Training/Job Placement/Income Generation Committee

Members of this Committee come from organizations of AAR-J, CDPO, COERR, CWARS, ILO, JS, Maryknoll, MOSALVY, NCDP, SKIP, TOPS, and WVI. This Committee also met on a regular basis. It was started with the interest of vocational training providers in looking at the different alternatives to provide more opportunities for PwDs to increase their income. In responding to this, InterPART Volunteers (Australian NGO) attended the vocational training committee to present their work on the pre-feasibility study for micro-enterprise creation projects in Cambodia.

The first step could bring a new vision to vocational training providers leading to the improvement of the curriculum of the centers including training on entrepreneurial skills, market research and other skills.

- ✧ The linkages between micro credit providers were quite useful for the sector;
- ✧ A feedback session and recommendations on the study were given by the Committee;
- ✧ A first draft of an action plan for the year 1999 was distributed to members for discussion and appraisal;
- ✧ A number of planning sessions of the Committee were held to develop a clear common understanding of a Five Year Planning Framework;
- ✧ Procedures and methodologies for use in planning workshops were developed;
- ✧ The group was divided into two smaller working groups to brainstorm identified problems.

Vocational Training Committee (VTC)

Follow Up Working Group:
Visits were made to each member agency of the VTC offering training by members of the Follow Up Working Group. The aim being to encourage follow up programs, information sharing, and to assist the implementation of follow up and report forms. Data provided by individual agencies was compiled and distributed to all VTC agencies for information and use.

Micro-Enterprise Working Group:
With support of the DAC Secretariat, new opportunities in micro-enterprise development were explored by AESOP Volunteer, Ms. Sharon Holmes with Assistant Market Researcher, Meas Saron of Maryknoll. A report of the research activities was documented and distributed to all interested members for information and use.

- ✧ The Committee looked at the problem analysis that focused on the current situation around skills training providers and their target groups;
- ✧ The important problems and possible solutions were discussed and compiled into a diagram that visualized the causes and effect relationships;
- ✧ The results of the problem analysis served the VTC planning session to do another analytical step, Objective Analysis, which describe the future situation that will be achieved if the problems are solved.
- ✧ Objectives, some gaps concerning training and employment of PwDs for the sector were identified for a Cambodian Plan of Action;
- ✧ A "Rapid Index" form to access information on training providers was developed to use as a standard form for organizations within the sector and for persons seeking information about Vocational Training Providers throughout the country (both Khmer and English);
- ✧ To help with public awareness of disability issues, the Committee provided interesting stories, profiles on PwDs and other information;

✧ The development of vocational training courses and business opportunities is a very important issue to this Committee. It is hoped that in the future these issues can be addressed in a more proactive way by inviting members from private sector and training providers outside the 'disability community' to join and exchange ideas on how improvements can be brought about to provide more appropriate and comprehensive training and business opportunities to PwDs.

4. Community Work with Disabled Committee

Members include Active Women Group, AFSC, CDPO, CIOMAL, CT, HI-CABDIC, HI-PRES, HI-Spinal Cord Injury / BTB, Maryknoll, MOSALVY, Nutrition Center, NCDP (CBR), SSC, Servants, and VI. The Committee members met on a regular basis (about 12 meetings) to provide and share information on their programs and services.



CWD Planning Workshop, held from June 30 - July 2, 1999, at the DAC Office with facilitation and support from the DAC Secretariat

The main development during the past year included:

- ❖ TOR, objectives, future orientation and needs of the Committee relating to this sector were discussed and carried out;
- ❖ Two workshops were held to develop a planning framework of the sector;
- ❖ Provide information of the sector for the preparatory work of a Cambodian Plan of Action to DAC Secretariat;
- ❖ Overall goal, objectives and major gaps were identified for the sector within a draft Cambodian Plan of Action;
- ❖ All outcomes and issues concerning individual organizations and the sector raised at the meetings were documented and distributed to all members and interested persons for information and possible use.
- ❖ The chairperson and minute taker of all meetings and workshops were rotated. Committee members enjoyed working as a team and expressed a commitment to continue to improve the work of the Committee;
- ❖ In addition to the development of a plan of action for the sector, a focus was placed on public awareness and advocacy of disability issues, and strengthening links and cooperation between individual disabled persons, groups and relevant agencies.



Committee Based Work with PWDs

5. Physical Rehabilitation Committee

Members: AARCC, AmCross, CSPO, CT, HI, ICRC, MOSALVY, and VI. Meetings were held on a regular basis. Technical issues were the main items on the agenda of the Physical Rehabilitation Meetings.

The Committee recognizes the need to provide the DAC Secretariat with a sectoral plan of action for the development of a Cambodian Plan of Action for the Disability and Rehabilitation Sector. A number of action planning sessions was organized.

Two working groups were formed:

P & O Working Group:

One information booklet for polio patients and their families (English version) was distributed to NGOs members to use and give their comments and suggestions to improve the actual version. The translation of the booklet was made.

Wheelchair Working Group:

Mainly discussed on the possibility of a local NGO who could implement the Quality of Life evaluation. The members of the Working Group were gathered to work on their plan of action for the next steps.

- ◆ The Committee met on 18 November 1998 to schedule planning workshops to formulate a 5-year plan of action. The aim was put toward the 5 year plan to DAC before the end of December 1999.
- ◆ The Committee concentrated its work on 7 objectives for the next 5 years. These objectives included:
 1. To improve standards and quality of services,
 2. To improve accessibility of services,
 3. To develop policies of staff job descriptions, professional status and salaries,
 4. To identify the needs of PwDs nationwide and match service provision to needs,
 5. To provide support for the conversion of P&O Workshop into PRC,
 6. To develop plans for long term sustainability of physical rehabilitation services,
 7. To increase public information through leaflets, posters and other campaigns.
- ◆ It was decided to break into 3 working groups to tackle as a priority objective 1, 4 and 5. The aim was to put forward the 5 year plan to DAC before the end of Dec. 99.
- ◆ The team leader for these groups was: objective 1 - Carson Harte (CSPO), objective 4 - (n/a) objective 5 - Claude Tardif (AmCross). Three sub-committee were set up: P&O, Wheelchair and Physiotherapy.
- ◆ The following main focuses were made on the Provincial Rehabilitation Center (PRC) work plan:
 - ☞ Services available at the PRC prosthetics, orthotics, wheelchair, physiotherapy
 - ☞ Patient records,
 - ☞ Role of the professionals (CPO and Physiotherapists),
 - ☞ Organization of the center,
 - ☞ Links with other health service providers.
- ◆ The wheelchair sub-committee met in July 1999 to discuss the draft of the quality of life research.
- ◆ The physio sub-committee reported: 2-day workshop on using lower limb assessment form was held in June, 4-week training on Child Development and Treatment of Children with conditions such as cerebral palsy, provided by HI.

- ◆ The seminar on the standardization of physiotherapy skills held in the framework of the DAC Physiotherapy Sub-committee was valuable in pointing out the need for changes in the goals of physiotherapy education in Cambodia.

Recent achievements regarding the three priority objectives include the following:

<p>Objective 1: A draft document to improve standards and quality of services was prepared for further discussion and acceptance.</p>	<p>Objective 5: To provide support for the conversion of P&O Work/s into PRC, the group members are still studying the report and final discussion will be held in January.</p>	<p>Objective 4: Evaluation indicators for rehabilitation services were developed. Some member organizations already agreed to support the study and help with implementation.</p>
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6. Community Based Worker Training Committee

Committee members: ADD, CDPO, HI, Maryknoll, MOSALVY, NCDP, SSC, and VI. The Committee met on a monthly regular basis and began with the following main topics:

- ☆ What is the nature and extent of needs of PwDs now, in 5 years, in 10 years, etc.,
- ☆ Possibilities and approaches to meeting the needs in CBW,
- ☆ Competencies needed for CBW,
- ☆ Possible topics and modules of a "National curriculum",
- ☆ Criteria for assessing those who could be the training providers for the CBW modules,
- ☆ Identification of current CBW Training issues and future steps to be taken.

To respond to these questions, a steering group was set up to meet every fortnight to plan and organize a seminar on CBW Training. The seminar was attended by 33 participants coming from the various agencies and MOSALVY staff involved in CBW work.



Activity of Community Based Worker Training Seminar, held from 11-13th Nov. 1998

Major recommendations were documented down for further review, discussion and then distributed to involved persons for information and possible implementation such as preparation of a sectoral plan of action, etc.

Important recommendations include the following:

- ❖ *Training developed using a combination approach where one agency or an executive body has the role to coordinate the development and management of a national CBW training program that features input and implementation from multiple agencies.*
- ❖ *The attitudes, behaviors and way of working are fundamental to CBW work and must be considered as themes through the whole of the national CBW training program.*
- ❖ *A competency based approach, seems like a useful and relevant approach to develop of a national standardized CBW training program, but more discussion, formal recognition by MOSALVY, relevant ministries, NGOs of the framework approach are needed and that the training groups have responsibility to take development forward.*
- ❖ *The training-working group should be reconvened with wider participation from Cambodian project and other relevant ministries, NGOs at a later time.*

- 👉 Follow up action was taken to facilitate the implementation of the recommendations of the seminar towards a National Program. Laurent Chapuis (HI) was elected as Group Leader and an AESOP volunteer was also recruited to facilitate further steps.
- 👉 The goal of establishing a national standardized and accredited competency-based framework for CBW training in Cambodia was further developed.
- 👉 A CBW training database, a workshop to examine existing training approaches, and the establishment of links with key stakeholders within NGO and government sector were developed.
- 👉 There were many examples where training and resources have been shared between organizations, and where field workers receive periodic reviews of their performance.
- 👉 The Community Based Training Working Group will guide the project and project officer to develop a national training framework that will be responsive to the Cambodian context.
- 👉 Also, competency based standards and training are beginning to be introduced into education system, e.g. DTVET under the MOEYS, is currently implementing a competency based curriculum into the vocational training centers under their department. It is felt that the time and circumstances are favorable for implementing a competency framework. There are also opportunities to develop links so that the standards and accreditation framework will be consistent with other competency based training curriculum.

7. Women with Disabilities (WwDs) Committee

Members of the Committee: AAR-J, AFSC, CDPO, CT, JS, LWS, MOSALVY, and NCDP. The Committee met on a monthly basis to discuss and work on issues related to WwDs.

One of the objectives of CDPO was to support the development of an active group of disabled women. In order to prevent any overlap with WwDs Specialized Committee within DAC, it was agreed that CDPO will be the lead agency. Ms. So Chamroeun,

representative of WwDs on DAC Executive Board and CDPO was elected as responsible person of the Committee and to work in close collaboration with other members.

Roles and responsibilities of both the Active Women Group and the DAC Specialized Committee were clarified and defined. Following a number of discussions, it was understood that Active Women Group would work as implementing group while the DAC Committee is more involved at policy level.

- ↳ TOR for the two groups was developed. It was agreed that the TOR should be in accordance with the Task Force Guiding Principles and the ESCAP agenda for action.
- ↳ Many discussions were made to identify the current situation and needs of WwDs, consolidation of the WwDs group and to look at further steps to be taken.
- ↳ Two planning workshops were held to share information and to start developing an action plan (overall goal and objectives) for the sector.
- ↳ In March 99, WwDs representative joined meeting at MOWVA, at National Assembly, and CCC meeting on Gender related issues.
- ↳ Joined meeting at CWDA on National & International Bulletin Development on NGO activities.
- ↳ In May 99, a meeting of Active Women Group was held to discuss the new activities, production of a WwDs article issuing in newsletter and other issues.
- ↳ Joined discussion with MOWVA on required support and opportunities for WwDs in social activities.
- ↳ In June 99, joined meeting with Women Media Center to discuss possible collaboration and links to broadcast the awareness on WwDs.
- ↳ Workshop held on 11-12 Aug. 99, to discuss and update on a draft action plan for the sector and other related issues such as participation in follow up planning workshop to be held in January 2000, departing of Kate Man and the replacement of Punya Droz, etc.
- ↳ Attended the First National Conference on Gender and Development, held on Sept. 7-9, 99 at the Hotel Le Royal.
- ↳ Preparation of selecting representatives to attend the ILO, MOSALVY, DAC seminar on Opening New Horizons for Cambodians with Disabilities, Oct. 4-5, 99.

Activity of discussion in a meeting of women with disabilities



Active Women Group update: To define role and responsibilities for attending meetings and conferences as well as linking with other organizations to support WwD activities. To approach the Human Rights Organization pursuing the consideration of inclusion of WwD in their programs and activities.

8. Legislation Committee

This Committee is comprised of members from AARCC, ADD, DPI/CDPO, HI, MOSALVY, NCDP, and UNHCR. The Committee led by CDPO, agreed to establish a Working Group to review the translation of the draft legislation to protect the rights of PwDs. The Working Group was composed of 2 persons from CDPO, 1 person from ADD, 1 person from Asian Foundation (translator) and 1 person from NCDP. A representative from MOSALVY was also invited to join the working group. The members agreed to meet every fortnight from October 1998.

- ☆ Draft legislation was formulated by a lawyer, Ms. Patricia Baars with funds allocated by FIDIDA, Helsinki-Finland and Handicap International-Cambodia.
- ☆ The draft legislation was translated by Mr. Run Saray of the Asia Foundation. The first draft required revision and changes in legal terms and also some parts were omitted from the English original. Considerable work remains to be done.
- ☆ Subsequently, UNCOHCHR rechecked the draft Khmer version taking two or three months to review and revise the draft. During that time, CDPO sought some funds employ a short-term staff member to be responsible for follow-up in collecting more information regarding the rights of PwDs from NGOs, IOs individuals, etc. and to obtain the assistance of a legal advisor to help proceed and improve this draft legislation.
- ☆ In July 99, the draft Khmer version was finalized by UNCOHCHR and returned to CDPO for further action. To continue to further improve this draft, a project proposal was developed and submitted to UNCOHCHR for funding to be able to disseminate and educate PwDs on the content of draft legislation and to collect feedback from them to finalize it for submission to MOSALVY.
- ☆ It was suggested that another Consultative Group comprising representatives from relevant Ministries and NGOs should be established to review and approve the final draft before passing to the Council of Ministers and National Assembly for further consideration and approval.

Disabled people have equal rights and opportunities to enjoy their life as non-Disabled!

9. Children with Disabilities (ChWDs) Committee

Members include AFSC, ADD, AHC CDPO, CT, CNCC, Department of Children's Welfare/MOSALVY, HI, KT, Lavalla School, Maryknoll, MOEYS, Municipality of Phnom Penh, Nutrition Center, NCDP, Phnom Penh Municipal Inspectorate of Social Affairs, Servants, UNESCO, UNICEF and VI.

This Committee's work has continued with the collation of information regarding the immediate and future needs, opportunities and rights of children with disabilities and with the sharing of information and problem solving in this sector. During 1998 the Committee's work further evolved with the identification of 4 priority areas. These being:

1. To ensure that the educational needs of children with disabilities are integrated into the existing teacher training curriculum
2. To prevent disability among children through the normal work of the committee
3. To ensure that disabled children will come into contact with CWD and children's programs and are as integrated as possible within their own communities.
4. To ensure that parents of ChWDs, other members of the family and the community group, understand about children's disabilities and can be actively involved in their education.

From the above priorities one objective was chosen for the committee to pursue over the coming period, namely: to ensure that the educational needs of children with disabilities are integrated into the existing teacher training curriculum.

In pursuance of this objective, in January 1999 the Committee hosted a pilot study by AESOP volunteer and special education adviser Nicole McDowell researching the current training needs of people working with children with disabilities.

The recommendations of this study were used as a basis for the Education for All: Children with Disabilities 3 day Planning workshop in June 1999, hosted by the DAC ChWDs Committee.

The outcomes of the workshop identified:

- ↪ **The need for a public awareness campaign to promote the right to education for ChWDs**
- ↪ **The need to incorporate disability issues into teacher training**
- ↪ **The need to make schools physically accessible to ChWDs.**

The outcomes of the workshop were subsequently incorporated into a draft education sector plan for the Cambodian Plan of Action - disability and Rehabilitation sector. The implementation of this plan can be seen most apparently in the project to "develop education opportunities to meet the specific needs of children with disabilities in Cambodia". This project was funded by UNICEF in September 1999 and is a joint DAC/MOEYS project. The Children with Disabilities Committee has been instrumental in carrying the objectives of this project forward.



Workshop on Education for All: Promotion of Educational Opportunities for ChWDs in Cambodia, 2-4 June 1999, National Institute of Public Health

10. Sustainability Committee

Members of the Sustainability Committee include AmCross, CT, HI, MOSALVY, Redd Barna, SSC and VI. Meetings were held on a regular basis. Following earlier informal meetings, a group of NGOs representatives met in Nov. 98 to form a DAC Specialized Sustainability Committee. An invitation had been issued to all organizations to nominate a representative for this committee. The following organizations responded to the request: AmCross, CT, HI, and VI. Later on the MOSALVY staff also become involved, reflecting the commitment of the MOSALVY to be actively engaged in the discussion on sustainability issues in the rehabilitation sector.

- ⊕ TOR was developed and approved for the on going work of the committee.
- ⊕ The committee decided that two action research studies would be the priority issues to be addressed for 1998-99.

The first study was focused on research payment issues concerning DAC affiliated organizations and their impacts on sustainability of services provided.

The second study concentrated on human resource management in the rehabilitation sector. The study aims at identifying current structures of human resource management, collecting and analyzing information on international standards in the rehabilitation sector and identifying gaps in the present system.

Of particular concern are the long-term implications of government staff, who are supported by NGOs. It is expected that the study will make recommendations on possible strategies to address the problems with a long term view.

Building up capacity and the competence of human resources was recognized as a key factor for sustainability. The study is expected to make recommendations of standardization of positions as well as on possible training, which could be undertaken by concerned organizations in a joint effort.

- ⊕ The committee worked on the development of the TOR for the initially proposed studies. Discussions continued on the scope and depth of the studies. On this issue opinions differed substantially. Many organizations operate on short-term funding and find it difficult to engage in discussions regarding the long-term sustainability of services.
- ⊕ A further step is aimed at ensuring the interest and commitment of organizations to actively participate in the study on human resource development issues of management staff in rehabilitation sector.

11. Disability Database Working Group

Members comprise AmCross, CDPO, CT, JS, HI, MOSALVY, NCDP, and UNICEF. This Working Group met on a regular basis. A number of discussions was held regarding the current status of data/information related to disabilities, the future needs, action which can be taken, etc.

- ⊙ It was realized that some data/information on disabilities is available from
 - (i) Socio Economic Survey of Cambodia 1996/1997 conducted by the Ministry of Planning/National Institute of Statistics, with support of ADB, UNICEF, UNDP/CAREERE, CIDA, World Bank and ILO;
 - (ii) Other sources (NGOs) involving in rehabilitation sector.However, the current data/information was inadequate and has not been available in some provinces, especially in the remote areas. The process of database updating has not been carried out. There has been a lack of participation of involved government and NGOs staff in the process to provide comprehensive information.
- ⊙ As DAC is coordinating the development of a Cambodian Plan of Action for the Disability and Rehabilitation Sector and that it was recognized that *adequate and appropriate data/information on the situation of people with disabilities will play a very important role in this development*. It was, therefore, suggested that a study be initiated and coordinated by DAC Secretariat in collaboration with MOSALVY, interested NGOs with financial support from UNICEF.
- ⊙ Following discussions, it was agreed that the study should be implemented in two phases. The first phase focuses on reaching a consensus on data collection, then attention to be given to the use of a common form of information collection, who collects what information, what skills are needed, how to follow up on update, etc. while the second one could concentrate on the implementation of the study based on the outcomes and recommendations of the first phase.

The Main Objectives/Tasks for the First Phase:

- ❖ *To collect information on desire/expectation of different stakeholders and to analyze and utilize the available existing data/information on disabilities from different sources,*
- ❖ *To develop methodology, system and survey questionnaire and organize a workshop seeking for common agreement on methodology, system, information and survey questionnaire,*
- ❖ *To assess the capacity of NGOs and MOSALVY staff, especially at the provincial and district level involving in data collection,*
- ❖ *To determine what training and level of training is needed for staff involved in data collection,*
- ❖ *To provide recommendations for developing a sustainable entering data system in computer,*
- ❖ *To conduct a pilot of data gathering exercise involving NGOs and MOSALVY staff,*
- ❖ *To draw a conclusion of the study and make recommendations.*

12. Medical Rehabilitation Working Group

Members of this Working Group include representatives from AmCross, AMDA, CIOMAL, CT, HI, IRIS, Maryknoll, MEDICAM, MOSALVY, MOH, UNICEF, and VI.

The current situation, issues to be taken, and suggestions are summarized as following:

- ↪ Increasing number of patients who need surgical intervention,*
- ↪ Lack of coordination and proper links between surgery (MOH) and rehabilitation (MOSALVY),*
- ↪ General problem with doctors not referring on, Physiotherapists are not trained in rehabilitation,*
- ↪ Appropriate agreements with ministries should be made prior to starting activity,*
- ↪ Standards and protocols for surgery should be drawn up by MOH,*
- ↪ A Task Force/body for medical/surgical coordination should be created to assist with what is needed in the area of medical rehabilitation, liaising with ministries and primary health care, etc.*
- ↪ Input needs to be long term for development and sustainability and guidelines for levels of training needs should be established,*
- ↪ DAC can play its role in coordinating, strengthening and formalizing the links between MOH and MOSALVY and to draw attention to problematic issues.*

The major interventions of this group during the reporting period:

- ☉ Draft TOR of the Working Group were developed and discussed,
- ☉ Links between MOH, MOSALVY, and NGOs including MEDICAM involved in medical rehabilitation area have gradually been strengthened and improved,
- ☉ PALM project proposal was initiated/discussed to undertake a needs assessment and possible assistance in this sub-sector,
- ☉ Comments and recommendations on the project proposal were made and sent to PALM for review and improvement,
- ☉ Project proposal was submitted to MOH for consideration, support and approval, then submitted to WHO and other donors for consideration.

Specific comments made by Working Group

- ↪ Broader definition on "Medical Rehabilitation" should be determined,*
- ↪ Training and curriculum development for rehabilitation personnel are needed,*
- ↪ TOR for the Working Group should be finalized to especially provide advisory and technical input into this medical rehab sub-sector,*
- ↪ More people working in the related field of medical rehabilitation should be invited to join this group, in particular staff from MOH,*
- ↪ Link between medical treatment and rehabilitation and how to refer patients, who is responsible for this referral should be clarified and determined.*

13. DAC Secretariat

DAC-Secretariat was established to provide administrative and technical support services to the DAC Executive Board, Advisory, Technical and Specialized Committees and Working Groups. It is headed by an Executive Director appointed by the DAC Executive Board.

The Secretariat plays an important role in coordinating and initiating programs and services, and facilitating, negotiating and networking between affiliated institutions/ organizations.

It has officially functioned since September 1998 with three-year funding provided by USAID/Leahy War Victims Fund. Additional funding was received from UNICEF to support the Special Education for Children with Disabilities component.



Welcome to the DAC Funding Ceremony, 29th October 1998

The main functions of the DAC Secretariat include:

To prepare a Program of Action based on ESCAP document on Disabled Persons Decade and A National Strategy of MOSALVY and NGOs of the Rehabilitation Sector on Disability issues and the Rehabilitation and Integration of PwDss in Cambodia, 1996.

To establish and advise on development priorities and targets and the selection of projects based on the recommendations included in the above document in collaboration with Committees and Sub-committees.

To liaise with relevant ministries, institutions, NGOs, organizations and donors concerned with disability with a view to coordinating activities and providing technical guidance and direction as necessary.

To carry out such other functions within the objectives and functions of the DAC as may be necessary.

During the reporting period DAC Secretariat employed three expatriate staff, nine national staff and five Expatriate Volunteers.



DAC Secretariat Staff (1998-99)

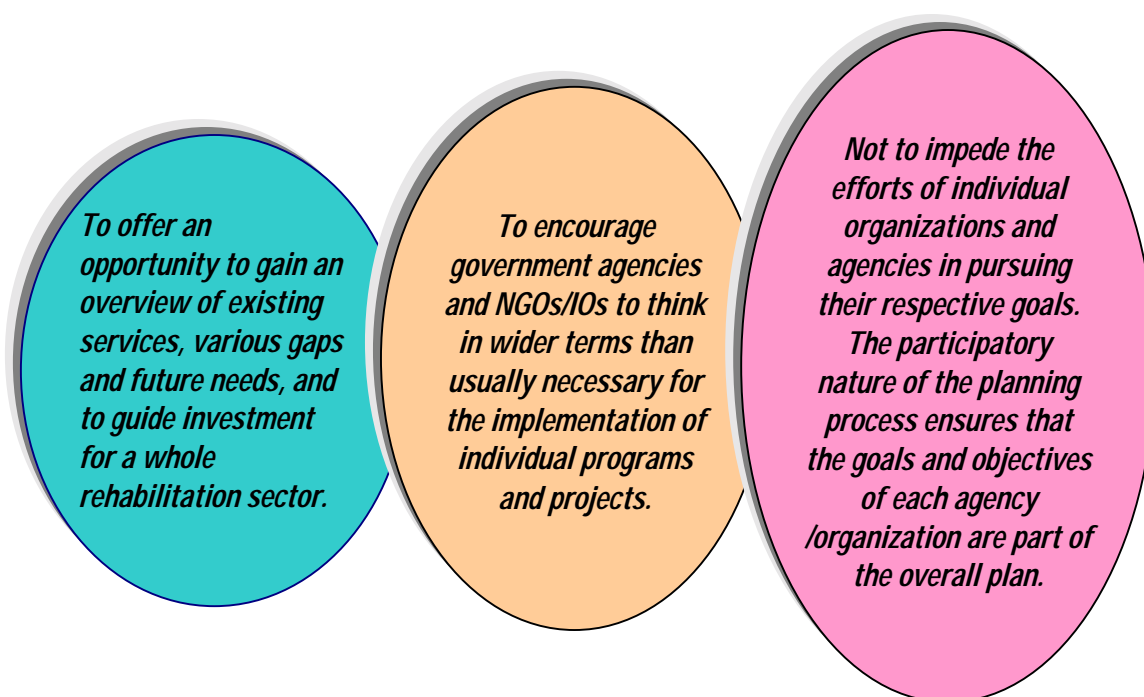
⊗ Administrative and technical support services of the DAC Secretariat have been continuously provided to the DAC Executive Board, Advisory, Technical and Specialized Committees and Working Groups. There has been a rationalization of input based on the specific needs of each Committee. For example, continuing support with development of terms of reference (TOR), sector planning, development of concept papers for the specific study, exchange and transfer of information, initiating and facilitating training, meetings/ workshops, coordinating visits, producing and distributing reports/minutes etc.

Other major events during the reporting period facilitated by the DAC Secretariat:

- ☞ Chairperson (MOSALVY) and other two members (one from MOH and others from MOEYS) of the DAC Executive Board have been nominated on Executive Board.
- ☞ Prakas on Organization of the DAC was drafted and approved by the DAC Executive Board and Advisory Committee.

- ☞ Strengthening links and exchanging information and knowledge between relevant ministries (MOSALVY, MOH, MOEYS and others), affiliated organizations and DAC Secretariat were gradually developed and improved.
 - ☞ Regular meetings of Executive Board and other Committees and Working Groups were held with support and facilitation of the Secretariat.
 - ☞ Invitation, memos, minutes, reports and other related documents were developed and circulated to all members for information and action.
 - ☞ With the facilitation and support from the DAC Secretariat, most committees and working groups met on a regular basis to exchange information and experiences on their programs and activities and also working on their sectoral planning.
- ⊗ The development of the Cambodian Plan of Action for the Disability and Rehabilitation Sector has been facilitated by the Secretariat and distributed to key players for feedback.

A draft Cambodian Plan of Action was developed:



❖ *It must be noted that the effectiveness of development and implementation of a Cambodian Plan of Action depends to a large extent on the cooperation of all key players of both NGOs and relevant Ministries. If information is not provided then a comprehensive document cannot be produced.*

- ⊗ The Secretariat has also provided some technical and material support to the Department of Rehabilitation, MOSALVY with the development of department plan and other areas.



Working with the Department of Rehabilitation, MOSALVY

Other major interventions of the DAC Secretariat:

- ☉ One training on planning development was provided to approximately 26 participants from relevant government agencies and associated member organizations.
- ☉ A two-day Information Sharing Workshop, held on December 1-2, 1998, at National Health Institute was organized by the DAC Secretariat.
- ☉ Collection & collation of planning information of DAC affiliated organizations are in progress.

Approximately four project proposals were prepared and submitted to donors for funding:

- ☉ Project proposal on Special Education for Children with disabilities
- ☉ Project proposal for a Study on the situation of PwDs in Cambodia.
- ☉ Project proposal on Community Based Worker Training.
- ☉ Project proposal requesting AESOP Volunteers to assist in specific technical areas of the DAC Secretariat and MOSALVY.

And other project proposals were screened and feedback given to the proposers of the DAC affiliated member organizations.

☉ **A Planning, Monitoring, and Evaluation Unit (PMEU)** has been developed and is in progress within the DAC Secretariat to separate the "technical" work of the Secretariat from the administration. The main purpose of this unit is to provide technical support to the rehabilitation sector and the involved committees and organizations in developing plans as well as in implementing, monitoring and evaluation of the planned activities. The Unit's role and responsibilities was developed and has been carried out under the overall supervision of the Executive Director. The technical staff within the unit has continued to facilitate and/or provide support to the various DAC committees and associated bodies in accordance with identified needs and priorities.

☛ **Reporting, Monitoring and Evaluation** systems have been developed and are being implemented by the DAC Secretariat. Individual staff member is requested to provide his/her own work progress in an agreed format on a monthly basis. The report for the whole DAC Secretariat is compiled and submitted to HI/USAID on a quarterly basis. Through this procedure, the program activities can be monitored and evaluated against planned objectives.

To enhance the skills and knowledge of both the DAC staff and Committee members in reporting, monitoring and evaluation, the DAC Secretariat staff have provided some training and facilitated with external persons/organizations.

☛ **Policy Development through Participatory Approaches**

Despite efforts to encourage PwDs to be involved as members of DAC Committees and Working Groups, this has not always been successful. Therefore, it is felt that more time and effort need to be directed to this factor. Effective strategies need to be developed to support this effort including the following:

- ☛ *DAC Secretariat has encouraged PwDs to fully participate in all activities of society through its coordinated mechanism.*
- ☛ *DAC affiliated organizations have been encouraged to employ appropriate people with disabilities based on their capacity and skills.*
- ☛ *Heads of organizations encouraging disabled employees to participate in meetings and workshops.*
- ☛ *Supporting and facilitating the nomination of PwDs to attend "leadership" training courses and other training both outside and inside the country.*
- ☛ *Supporting and promoting PwDs to increase their skills, knowledge and abilities to gain confidence and self-esteem through on-the-job training or formal course*
- ☛ *Three disabled staff members and one lady of a blind person have been employed by the DAC Secretariat.*
- ☛ *Three PwDs have represented on the Executive Board and other three on the Advisory Committee.*
- ☛ *There is also PwDs representation on the Technical and Specialized Committees and Working Groups.*
- ☛ *All research projects include representative of PwDs.*

One of the DAC Secretariat Technical Support Workers who is also a member of the CDPO Central Committee and an Executive Board member of NCDP, has been given for more time to provide a valuable link with the two national institutions.

It is to be noted that the above work also links with the need to develop plans, policy and strategies to enable greater representation of PwDs from provinces throughout Cambodia. This factor is being explored with CDPO.

☛ **Advocacy and Awareness Raising of the DAC and Disability Issues**

DAC Secretariat involves advocacy of the DAC and raising the awareness of disability with whomever we are working with or with whom we are holding meetings and discussions including Ministry officials and personnel, national and international organizations and NGOs, potential donors etc. Giving presentations to both National and International events and so on has continued and is proving to be an effective way of presenting the status of the disabled and the work of the DAC.

The followings are major events participated by the DAC Secretariat staff:

- ↻ *International Forum on Demining and Victim Assistance "Towards ZERO Mine Victims based on Ownership and Partnership" held from October 26-28, 1998 and mine awareness campaign was actively participated in.*
- ↻ *NGO Forum on Cambodia, Laos and Vietnam, held from January 25-28, 1999 at Council for the Development of Cambodia (CDC).*
- ↻ *Workshop on Responding to the Ordinance on Disabled Persons, March 15-17, 1999, Nha Trang, Vietnam.*
- ↻ *ESCAP/RICAP Sub-committee Meeting on Disability related Concerns, May 12-14, 1999, Bangkok, Thailand.*
- ↻ *ESCAP meeting on Special Education for PwDs, May 1999, Bangkok, Thailand.*
- ↻ *National Conference on Gender and Development, Sept. 7-9, 1999 to present the framework of Women with Disabilities.*
- ↻ *WVI-support workshop on Developing Community Based Service for Children with Disabilities, held from Sept. 6-9, 1999, Bangkok, Thailand.*
- ↻ *First Standing Committee meeting on Victim Assistance, Socio-Economic Re-integration and Mine Awareness, Sept. 15-17, 1999, Geneva, Switzerland.*

Advocacy and awareness raising of disability issue and the DAC was also achieved by:

- ✧ *Presentations were also given at DAC general, CCC, MEDICAM meetings, etc.*
- ✧ *Dissemination of messages/information related to disability issues to DAC affiliated member organizations and others were often undertaken.*
- ✧ *Newsletters on DAC progress activities were disseminated once in every three months.*
- ✧ *DAC information package comprising information on DAC's vision, mission, structure, role and responsibilities etc. have been prepared for distribution to key players/ organizations such as key Ministry officials/personnel, UNICEF, JICA, WB, WHO, CARITAS, CMAC etc.*
- ✧ *Also information disseminated through local newspapers, radio, TV of the events, which were organized by the DAC and its Secretariat.*

🌐 Communication Networks

Networking is an important function of the DAC Secretariat to effectively fulfill its role as a coordinating body. However, to effectively and efficiently perform this function required a professional networking and information system to be established and maintained. This is an area to be further developed.

A large number of communication such as formal and informal meeting and discussion, workshop and seminar, distribution of publications and reports, circulation of memos, minutes, newsletter, leaflet, package,... communication through electronic (e-mail, phone, fax etc. between the DAC Secretariat, Executive Board, Advisory Committee, Technical and Specialized Committees, Working Groups, government agencies, IOs, NGOs and overseas organizations was made and maintained.

Links and contact persons from relevant ministries namely MOSALVY, MOH, MOEYS, MOWV, MRD, and IOs and NGOs have been established and in progress.

🌐 Specific Meetings/Events attended by DAC Secretariat staff

- ❖ *Meeting with UNICEF, UNESCO, MOEYS, PARTAGE, Enfants du Cambodge, and WVI on Special Education project.*

- ❖ *Information Education Communication (IEC) meetings.*
- ❖ *Meeting with MOSALVY, MOEYS, MOH, UNICEF, HI, AFSC, CDPO, CSPO, NCDP, Maryknoll, ... to organize a workshop for CBW training.*
- ❖ *Meeting with MOSALVY superiors to facilitate in identifying the need to build up the senior management structure.*
- ❖ *World Bank Group Workshop on "Cambodian Assistance Strategy Consultation"*
- ❖ *Preparatory meetings for a joint MOSALVY, ILO and DAC Workshop on "Opening New Horizons for Cambodians with Disabilities" to be held on October 4-5, 1999.*
- ❖ *MOSALVY senior management workshop.*

🌀 **Visits/events facilitated by the DAC Secretariat**

- 🕒 *The visit to Takeo province to see HI/PRES program;*
- 🕒 *The visit to Kampong Spue and Sihanoul Ville to see ADD and CSPO program;*
- 🕒 *The visit to Preah Vihear to learn about activities of VI, and to other provinces;*
- 🕒 *The visit of AIFO delegation from Italy and Vietnam.*
- 🕒 *The visit of LSN, the Queen of Jordan.*
- 🕒 *The visit of World Rehabilitation Fund delegation.*
- 🕒 *The visit of Mr. Ca Van Tran, the president of VANH and Health Education Organization in Vietnam to lean about the DAC.*

III. THE KEY SERVICES FOR PEOPLE WITH DISABILITIES

🌀 **Physical Rehabilitation.** This is perhaps the first step that most people with disabilities need to take so they can restore mobility and their ability to do a number of tasks. Several NGOs are involved in the manufacture and fitting of limb prostheses, and the production and distribution of wheelchairs, tricycles and crutches. A number of organizations—including Handicap International, Veterans International, the International Committee of the Red Cross, the American Red Cross, and Cambodia Trust—operate physical rehabilitation centers and together cover most provinces. Recipients of assistive devices receive some training so that they have the confidence and ability to make optimum use of them. Outreach to outlying rural areas is still limited, and there is also a need to expand physiotherapy services. A School of Physiotherapy established by Handicap International provides physiotherapy training and services but there is still a shortage of trained physiotherapists in the country. Training of Community-Based Workers is being done and will be expanded in the future. In the field of artificial limbs, the Cambodian School of Prosthetics and Orthotics aims to train 60 professional prosthetists by early in this decade.

🌀 **Economic Rehabilitation.** One approach to economic rehabilitation of disabled people, including mine victims, involves institutionally-based vocational training. Some NGOs produce handicrafts for the local tourist market or for export. Among these, some NGOs, such as Rehab Craft or the NCDP, employ graduates of their courses within an institutional setting, or receive their products for sale locally. Other NGOs, such as Jesuit Service Cambodia, AAR-J, Maryknoll and UCC provide training in skills such as sewing; weaving; carpentry; sculpture; welding; small engine repair; small appliance repair; leatherwork; prosthesis and wheelchair manufacture. Almost all such

programs have some degree of follow-up to help place graduates in employment or assist them to set up their own small enterprise. However, the results of such courses can be somewhat disappointing, and are in many cases not well suited to the rural setting, where there is limited demand for the skills graduates have obtained. Further problems are that there is usually inadequate start-up capital available for graduates to establish new businesses effectively, and they do not have enough skills in business management. Placement of graduates in mainstream environments such as garment factories has so far met with limited success, due to discriminatory attitudes towards disabled people, and corrupt hiring practices. One idea that we would like to pursue is to attract large companies as well as smaller factories in provincial centers to set up factories here which have a declared commitment to employing disabled people as a proportion of their staff. This would be excellent public relations for companies which want to show that they have a social conscience.

🌀 **Community Based Work with disabled people.** This aims not just at physical and economic rehabilitation, but also social integration. Handicap International, Action for Disability and Development, and the Cambodian Disabled People's Organization are examples of organizations which are involved in this field. Handicap International's Program for Economic and Social Rehabilitation (PRES) has field workers operating in eight provinces. The program aims to provide a comprehensive service which incorporates counseling and community advocacy; physical therapy, assistive devices and help with accessibility in the home; advice, loans and grants for setting up small enterprises; and referrals to other programs.

Another organization, Action for Disability and Development (ADD) is piloting a program in Kompong Speu province which has had notable success in India. It is setting up self-help groups which aim at integrating disabled people into the life of their community, as well as empowering them to provide for their economic needs. ADD also holds community and school meetings to spread information concerning the causes and prevention of disability, and to begin to address the issue of societal attitudes towards disabled people. Self-help groups meet up to twice a month and provide a forum for disabled people to share experiences and understand each other, so they can help each other to bring about positive change in their lives. These groups build up disabled people's ability to help not only themselves, but also their community. This helps to erode the prevailing view in Cambodian society that disabled people are useless and a burden on the community. Disabled people increase their self-esteem and the respect of others in the community, which makes their integration into community life easier. A remarkable aspect of the program is that these self-help groups build up their own credit schemes, which first help the group members and are then extended to other members of the community. The groups also use the understanding they gain from ADD field workers and from each other to resolve problems faced by the community as a whole, such as getting wells dug, for instance. They can also draw on ADD's links with other development organizations as part of these solutions.

IV. ABRVIATION AND ACRONYMS

AAR-J	Association to Aid Refugees, Japan
ADB	Asian Development Bank
ADD	Action on Disability and Development
AESOP	Australian Expert Services Overseas Program
AFSC	American Friends Service Committee
AIFO	AIFO (Italian Based Organization)
AmCross	American Red Cross
AMDA	Association Medical Doctor of Asia
ASPECA	ASPECA
BTB	Battambang (province)
CABDIC	Capacity Building of People with Disabilities in the Community
CARERE	Cambodia Area Rehabilitation and Regeneration Project
CARITAS	CARITAS - Cambodia
CBR	Community Base Rehabilitation
CBW	Community Based Worker
CCC	Cooperation Committee for Cambodia
CDC	Council for the Development of Cambodia
CCDP	Cambodia Canada Development Program
CDC	Council for the Development of Cambodia
CDPO	Cambodian Disabled People Organization
ChwD	Children with Disabilities
CIDA	Canadian International Development Agency
CIOMAL	Comite Executif International de l' Ordre de Maite pour l' Assistance aux Lepreux
CMAC	Cambodian Mine Action Centre
COERR	Catholic Office for Emergency Relief and Refugees
CNCC	Cambodian National Council for Children
CSPO	Cambodian School of Prosthetics and Orthotics
CT	Cambodia Trust
CWARS	Cambodians War Amputees Rehabilitation Society
DAC	Disability Action Council
DTVET	Department of Technical, Vocational Education and Training
ESCAP	Economic Social Commission of Asia and Pacific
FMC	Financial Management Committee
HI	Handicap International
ICRC	International Committee of Red Cross
IEC	Information Education Communication
ILO	International Labor Organization
InterPART	International Partners in Action, Research and Training
IO	International Organization
IRS	Information and Referral Service
IRIS	International Resource for the Improvement of Sight
JICA	Japanese International Cooperation Agency
JS	Jesuit Services
KT	Kruosar Thmei
LSN	Landmine Survivor Network
Maryknoll	Maryknoll
MEDICAM	MEDICAM
MOEYS	Ministry of Education, Youth and Sport
MOH	Ministry of Health

MOSALVY	Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation
MOWVA	Ministry of Women and Veterans' Affairs
MRD	Ministry of Rural Development
NC	Nutrition Center
NCDP	National Center for Disabled People
NGO	Non-Governmental Organization
OMF	Overseas Missionary Fellowship
PALM	Physicians Against Land Mines
PMEU	Planning, Monitoring and Evaluation Unit
PRC	Provincial Rehabilitation Center
PRES	Programme de Rehabilitation Economique et Sociale
PTC	Provincial Training Center
P&O	Prosthetics and Orthotics
PwDs	People with Disabilities
Redd Barba	Save the Children Norway
RICAP	Regional Inter-Agency Committee for Asia and the Pacific
SCA	Save the Children (Australia)
Servants	Servants to Asia's Urban Poor - Cambodia
SHARE	Service for the Health in Asia & African Region
SKIP	Stiftung Kinderdorf Pestalozzi
SSC	Social Service of Cambodia
TOR	Terms of Reference
UCC	United Committee of Cambodians
UNACAS	Unacc Omdanies Association
UNESCO	United Nation Educational Scientific and Cultural Organization
UNICEF	United Nations Children's Fund
UNHCR	United Nation High Commissioner for Refugees
USAID	United States Agency for International Development
VI	Veterans International
VTC	Vocational Training Committee
WB	World Bank
W.G.	Working Group
WHO	World Health Organization
WVI	World Vision International
WwD	Women with Disabilities

V. ANNEXES

1. Annex 1: Prakas On Organization of Disability Action Council (DAC)

Ministerial Declaration on the DAC

The following is the text of the Ministerial Declaration ("Prakas") of Cambodia's Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation (MOSALVY). This document formalizes the status of the Disability Action Council as a semi-autonomous national coordinating body for the disability and rehabilitation sector in Cambodia.

**Kingdom of Cambodia
Nation Religion King**

**Ministry of Social Affairs, Labor,
Vocational Training, and Youth
Rehabilitation
No. 308 MOSALVY
Phnom Penh, 26.10.99**

PRAKAS

On Organization of Disability Action Council (DAC)

Minister of Social Affairs, Labor, Vocational Training and Youth Rehabilitation

- ◆ Having seen the Constitution of the Kingdom of Cambodia
- ◆ Having seen Royal Decree No. ns/grt/1198/72 dated on 30th of November, 1993 on creation of the Royal Government of Cambodia
- ◆ Having seen the Royal Law No. 02/ns/94 dated 20th of July, 1994 which was declared for use of the law on organization and operation of the Council of Ministers
- ◆ Having seen the Royal Decree No. ns/rgt/0699/06 dated on 17th of June, 1999 which was declared for use of the law on organization of the Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation
- ◆ Having seen the appointment letter of representative from Ministry of Education, Youth and Sport, No. 370 MOEYS, dated on 9th of February, 1999
- ◆ Having seen the appointment letter of representative from Ministry of Health, No. 12 MOH, dated on 10th of February, 1999
- ◆ With reference to the cooperation between the Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation, Ministry of Education, Youth and Sport, and Ministry of Health
- ◆ With reference to the ESCAP Proclamation on "Full Participation and Equality of Disabled Persons in the Asian and Pacific Region" which the Royal Government of Cambodia is a signatory
- ◆ With reference to the Task Force Report: A National Strategy for MSALVA and NGO's of the Rehabilitation Sector on Disability Issues and the Rehabilitation and Integration of Disabled People in Cambodia, October 1996
- ◆ With reference to the Disability Action Council's Statutes
- ◆ With reference to the request of the Disability Action Committee

DECIDED

Article 1. The Disability Action Council (DAC) - a permanent semi-autonomous body shall be organized to replace the Disability Action Committee, which its mandate has been finished.

Article 2. The DAC's Executive Board shall consist of not less than nine and not more than eleven members for a period of three years. It is made up of five representatives of the Government of Cambodia, three representatives who are disabled persons from local MOSALVY registered NGOs, which are involved in disability activities, and other three representatives of international MOSALVY registered NGOs, which are involved in activities relating to disability.

The current composition and tenure of members of the Executive Board refer to annex 1 attached to these papers.

Article 3. The DAC will act in a professional advisory capacity in relation to government, policy-makers and key NGO representatives on all issues affecting the well being of people with disabilities. It also serves as a national focal point on disability matters to facilitate the continuous evolution of a comprehensive national approach to rehabilitation, equalization of opportunities and prevention of disabilities.

Article 4. The DAC's Executive Board has the following responsibilities:

- ◆ To advise on policies regarding the development and support of services with and for disabled people.
- ◆ To advise on programs and budgets for the implementation of the Program of Action.
- ◆ To decide on all matters and activities undertaken within the scope of the DAC's statutes.

Article 5. The Chairperson shall preside at all meetings of the Board or in his / her absence the Deputy Chairperson shall preside. In the absence of Chairperson and Deputy Chairperson, a member elected by the members present from among their number shall preside.

A question proposed at any meeting of the Board shall be determined by a simple majority of the members present and voting and where there is an equality of votes, the person presiding at the meeting shall have a second or casting vote.

Article 6. A member, who cannot attend the meeting, is entitled to appoint a person representing him / her to the meeting but the appointee does not have voting rights. However, the member should have his / her proxy vote. The Chairperson should be informed in writing at least one week in advance.

Members who will be absent for three consecutive meetings will be asked to reconfirm their interest. They may be replaced at their request or by a majority vote of the Board members.

Article 7. The Executive Board will meet once in two months to discuss and solve matters, raised by Technical and Specialized Committees and DAC

Secretariat, and to provide directly or through the Secretariat guidance, direction, supervision and decision.

Article 8. The Executive Board is entitled to appoint an Executive Director of the DAC Secretariat to be overall responsible for the Secretariat execution and management, and to monitor and evaluate the work of the DAC Secretariat.

All technical work shall be organized and implemented by the DAC Technical and Specialized Committees, and DAC Affiliated Organizations.

Article 9. The Disability Action Council is entitled to use its own seal.

Article 10. All previous decisions, which shall be contrary of this declaration, shall be annulled.

Article 11. Members of the DAC's Executive Board as stated in annex 1 of the Article 2 shall carry effectively out the content of this declaration from the day when it shall have been signed.

(Signed and Sealed)
Ith Sam Heng
Minister

CC:

- ◆ Council of Ministers
- ◆ Ministry of Education, Youth and Sport
- ◆ Ministry of Health
- ◆ Affiliated international and National Organization
- ◆ Departments under MOSALVY supervision
- ◆ Member of the DAC's Executive Board
- ◆ File-Chronicle

2. Annex 2: Composition and Tenure of DAC Executive Board Members

Ministry of Social Affairs, Labor, Vocational Training, and Youth Rehabilitation
Prakas No. 308 MOSALVY
Phnom Penh, 26.10.99

The composition and tenure of members of the current DAC's Executive Board includes:

1. H.E. Prak Chantha, Secretary of State, MOSALVY, Chairperson
2. Mr. Carson Hart, Country Representative CT/CSPO, Deputy Chairperson
3. H.E. Hem Samkol, Under Secretary of State, MOEYS, Member
4. H.E. Seng Hak Srun, Under Secretary of State, MOH, Member
5. Mr. Keo Kim Thon, Deputy Director, Rehab Department, MOSALVY, Member
6. Mr. Heang Veasna, Deputy Director, Public Relation, MOSALVY, Member
7. Mr. Yi Veasna, Executive Director, NCDP, Member
8. Mr. Son Song Hak, Executive director, CDPO, Member
9. Ms. So Chamroeun, Disabled Women Representative, CDPO, Member
10. Mr. Sum Sambo, Representative, HI, Member
11. Mr. Kike Figaredo, Representative, JS, Member

Non-voting members include: Dr. Khoun Eng Mony and Mr. Uk Many, MOEYS.

Sealed

3. Annex 3: List of Publications and Reports produced by DAC

DAC Secretariat, Opening New Horizons for Cambodians with Disabilities, Proceedings of a Seminar organized from October 4-5, 1999, Inter-Continental Hotel, Phnom Penh, November 1999

DAC-Secretariat, Cambodia Donor Information, First Edition, March 1999

DAC-Secretariat, Cambodian Plan of Action for the Disability and Rehabilitation Sector, Working Draft for Comments, September 1999

DAC-Secretariat/ILO, Bangkok, Research Study: Vocational Training and Employment Opportunities for People with Disabilities in the Rural Areas of Cambodia, December 1999 (To be finalized)

Disability Action Council (DAC), The Development of Education Opportunities to Meet the Specific Needs of Children with Disabilities in Cambodia, May 1999

Dr. Pichara Leang, Mr. Men Sinoeun, DAC Secretariat/ILO, Bangkok, Strategic Plan and Action Plan for a Pilot Program for Enhancing Employment and Self-Employment Opportunities and Services for Disabled Persons in Rural Cambodia, December 1999 (To be finalized)

Kate Man and Pen Mony, DAC Secretariat, Situation Report on Disability Resource Database, February 1999

Kerry Thomas and Margaret Thornton, DAC/MSALVA, Community Based Worker Training: Working Toward a National Program, Report of a seminar held 11-13 November 1998, November 1998

Lai Heng Foong, National Task Force for Disabled Person, the Situation of Disabled Persons in Cambodia: Statistics, Programs, Service Providers, Government Policies and Plans, Cost Analysis, Needs Assessment and Recommendations

Mrs. Chea Nakry, Mrs. Ing Van Rithy, Mr. Pen Kosal, Ms. Robyn Smythe, MSALVA and DAC, Caring For Orphans With Disabilities In Cambodia, An Investigation Into Community Based Alternatives For Care and Developmental Support, March 1998

MSALVA Task Force on Disability Issues: A National Strategy for MSALVA and NGOs of the Rehabilitation Sector on Disability Issues and the Rehabilitation and Integration of Disabled People in Cambodia, October 1996

Nicole McDowell, Disability Action Council, a report on the training needs of people who are directly involved with teaching and training people with disabilities in Cambodia, February 1999

Report Follow-up Working Group, Vocational Training, Income Generation and Job Placement Committee (VTC) of the Disability Action Council, Phnom Penh, January 1999

Sharon Holmes, DAC Secretariat, Improving Disabled Persons Access to credit in Cambodia, December 1998

Sharon Holmes, DAC Secretariat, Small Business Enterprise Development: Options for the Disabled in Cambodia, a Report on a pre-feasibility study for the

Vocational Training/Job Placement/ Income Generation of the DAC, December 1998

Wayne Allen (AESOP Volunteer), DAC Secretariat and CBW Training Working Group, Community Based Worker Training, Report to assist in the planning of the Development of a National Community Based Workers Training Framework in Cambodia, December 1999.

Wayne Allen (AESOP Volunteer), DAC Secretariat, Community Based Work with Disabled Persons Flexibility and Coordination as the Key to success, November 1999

4. Annex 4: List of DAC Affiliated Member Institutions/Organizations

No.	Institution/Organizations	Acronyms
	I. MINISTRIES	
1.	Ministry of Education, Youth and Sport	MOEYS
2.	Ministry of Health	MOH
3.	Ministry of Rural Development	MRD
4.	Ministry of Social Affairs, Labor, Vocational Training and Youth Rehabilitation	MOSALVY
5.	Ministry of Women and Veterans' Affairs	MOWVA
	II. NGOs (Local)	
6.	Action on Disability and Development	ADD
7.	Aide aux Handicapes du Cambodge	AHC
8.	American Friends Service Committee	AFSC
9.	American Red Cross	AmCross
10.	Association Medical Doctor of Asia	AMDA
11.	Association to Aid Refugees, Japan	AAR. J
12.	Cambodia Trust	CT
13.	Cambodian Disabled People's Organization	CDPO
14.	Cambodian Mine Action Centre	CMAC
15.	Cambodian National Council for Children	CNCC
16.	Cambodian Red Cross	CRC
17.	Cambodian School for Prosthetics and Orthotics	CSPO
18.	Cambodian War Amputees Rehabilitation Society	CWARS
19.	CARITAS - Cambodia	CARITAS
20.	Catholic Office for Emergency Relief and Refugees	COERR
21.	Christian Care for Cambodia	CCFC
22.	Church World Service	CWS
23.	Comite Exexutif International de l' Ordre de Maite pour	CIOMAL
24.	Cooperation Committee for Cambodia	CCC
25.	Friends Without a Border	FWB
26.	Friends/Mith Samlanh	Friends
27.	Handicap International	HI
28.	Helen Keller International	HKI

No.	Institution/Organizations	Acronyms
29.	Help Age International	HAI
30.	International Committee of Red Cross	ICRC
31.	International Federation of Red Cross and Red Crescent Society	IFRC
32.	International Labor Organization	ILO
33.	International Resource for the Improvement of Sight	IRIS
34.	JCIA	JCIA
35.	Jesuit Service - Cambodia	JS-C
36.	Krousar Thmey	KT
37.	Lutheran World Service	LWS
38.	Marist Mission Australia	Lavalla School
39.	Maryknoll	Maryknoll
40.	National Center for Disabled People	NCDP
41.	Nutrition Center - MOSALVY	NC - MOSALVY
42.	Redd Barna - Norway	Redd Barna
43.	Rehab Craft Cambodia	RCC
44.	Save the Children (Australia)	SCA
45.	Save the Children Fund - UK	SCF - UK
46.	Servants to Asia's Urban Poor - Cambodia	Servants
47.	Services for the Health in Asia & African Region	SHARE
48.	Social Service of Cambodia	SSC
49.	Stiftung Kinderdorf Pestalozzi	SKIP
50.	Unacc Omdanies Association	UNAKAS
51.	United Cambodian Community Development Foundation	UCC
52.	Veterans International	VI
53.	World Vision International - Cambodia	WVI - C
54.	Youth With A Mission	YWAM
	III. EMBASSIES	
55.	Australian Embassy	Aus.E
56.	Japan Embassy	Jap. E
	IV. UN BODIES	
57.	Cambodia Area Rehabilitation and Regeneration Project	CARERE
58.	United Nation Children's Fund	UNICEF
59.	United Nation Development Program	UNDP

No.	Institution/Organizations	Acronyms
60.	United Nation Educational Scientific and Cultural Organization	UNESCO
61.	United Nation High Commissioner for Refugees	UNHCR
62.	World Health Organization	WHO
	V. OVERSEAS CONTACTS	
63.	AIFO (Italy)	AIFO
64.	Australian Expert Services Oversea Program	AESOP
65.	Center for International Children Health	CICH
66.	Council of Canadian Disabilities	CCD
67.	Creating Creative Relationships	CCR
68.	Economic and Social Commission of Asia and Pacific	ESCAP
69.	Global Applied Disability Research and Information Network	GLADNET
70.	Handicap International - Laos	HI - Laos
71.	International Partners in Action, Research and Training	InterPart
72.	Landmine Survivor Network	LSN
73.	Physicians Against Land Mines	PALM
74.	Rehabilitation International	RI
75.	World Rehabilitation Fund	WRF
	VI. OTHERS	
76.	EDUCAM	EDUCAM
77.	Japan International Cooperation Agency	JICA
78.	MEDICAM	MEDICAM
79.	National Technical Training Institution	NTTI
80.	United States Agency for International Development	USAID
