



DAC NEWSLETTER

Published by DAC Secretariat

#28, St. 184, Sangkat Chey Chum Neas, Khan Daun Penh, Phnom Penh, CAMBODIA
 PO Box: 115, Tel: +855-(0)23-215341, 218797; Fax: +855-(0)23-214722
 Email: dac@bigpond.com.kh Visit DAC website @ <http://www.dac.org.kh/>

Volume 5, Issue 15

January - March 2002

CONTENTS

Disability database working group 2

DAC Strategic Plan and Proposal..... 3

Khmer sign language Committee 4

Physical rehabilitation committee 4

Vocational training, job placement and income generation committee 5

Medical Rehabilitation Group 6

Group Home Project..... 6

Community work with disabled person committee 7

New Publications 7

Ms. Helen Pitt involvement... 8

Women with disability committee 8

The Project To Develop Education Opportunities To Meet The Specific Needs Of Children with Disabilities in Cambodia



Story on Page 2 ...

Children with disabilities who go to Ang Sway School in the Inclusive Education Pilot Program

DAC EXECUTIVE BOARD AND ADVISORY COMMITTEE

There was a number of informal discussions with the key members of the DAC Executive Board and Advisory Committee and one formal meeting held jointly between these two groups on February 26, 2002 at MOSALVY to inform and update about the development and progress of DAC Strategic Plan and three year Planning Framework and Proposal for the DAC next three year cycle. At the formal meeting it was discussed the current DAC Secretariat situation in the interim period with bridging funds provided by USAID/LWVF to keep the momentum of the DAC on going

Continue on Page 3 ...

Legislation Working Group

With collaboration and assistance from DAC, the MOSALVY had organized a workshop on "Draft Cambodian Disability Law," held from 18 to 19 March 2002 in Phnom Penh. The overall objective of the workshop is to get the finalized contents of the draft law reviewed and understood by key stakeholders including people with disabilities before

Continue on Page 3 ...

General Information

- ❖ DAC Strategic Plan for 2002-2005 and beyond was developed and approved by the joint meeting of Executive Board and Advisory Committee on February 26, 2002 at the MOSALVY. The document is available at DAC.
- ❖ A number of DAC Secretariat technical staff meetings were held to develop and review DAC Secretariat 3-year Planning Framework and Action Plan for Year 1 based on the approved DAC Strategic Plan. The document is available at DAC.

Continue on Page 5 ...

Children with Disabilities Committee

↪ The Committee has been productive in all output areas. The committee meets on a monthly basis in routine venues to share activities and relevant information. Mr. Kol Vanna is still in the post of chairperson of the committee. In this quarter CT and UNESCO-Non-formal education programme delivered presentation their activities.

↪ In March a representative from AUSAID presented the

Continue on Page 3 ...

... Continue from Page 1

Project to develop

Svay Rieng Inclusive Education Pilot Project

Two children have received wheelchairs from VI. Three children with cleft lips were referred for surgery in March.

In February all the grade 1 and 2 teachers in the cluster received training on using teaching aids and the materials in the Resource Boxes. DAC joined CDPO in holding an awareness-raising event in the pilot site.

Awareness Raising and Training

Kong Vichetra, Assistant Project Coordinator, participated in DPI-Asia/Pacific Regional Training Seminar for people with disabilities at Sunway Hotel, 08-12 January 2002 and VBNK training workshop on Project Planning, Monitoring and Evaluation from 11-22 March 2002.

Training and Teaching

Materials Development

MoEYS Education Materials Approval Board (EMAB) has approved the In-service teacher-training course (INSET) "Children with Special Needs in the Classroom."

In January DAC trained 2 staff from the Provincial Education Offices in 11 provinces and 10 central Ministry staff as trainers for the INSET course. Staff from OEB, Krousar Thmey and Handicap International also attended. On the final day disability organizations gave presentations on their activities. Participants split into small groups to discuss how to achieve greater cooperation between MoEYS and NGOs.

The Project team has also begun to develop a Child-to-Child Pack for disability. The idea behind Child to Child is a simple one. It is that children can teach other children, their families and their

Disability Database Working Group

Members: ABC, AmCross, CDPO, CIOMAL, CT, HI, IRIS, JS, MOSALVY, NCDP, SSC and UNICEF.

Even though, within this three months DDWG does not conduct its regular monthly meeting, but its Core Working Group had met and discussed the issues concern and raised fund, logistic and moral support from DAC affiliated NGOs members.

Pilot Project

Socio-economic / Demographic/ Service Available Survey Project in Kampong Speu Province

November 2001 to October 2002.

Current situation

From January to March 2002 the project has achieved the following activities;

- A project team is formed with a coordinator from DAC Sec. two MOSALVY's staff as well as a database survey national consultant, who has been hired for six and a half months period started from March 2001.

- The project team will be accountable to the DAC and Disability Database Working Group.

- Project team had first-time gone to provincial SALVY in order to update the director and deputy director of rehabilitation department about the project and seek for their collaboration and involvement of DSALVY's staff as surveyors for the

data collection in June 2002 and some data entry clerks in July 2002. During the trip, the project team was also able to identify a facility for 3 days training prior to the task of data collection. As a result both director and deputy director of provincial DSALVY have generally supported to the project and collaborate in collecting statistic of disabled person of all villages in Kg Speu province, develop a list and biodata of provincial and district staff who will involve in data collection.

- A part time database design specialist is identified and engaged.

- Funding proposal is finalized.

- Questionnaire and methodology are being designed and developed.

- Translation of the questionnaire is in the process.

Immediate activities

- General meeting of Database Working Group

- Pre-test questionnaires/ revise the questionnaires

- Database design & development and installation

- Surveyors recruitment (NGOs, MOSALVY PNP & Kampong Speu)

- Identify & define targeted villages for data collection

- Arrange a location for Survey training.

- Establishing the list of respondent/key informants.

communities' important messages about health. The Child-to-Child Pack will be aimed at disability organizations to help them prepare children for school and raise awareness of disability issues.

Mr. Hun Touch at the Rabbit School has produced a short book on developing a child's language skills. Copies of this book are available from the DAC. Only a Khmer version is available.

National Policy Development

Ban of people with disabilities training as teachers. Action has been gradually taken by meeting with senior officials of Teacher Training Department of MoEYS and NGOs to help advocate promoting disabled student to become teachers. To this issue UNICEF and the Cambodian Office of the High Commission for Human Rights are more supportive

... Continue from Page 1

Legislation ...

submitting officially to relevant institutions for approval and adoption. There were 40 participants from government, NGOs, and IOs. The presentation and explanation of each article of the draft law were conducted. Questions were responded and answered at the workshop while comments and feedback were recorded to be further discussing at the Working Group level before putting in the revision of the draft law. It was confirmed that the draft law is fitted with the Government choice for

legislation development system “**Domino Germanique**”. The system of legislation cannot be fully implemented unless other regulation will be issued. This gives flexibility and short time for amendment of regulations. While another system “Common Law” elaborates the detailed contents that can be implemented as soon as the law passed. It was recommended that the law should be reviewed and formally submitted to the Council of Ministers by fully this year otherwise it will delay for the next term of National Assembly to discuss and adopt the draft law.

DAC Strategic Plan and Proposal

During the past year as the DAC reached its milestone, the external assessment and the DAC strategic planning workshop were conducted to see the progress made, gaps in its coordination services, and seek for its strategic directions for the future development. Based on the findings of the assessment, it was found there remains many challenges for the DAC to deal with. It is recognized that the DAC has to adopt a more realistic strategic approach in developing its plan of action for the next three years and beyond. During this crucial period, the DAC will focus on two interdependent elements: its strategic goal and its delivery mechanism.

This Strategic Plan was approved by the joint meeting of Executive Board and Advisory Committee on February 26, 2002 at the MOSALVY.

Based on the approved Strategic Plan, DAC Secretariat 3-year Planning Framework and Action Plan for Year 1 and the Proposal itself have been developed with technical support from USAID/LWVF and with consultation with DAC key players. The Proposal is intended to seek funds from USAID/ LWVF and EC.

... Continue from Page 1

Children with ...

Community Development Fund. The fund supports community development initiatives that target the poor. AUSAID are eager to support initiatives to help people with disabilities. Full details of the fund are available at DAC.

↳ In the meetings outputs were made as follows:

- A series of show with scenarios: schooling of children with disabilities, discrimination, community mobilizing, and accessibility, hosted by NCDP and Ponley Silpak held in Kompong Speu, Phnom Penh and Kandal.
- It was agreed that Mr. Kol Vanna will make an appointment to meet education personnel discussing on accessibility in school. Mr. Klann Mab and Ms. Chory Sok Khorn will go along on behalf of children with disabilities committee. The

exact schedule is later informed when Kol Vanna has.

- Ms. Tith Davy raised one issue related to disabled student who applied for teacher training, but it failed as he is disabled. As agreed that this issues will be taken into consideration in which DAC project team and some members will make appointment to meet with senior official of MoEYS to discuss on that.

↳ A workshop on Teaching and Training Materials Workshop on 13th February at Handicap International. Aims of the workshop as follows:

- To introduce the new INSET course “ Children with Special Needs in the Classroom “
- To introduce/ review other teaching and training materials
- To discuss the use of these teaching and training materials
- To exchange teaching and training materials.

... Continue from Page 1

EXECUTIVE BOARD ...

activities and to by time for the development of the Strategic Plan and Proposal for funding for the next three years and beyond. The following items were presented

and discussed by the members:

- ◆ Brief background of the DAC Strategic Plan;
- ◆ Review and approval of the final draft Strategic Plan;
- ◆ Next steps to be taken as to follow the Strategic Plan; and

- ◆ Other business.

As results, the final draft Strategic Plan was approved that enabled the Secretariat to develop the Proposal for funding for its next three year cycle of operations.

Khmer Sign Language Committee

Khmer Sign Language (KSL) Committee is established to make policy in guiding the development and integrate deaf people both adult and children on inclusive education. KSL Committee involves people from Krousar Thmey, DDP/CDPO, MARYKNOLL, MOEYS, AFSC and DAC Secretariat. This Committee holds monthly meeting with its roles and responsibilities as the following: establish term of reference of the Committee, a yearly planning, a working group for the development of a standard Khmer Sign Language, agreement of the working group, and approval of the new signs that are developed.

The Sign Language Development Working Group meets every Monday and Tuesday from 8:00am to 11:00am, four times a month. The working group has 8 members from the stakeholder mentioned above. Each week the working group develops between 15 to 20 signs. The new sign is copied and give to all members as document. The new sign is being taught to deaf children as well as deaf adults.

The working group started in May 2001 until now. There are about 1,250 signs that have been developed and about 300 signs under revision.

The goal of the Committee is to establish the Khmer Sign Language Dictionary and produce more textbooks for the deaf people to learn through out Cambodia. In order to succeed such a goal, the Committee members have to work together as a team. Education for deaf people, especially children are Committee first priority.

Physical Rehabilitation Committee

The PhRC and its working groups had held several meetings during the first quarter of 2002, to discuss the further activities for this year. Main fruitful works that had been done as follows:

P&O Sub Committee:

Regarding the congress of P&O, a draft logo for the Cambodian Association of Prosthetics and Orthotists (CAPO) has been drafted and circulated for approval. The Minister of MOSALVY, H.E. ITH SAM HENG, issued a letter to support the association. Further activities will be contacting the Ministry of Interior for approval and process the government recognition of the new association.

Physiotherapy Sub-Committee:

The subcommittee is redefining the members in order to be able to finalize the standards for physiotherapy services. Mr. Ee Sarom reported that a form was sent to all members asking their modality of participation. PT-standard working group has finalized a draft document relating the standard and quality of physiotherapy service. The document will be presented in the Physical Rehabilitation Committee for approval.

TSMC – Physiotherapy section is now facing some financial problems to guarantee the internship for the students in the rehabilitation centers and CBR programs. The section calls

to NGOs requesting for their support (Transport, accommodation and daily subsistence allowance) to the students during their internships in the rehabilitation centers. Some NGOs have been response as the following:

- ◆ AMRC will provide full support to the students
- ◆ CT will provide transport and accommodation
- ◆ VI will provide daily subsistence allowance for students in Community Base Rehabilitation Program

Wheelchair Sub Committee:

The Subcommittee just reviewed the draft of standards based on the policies and procedures of the various Rehab Centers that provide wheelchairs to PWD. There will be further activities to define the training level and curriculum for the basic training for wheelchair user that should be provided by the rehabilitation centers and distributor agencies in order to be recognized by the Physical Rehabilitation Committee.

The MOSALVY is preparing a document of the national strategy on rehabilitation. The role of each level of rehabilitation center is being defined and the final version will be presented. The standards of the services provided by each rehabilitation center are under the responsibility of the DAC subcommittees. The P&O standard has been developed and the Physiotherapy and Wheelchair distribution are in process.

Vocational Training, Job Placement, and Income Generation Committee and Rehab-Craft

Members: DAC, MOSALVY, UCC, AAR-Jarpan, JS, Maryknoll Wat Than, NCDP/IRS, WVC-BTB, ILO/DRT, HI, Caritas Wat Sarawan, CWARS, CDPO, JCIA, ODEC, FUBO and Watanakpheap.

Within the first quarter of year 2002, VT/JP/IG committee had conducted two of its general meeting and four meetings of its small working groups to discuss mainly 4 of the 5 prioritized activities of the strategic component. Those are;

- Development of Monitoring Evaluation and Report System
- Development of Standard for Quality of Vocational and Skills Training Services
- Support the employment and Business Opportunity for Graduates and Other Skilled Persons (Business Advisory Council/ Artisan association of Cambodia/ Business Development Advisory Unit)
- Support and Facilitate the Access to Credit Scheme for Graduates to Start up or Expand business (Cambodian Disabled People Foundation/ UNICEF

Credit for People with Disabilities)

The Outcomes of the Meetings:

A-) Development of Monitoring Evaluation and Reporting System

Concept of a simple system for monitoring evaluation and reporting is drafted and Management Information System concept is also developed. Both concepts will be presented at the next general meeting of this committee. It also depends on the willingness of the MOSALVY-Vocational Training Bureau of Rehabilitation Department to select the concept.

B-) Development of Standard for Quality of Vocational and Skills Training Services

Preliminary research had been conducted and inception meeting to present the findings was also held. VT/JP/IG has drafted the concept paper on the in deep research and TOR for a short term researcher to carry out the research and design/development a quality of vocational and skills training curriculum that response to the demand of market and in conforming to the National Standard for quality of vocational and skills training services of MOEYS National Training Board. The committee intends to solicit funds from relevant skills and training providers and DAC Secretariat. membership fees for this research and development.

C-) Support the employment and Business Opportunity for Graduates and Other Skilled Persons.

(Business Advisory Council/ Artisan association of Cambodia/ Business Development Advisory Unit)

Business Advisory Council (BAC)

BAC is formed of the private sectors and meet on monthly regular basis.

By the end of year 2001 NCDP/ IRS has placed 66 skilled disabled persons at private sector. 60 persons have been placed through BAC and 06 persons by NCDP/IRS. And there is 1,737 job seekers recorded in NCDP/IRS database.

Immediate steps of the BAC are

1) planning to conduct a survey (among 200 organizations) "Information on Business" large and small, in Phnom Penh who/why employ disabled people and who/ why do not employ disabled people before May 2002, and 2) to organize Employers' Seminar, in May 2002 (postpone from early schedule in February 2002) at Intercontinental Hotel, under presiding of **H.E. Samdech Hun Sen, Prime Minister.**

Artisan Association of Cambodia (AAC)

It is reported that the association has recruited a manager to run the Association. The manager is currently working on expanding its membership to include additional groups. And aiming to coordinate and improve access to existing resources, assist with technical support, marketing strategies to expand market access to international promotions, provide information to emerging producer groups. AAC is taking a practical, collaborative approach in the interest of the wider community.

Business Development Advisory Unit

The project and funding proposal has been submitted to various donors for the implementation of the phase II and followed up.

D-) Support and Facilitate the Access to Credit Scheme for Graduates to Start up or Expand business

(Cambodian Disabled People Foundation/ UNICEF Credit for People with Disabilities)

↳ It is found that Cambodian Disabled People Foundation has been stated in one of the articles of Draft of Law on Rights of People with Disability.

↳ Action North-Sud Credit project funded by UNICEF to support people with disability in accessing to credit program at commercial interest rate is continuing

It is remarkable that its affiliated NGOs members and non-affiliated NGOs have approached DAC Secretariat. for assistance in project design/proposal development and identifying potential and relevant donors.

... Continue from Page 1

General Information

❖ Mr. Pen Mony, Coordinator attended Training of Trainer course on Non-Handicapping Environment for People with Disabilities.

❖ Assisted and attended DPI Regional Leadership Training Seminar on Capacity Building of Persons with Disabilities, 08-12 January 2002, Sunway Hotel, Phnom Penh.

❖ In cooperation with MOSALVY, fulfilled the UNESCAP Decade questionnaires for assessing the achievements made and identifying priority areas to be completed by the end of the Decade. This is being signed by senior official of MOSALVY on behalf the Cambodian Government as a signatory to the ESCAP Decade.

❖ DAC is planning to submit its Proposal for its core running costs of the next three years cycle not only to USAID/LWVF but also to European Commission-EC.

Medical / Rehab Group

On January 28th until February 8th a Training Course was conducted at the Pasteur Institute in Toul Kork.

This was in collaboration with DAC/CBM. The course was for Planners, Managers and Field Supervisors of Community Based Rehabilitation Programs.

Two Participants came from Thailand and one from the Philippines.

A varied cross section of Local and International NGO's were represented as well as participants from the Ministry of Health and the Ministry of Social Action, Labor and Veterans Affairs.

In all 42 participants.

Mr. Bob Jeakle who is the Christoffel Blind Mission (CBM) Consultant for CBR Services in Asia conducted the course.

Ms. Liz Cross CBM Co-Worker and DAC Program Officer for Med/Rehab organized the course.

Mr. Nhep Thy from Caritas CBR Program helped to facilitate the course as well as **Mr. Oung Tivea** from DAC.

Some of the content of the course consisted of topics including:

- ❖ How to Start a CBR Project- Single or Cross Disability.
- ❖ Development of Comprehensive CBR Programs,
- ❖ Rehabilitation Overview of CBR Services to include Single Disability and Cross Disability Approach.
- ❖ Management of a CBR Program,
- ❖ Field Staff Reports.
- ❖ Project Management tools.

The aim of the course was to enable all participants to see that there is no one model that is more appropriate than another and to also share experiences of each of the agencies involved to see how they could incorporate ideas and strategies that had worked.

Each agency was asked to make a brief presentation about their agency and the work they were involved in and how they would hope use the training on returning

to their project. Difficulties in funding of programs was also discussed and how this could possibly be overcome by writing good project proposals.

Christoffel Blind Mission International sponsored the project.

Medical/ Working Group

As part of the Strategy to develop guidelines for the development of a National Plan for Medical rehabilitation with the Ministry of Health and The Ministry of Social Action, Labor and Veterans affairs, field trips took place with two representatives of the MOH and one representative of MOSALVY as well as **Liz Cross** from CBM/DAC.

The purpose of these trips was to follow up the links that are already established between the NGO's and the Ministries to improve and increase the services available for people with disabilities with emphasis in the Provinces.

Various programs were visited including the Provincial Health Dept, MOSALVY, and a variety of Local and international NGO/s to establish how each key player felt the services could be improved and what were the constraints.

The provinces visited so far are Battambang, Kampong Speu, Kampomg Chhnang.

A schedule will be fixed to visit the other provinces.

Funds for this program were provided by WHO.

Other Developments/ Programs

As part of the development of services to people with Disabilities **Liz Cross** also has been working with a number of NGO's and Government Hospitals through the MOH to facilitate collaboration of services for people with disabilities



Photo of Participants.

who are at present in Government hospitals or in the community and are unable to access services.

Also to look into the possibilities of requests by various visiting medical teams as to how they can be incorporated within the systems in Cambodia.

Visitors from CBM also were visiting Cambodia and were able to see and discuss the situation with various NGO's both International and National about the situation in Cambodia for People with Disabilities.

Several NGO's forwarded proposals to CBM through Liz Cross for consideration for funding by CBM.

Group Home Project: Children with disabilities are children too!

Children with disabilities are truly a vulnerable group in Cambodia. Children with disabilities who are either orphaned or abandoned are even more at risk for not receiving the care they need. The HAGAR-DAC Group Home Pilot Project was started in August 2000 as a way to better meet the needs of orphaned/ abandoned children with disabilities.

The Group Home Pilot Project is a home for five unaccompanied children with disabilities who formerly lived in a government orphanage in Phnom Penh. The children have a range of disabilities and require different levels of care. For the first time, though, the

Continue on Page 7 ...

Community Work with Disabled People Committee

Members: MOSALVY, ADD, AFSC, CDPO, HI-CABDIC, VI KK & VI Prey Veng, CARITAS, CBM Project, NC, Servants, NCDP (CBR), CT (CBR), Active Group of Women with Disabilities, CIOMAL, HI-Spinal Cord Injury Center BTG and TPO.

The main development during the past year includes:

- ❖ The Community Work with Disabled People Committee has conducted three meetings during these three months
- ❖ Continued to update information on programs and activities related to the work at the community.
- ❖ New chairperson has rotated during period of three months. He is from ABC
- ❖ The glossary of Community Work with Disabled People terminology has been discussed and finalized
- ❖ Community Work with Disabled People Directory have been updated and finalized
- ❖ One representative of Community Work with Disabled People has been selected to do presentation at the DPI Regional Training Seminar that was held in January 2002.
- ❖ Some members of Community Work with Disabled People attended CBR Training that was held from 28 January 2001- 08 February 2002.

For further information on Community Work with Disabled People will be provided by Mr. Pen Mony, Technical Support Worker of DAC Secretariat Tel: 023-215341 or 023-218797.

NEW PUBLICATIONS

Below is the publication available at the Disability Action Council (DAC) Secretariat; some of which were printed by the DAC in late 2001 and the other were printed some years ago.

Barbara Murray and Robert Heron. (1999). *Assisting Disabled Persons in Finding Employment: A practical guide*. Bangkok: International Labor Office.

Barbara Murray and Robert Heron. (1999). *Placement of Job-Seekers with Disabilities: Elements of an effective service*. Bangkok: International Labor Office.

Cooperation Committee for Cambodia (CCC). (Feb. 2002). *Directory of Networking Membership and Sectoral Group in Cambodia 2002*. Phnom Penh: Author.

Disability Action Council (DAC). (2001). *Annual Report, September 2000 to August 2001: The project to develop education opportunities to meet the specific needs of children with disabilities in Cambodia*. Phnom Penh: Author.

Disability Action Council (DAC). (Feb. 2002). *The DAC Annual Report, January - December 2001*. Phnom Penh: Author.

Disability Action Council (DAC). (Oct. 2001). *Strategic Review and Annual Plan of Action, 2001-2002: The project to develop education opportunities to meet the specific needs of children with disabilities in Cambodia*. Phnom Penh: Author.

Disability Action Council (DAC). (Oct. 2001). *DAC Strategic Plan 2002-2005 and Beyond*. Phnom Penh: Author. (English and Khmer)

Handicap International. (2001). *Regional Process in Southeast Asia on Victim Assistance in the Framework of the Mine Ban Treaty. Report on the regional conference of Bangkok; November 6-8, 2001*. Bangkok: Author.

International Campaign to Ban Landmines (ICBL). (Aug. 2001). *Landmine Monitor Report 2001: Toward a mine-free world*. New York: Author.

UN-ESCAP. (2001). *Pathfinders: Towards full participation and equality of persons with disabilities in the ESCAP region. Social policy paper No. 2*. Yew York: Author.

World Health Organization and International Disability Consortium. (1996). *Guidelines for Conducting Monitoring and Self-Assessment of Community Based Rehabilitation Programs: Using evaluation information to improve programs*. Geneva: Author.

... Continue from Page 6

Group Home Project: Children ...



children have the opportunity to be a part of the community. The Group Home is located in a neighborhood of Phnom Penh and the children have many friends there. One of the children is now attending the local public school.

Orphaned/abandoned children with disabilities have the right to adequate care, education, and rehabilitation services. They also have the right to be members of society and live just as other children do! The Group Home Pilot Project, in partnership with the HAGAR Project, is one step towards community reintegration of orphaned/abandoned children with disabilities.

Children from the HAGAR-DAC Group Home Pilot Project enjoying a day at the swimming pool

Ms. Helen Pitt Involvement

During January-March, the following specific activities were undertaken with input/involvement from Ms. Helen Pitt, DAC Advisor:

1. Reviewed DAC project proposal for second phase, 3 year Planning Framework, Action Plan for Year 1, Job Descriptions, and others (relating to external input: needs, requirements etc); to be submitted to USAID/ Leahy War Victims Fund for funding.
2. Process and prioritization of UNESCAP Components.
3. Assistance with EU Project Proposal;
4. Assistance with UNESCAP Report on Decade of Disabled;
5. Discussions relating to financial matters i.e. audit, clarifying expenses etc;
6. Discussions relating to administration and management of DAC Secretariat;
7. Discussions relating to staff positions and relationships etc;
8. Clarifying position of funds being received for salaries of carers of children with disabilities at the NC and making alternative arrangements for re-direction of funds from USA to alternative bank account;
9. Attendance at Women with Disabilities Workshop held at MOWVA;
10. Meetings with a number of external persons
11. Visit to NC, Group Home (Toul Kout) and Xpact Group Home.

Women with Disabilities Committee

The main activities that Women with Disabilities Committee have been done during the first three months of 2002 include:

- ❖ Women with disabilities met two time. The discussion include:
 - ⇒ Plan of Action of Women with Disabilities Committee year 1 (2002-2003). The focus point of discussion is the integration of women with disabilities into existing Development Programs.
 - ⇒ Planning a workshop on "Women with Disability, Discrimination and Acceptance" for Government Departments and NGOs, with the following objectives:
 - 1) To deepen understanding of both the origins and consequences of discrimination towards women with disabilities.
 - 2) To explore ways to further integrate women with disabilities into mainstream development program.
 - ❖ Field visit to Banteay Srei organization in Siem Reap province (25-27 February, 2002). The purpose of the visit:
 - ⇒ To learn about Banteay Srei's experiences of integrating women with disabilities into their programs.
 - ⇒ To learn from projects which have successfully integrated women with disabilities into income generating schemes.
- Key lessons learnt about women with disabilities:**
- ⇒ The Banteay Srei program is not only providing small economic support through income generating project to

the poorest women, but is rebuilding communities.

- ⇒ Women with disabilities feel no discrimination in these villages. The integration of the disabled with the non-disabled in these project must be a contributing factor, as well as living closely together in the village, seeing each other as the same but with different abilities. But even with disabilities, the women had the abilities to be involved in these Banteay Srei projects.

- ❖ A half day workshop on "Women with Disability, Discrimination and Acceptance" was held on Monday 11th March, 2002 in the main meeting room of the Ministry of Women's and Veteran's Affairs. There are 31 participants from the Government Departments and NGOs. The workshop agenda included presentation by one women with disabilities, to show how training opportunities have enhanced her quality of life. Presentation by representatives from a Government Department and an NGO, briefed their activities related to women with disabilities and the outcomes. Small group discussion explored ways to overcome discrimination and the integration of women with disabilities into mainstream development programs.

- ❖ Other activities. Ten representatives of Women with Disability Committee were selected to attend the 92nd of International Women's Day, under the theme "BUILDING TOGETHER A SOCIETY FOR WOMEN AND CHILDREN FREE OF VIOLENCE".

For more information related to disabilities and rehabilitation services, please do not hesitate to contact DAC Secretariat

#28, St. 184, Sangkat Chey Chum Neas, Khan Daun Penh, Phnom Penh, CAMBODIA

PO Box: 115, Tel: +855-(0)23-215341, 218797; Fax: +855-(0)23-214722

Email: dac@bigpond.com.kh or visit DAC website @ <http://www.dac.org.kh/>