

**Project on Skills training and Job Obtainment Support for Social Participation of
 Ex-Combatants and Other People with Disabilities**
**Umushinga wo gutanga ubumennyi n'ubushobozi bigamije gufasha abantu bahoze
 ari abasirikare n'abandi bafite ubumuga kwihangira imirimo**

The first Trainers of Disability Equality Training in Africa !
Abahugura ba mbere ku Buringanire hagati y'abafite ubumuga n'abatabufite muri Afurika!

This is a brilliant group photo of the participants of Training of Trainers (TOTs) of Disability Equality Training (DET) in December 2012. DET is to make participants agents of change to create an inclusive society. There are two key components in DET. One is to understand disability from the Social Model perspective. The other is to make own action plans (what I can do) in order to create a barrier-free and inclusive society.



The social model perspective defines "Disability is caused by the

society and not by the person. Thus, we have to change society." It means disability is not resulted from impairment. Impairment is about functional differences of individuals. Disability is a result from social exclusion and restriction of participation. For instance, "a blind child cannot go to school because a school doesn't prepare appropriate teaching materials for the blind child. There is a need to prepare appropriate facilities for him". Social model perspective doesn't say "a blind child cannot go to school because he cannot see". By this model takes disability as not an individual issue, but a society issue. We have to take actions to solve disability issues.

Iyi ni ifoto nziza y'itsinda ry'abari mu Mahugurwa y'abazahugura abandi ku Buringanire hagati y' abafite ubumuga n'abatabufite (DET). DET ituma abayihuguwemo bazana impinduka zituma habaho sosiyete idahaheza. Hari ibice bibiri by'ibanze muri DET. Igice cya mbere ni ukumva ubumuga icyo ari cyo hashingiwe ku kigamijwe na Modeli ya Sosiyete. Ikindi ni ugukora gahunda y'ibikorwa bwite (icyo nshobora gukora) kugirango havanweho inzitizi kandi habeho sosiyete idahaheza.

Modeli ya sosiyete isobanura ko "Ubumuga buterwa na sosiyete ko budaturuka ku muntu. Bityo rero, tugomba guhindura sosiyete." Bisobanura ko ubumuga budaturuka ku kubura igice cy'umubiri. Kubura igice cy'umubiri bituma habaho itandukaniro ry'abantu mu mikorere yabo. Ubumuga buturuka ku guhezwa muri sosiyete no kutoroherezwa mu kugira uruhare mu bikorwa. Urugero : umwana ufite ubumuga bwo kutabona ntashobora kujya mu ishuri kuko ritateguye ibikoreho mfashanyigisho bikwiye mu kumwigisha. Ni yo mpamvu tugomba gutegura uburyo bwo kumworoheza. Modeli ya sosiyete ntabwo ivuga ngo "umwana ufite ubumuga bwo kutabona ntashobora kujya mu ishuri kuko adashobora kureba". Hashingiwe kuri iyo modeli ya sosiyete, ubumuga si ikibazo gituruka ku muntu, ubumuga ni ikibazo gituruka kuri sosiyete. Tugomba gukora ibikorwa bigamije gukemura ibibazo bituruka ku bumuga.

In DET, Disabled people take the role of DET trainer who facilitates DET. Disabled people means people "disabled by the society". Disabled people become DET trainers because they have unequal and barrier experiences. DET Trainer is a professional trainer who has: experience of disability, knowledge of social model of disability, and facilitative training skills. DET is necessary training for any JICA Project which promotes social participation of disabled people.

Muri DET, Abantu bafite ubumuga bakora akazi ko guhugura. Abantu bafite ubumuga bisobanura abantu “bamugajwe na sosiyete”. Abantu bafite ubumga baba abahugura kuri DET kuko badafite inzitizi n’ubunararibonye bimwe n’abatabufite. Uhugura kuri DET ni umunyamwuga ufite : ubunararibonye ku bumuga, ubumenyi bwa modeli ya sosiyete ku bumuga n’ubumenyi mu guhugura. DET ni amahugurwa y’ingenzi kuri buri Mushinga wa JICA ufasha mu iterambere ry’abantu bafite ubumuga.

Training of Trainers for Disability Equality Training (TOT of DET)

TOT of DET has been implemented in 17 countries by January 2013. In Rwanda, the training was organized by the Japan International Cooperation Agency (JICA) in collaboration with Rwanda Demobilization and Reintegration Commission (RDRC) and National Council of Persons with Disabilities (NCPD). It was the first time for Africa to host DET, which took place here in the country. 15 people with impairments participated in this first TOT. Those participants came from different disabled people organizations (DPOs). They were trained in presentation and facilitation skills and the social model perspective as well as the outline of DET during 11 days.

Before the training, many participants thoughts were, “I am disabled. Disability belongs to me. I cannot participate in social activities if I cannot overcome my disability”. But, after the TOT of DET, they knew “Disability belongs to society. I cannot enjoy social participation because the social system isn’t good. Thus, society needs to change”. These perspectives really shocked the participants and caused a paradigm shift. They discovered DET is a tool to remove disability barrier which is caused by society. Their faces sparkled with joy because they discovered also that they can play the important role in promoting DET”. Moreover, they developed a wide network through group works in the TOT.

Amahugurwa y’Abahugura abandi ku Buringanire hagati y’abafite ubumuga n’abatabufite

Amahugurwa y’Abahugura abandi kuri DET yakozwe mu bihugu 17 kugeza muri Mutarama 2013. Mu Rwanda, ayo mahugurwa yakoreshejwe n’Ikigo cy’Ubuyapani gishinzwe Ubufatanye Mpuzamahanga (JICA) ku bufatanye na Komisiyo y’Igihugu yo gusezerera abasirikare no kubasubiza mu buzima busanzwe (RDRC) hamwe n’Inama y’Igihugu y’Abafite ubumuga (NCPD). Bwari ubwa mbere Afurika yakira DET bikabera hano mu gihugu. Abantu 15 bafite ubumuga bakurikiranye ayo mahugurwa ya mbere y’abazahugura abandi. Abo bayakurikiranye baturutse mu miryango inyuranye y’abantu bafite ubumuga (DPOs). Bahuguwe ku buryo bwo gusobanura no guhugura mu minsi 11.

Mbere y’ayo mahugurwa, abahuguwe batekerezaga batya “Mfite ubumuga. Ubumuga ni ubwanjye. Sinshobora gukora imirimo abandi bakora niba ntashobora gukora ubumuga”. Ariko, nyuma y’amahugurwa y’abahugura abandi kuri DET, bamenye ko “Ubumuga buva muri sosiyete. Sinshobora gukora nk’abandi kuko sosiyete atari nziza. Bityo rero, sosiyete igomba guhinduka”. Ibyo bisobanuro byakoze ku mutima abahuguwe kandi bahindura imyumvire. Bavumbuye ko DET ari igikoresho cyo kvanaho ubumuga buterwa na sosiyete. Mu maso yabo hagaragaraga ibyishimo bitewe n’uko bavumbuye ko “bashobora kugira uruhare rugaragara muri DET”. Ikindi kandi, bateje imbere imikoranye bitewe n’imirimo mu matsinda yakozwe mu Mahugurwa y’abahugura abandi.



Mr. Kenji Kuno (JICA Senior Advisor, left photo) facilitated the participants so as to think deeply and discover something new, and improve their skills as DET Trainers. Mr. Kuno is famous as an expert of disability affairs, and trained many DET Trainers in the world. In addition, Ms. Sia Siew Chin came to Rwanda for this TOT as JICA short-term expert (right photo). She is active as senior DET Trainer, Executive Director of DPO in Malaysia, and all wheelchair users.

Bwana Kenji Kuno (Umujyanama Mukuru muri JICA, ku ifoto y’ibumoso) yafashije abahuguwe gutekereza cyane no kuvumbura ibintu bishya hamwe no kunguka ubumenyi nk’abahugura kuri DET. Bwana Kuno yaramamaye nk’inzobere mu byerekeye abafite ubumuga, kandi yahuguye n’Abahugura

abandi benshi kuri DET ku isi. Ikindi kandi, Madamu Sia Siew Chin yaje mu Rwanda muri ayo Mahugurwa y'abahugura abandi nk'inzobere y'igihe gito ya JICA (ifoto y'iburyo). Akora nk'umukuru uhugura abandi muri DET, ni Umuyobozi mukuru w'Umuryango w'abafite ubumuga muri Malaysiaha mwe n'abagendera bose mu magare y'abafite ubumuga.

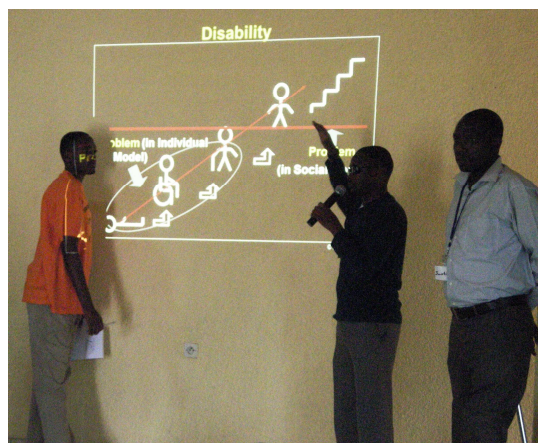


Certificate was given by Mr. Ndayisaba Emmanuel, Executive Secretary of NCPD. Impamyabumenyi zatanze na Bwana Ndayisaba Emmanuel, Umunyamabanga Nshingwabikorwa wa NCPD.

Establishment of DET Forum Rwanda by DET Trainers



DET Forum Rwanda was established as a result of the TOT. The Forum is to promote DET and develop a network among DET Trainers all over the world. "DET Forums were established in other 17 countries of the world and it's now a culture that wherever DET is introduced, a DET Forum is established in order to continue implementing DET in different organizations hence creating a barrier free society and promoting a good understanding of disability issues as experts," said Mr. Bahati Omar, coordinator of DET forum Rwanda. "DET Forum Rwanda members are very much committed and interested in becoming promoters of social changes, where disabled people will have equal rights and full social participation in Rwandan community" he added. Mugisha Jacques, a member of DET Form highlighted, "DET aims to facilitate people to be agents of change and equal opportunity to participate in social activities". Louis Habimana, the member said that when they are conducting DET session, they use illustration videos among other ways to help participants think deeply after that they discover what the problem and its solution are.



Ishingwa ry'ihuriro rya DET ryakozwe n'Abahugura kuri DET

Ihuriro rya DET ryashinzwe ari nk'umusaruro waturutse ku Mahugurwa y'abahugura abandi. Iryo huriro rigamije guteza imbere DET no guhuzza Abahugura kuri DET ku isi yose. "Amahuriro ya DET yashinzwe mu bihugu 17 byo ku isi kandi ubu byabaye umuco ko aho DET itangiye hose, Ihuriro rya DET rishingwa kugirango rikomeze gukora DET mu bigo binyuranye kugirango havanweho inzitizi muri sosiyete kandi tugatuma habaho imyumvire myiza ku bibazo by'ubumuga nk'inzobere," byavuzwe na Bwana Bahati Omar, umuhuzabikorwa w'ihuriro rya DET Rwanda. Yongeyeho ko "Ihuriro rya DET Rwanda riyemeje kandi rishishikajwe no guhindura abantu, aho abafite ubumuga bazagira uburenganzira nk'ubw'abandi bakagira n'uruhare rukomeye mu bikorwa n'abanyarwanda." Mugisha Jacques, umunyamuryango w'ihuriro rya DET yasobanuye ko, "DET igamije gutuma abantu bazana impinduka n'amahirwe angana mu gukora nk'iby'abandi baturage". Louis Habimana, umunyamuryango wa DET yavuze ko iyo bakora amahugurwa ya DET, bakoresha amashusho ya video n'ubundi buryo kugirango bafashe abahugurwa gutekereza cyane nyuma y'uko bavumbura ikibazo n'igisubizo.

Since the establishment of DET Forum Rwanda in December 2012 up to now, they implemented DET in different organizations including NCPD, NUDOR, JICA Rwanda, Residence community of disabled ex-combatants, RNUD, NPC, THT, VTCs and District officers. More than 300 Rwandans (as of April 2013) were aware of DET and made their action plans which guide them to creating more inclusive society. For example, the action plan was made by VTCs are as follows;

- ✓ Place “Counseling staff support for trainees with impairment” at VTCs. Disabled people shall be well suited for this position because they knew well about disability.
- ✓ Make VTCs into barrier-free facilities. Particularly, remove steps and place accessible passages, toilets and class rooms. We ask disabled people’s comments in order to make friendly facilities which are appropriated for their impairment’s condition.
- ✓ Provide reasonable accommodations including appropriate material and communication method. For example, supportable chair, brail textbook, sign language communication and so on.
- ✓ Remove prejudice and discrimination and promote equal opportunities of vocational training in collaboration with local authorities, community leaders and DPOs.
- ✓ Site tour to centers which have good practices on skills training for people with impairments.
- ✓ Promote mainstreaming disability into Technical and Vocational Education and Training (TVET) program. Introduce disability affairs when Workforce Development Authority (WDA) sensitizes TVET.

DET aims to make participants take actions and become agents of change in society. For this aim, DET trainer should facilitate participants so as to make concrete and realizable action plans. It is a challenge for DET trainer to do follow-ups on participants in order to realize the action plans.

Kuva Ihuriro rya DET ryashingwa mu Rwanda mu Kuboza 2012 kugeza ubu, bakoreye DET mu bigo bitandukanye harimo NCPD, NUDOR, JICA Rwanda, Ahantu hatuye abazerewe mu ngabo bafite ubumuga, RNUD, NPC, THT, muri za VTCs n’abakozi b’Uturere. Abanyarwanda barenga 300 (guhura muri Mata 2013) bamenye DET kandi bakora gahunda y’ibikorwa ibayobora mu gutuma harushaho kubaho sosiyete idahaze. Urugero : gahunda y’ibikorwa yakozwe na za VTCs ni iyi ikurikira :

- ✓ Gushyiraho “Abakozi bashinzwe kugira inama abanyeshuri bafite ubumuga” muri VTCs. Abantu bafite ubumuga ni bo bakora neza ako kazi kuko bazi neza ibyerekeye ubumuga.
- ✓ Kuvanaho inzitizi zibangamira abafite ubumuga muri VTCs. By’umwihariko, kuvanaho ingazi no gushyiraho inzira zibafasha, ubwihereho n’amashuri. Dusaba abantu bafite ubumuga kugira icyo babivugaho kugira no hashyirweho uburyo bwo kuborohera bujyanye n’ubumuga bwabo.
- ✓ Kubaha ibiborohera harimo ibikoresho bikwiye n’uburyo bw’itumanaho. Urugero : Intebe ibafasha, igitabo cyanditse muri braille, kuvugana mu rurimi rw’amarengan’ibindi.
- ✓ Kurwanya imyumvire idahwitse n’ivangura hamwe no gutanga amahirwe angana mu mahugurwa y’imyuga ku bufatanye n’abayobozi b’inzego z’ibanze, abahagarariye abaturage n’imiryango y’abantu bafite ubumuga.
- ✓ Gusura ibigo bifite ibikorwa byiza byo kwigisha imyuga abantu bafite ubumuga.
- ✓ Kurushaho kwinjiza abafite ubumuga muri Gahunda yo kwigisha no guhugura mu myuga (TVET). Gusobanura ibyerekeye abafite ubumuga igihe ikigo cy’igihugu gishinzwe imyigishirize y’imyuga n’ubumenyigiro (WDA) gikora ubukangurambaga kuri TVET.

DET igamije gutuma abahugurwa bakora kandi bakazana impinduka zigamije guhindura sosiyete. Kugirango ibyo bigerweho, uhugura kuri DET yagombye korohereza abahugurwa gukora gahunda isobanutse kandi ishobora gushyirwa mu bikorwa. Hari inzitizi yo kugirango uhugura kuri DET ashobore gukurikirana abahugurwa kugirango bakore gahunda z’ibikorwa.



VTC staff and DET trainers in the DET
Abakozi ba VTC n’abahugurwa kuri DET bari mu gikorwa cya DET