



Permanent Mission of the Republic of Trinidad and Tobago
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The Permanent Mission of the Republic of Trinidad and Tobago to the United Nations presents its compliments to the Office of the Chairman of the Group of 77 in New York, and has the honour to refer to the latter's correspondence N-083/2005 dated 5 August 2005 relevant to Project INT/96/K02.

In this regard, this Mission wishes to forward as requested a copy of the Final Report prepared by the executing agency of the Project.

This Mission wishes to inform further that a financial statement was submitted to the UNDP and the ILO in 2000, and that efforts are being made to secure a copy thereof.

The Permanent Mission of the Republic of Trinidad and Tobago to the United Nations avails itself of this opportunity to renew to the Office of the Chairman of the Group of 77 in New York the assurances of its highest consideration.

New York - 8 December 2005



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Perez Guerrero Trust Fund Project

**(Caribbean Programme to Promote Equalization of Training
Opportunities for Persons with Disabilities)**

FINAL REPORT

Submitted by

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1.0 BACKGROUND

In March 1994, the International Labour Organization organized in Trinidad a Caribbean Regional Technical Meeting on "National Disability Policy and Legislation to Promote Equality of Opportunity and Treatment in Training and Employment of Persons with Disabilities". The Meeting was organized in cooperation with the Government of Trinidad and Tobago, through the Ministry of Social Development and brought together representatives of government, employers, workers and disabled peoples organizations from the eleven ILO Member States in the region.

In addition to examining International Standards for national disability policy formulation, and analyzing examples of existing national legislation from selected countries, the Meeting explored the respective roles of government, employers' workers' and disabled persons' organizations in the formulation and implementation of policy.

The Meeting concluded with the adoption of the **Port of Spain Declaration on Training and Employment Equity for Persons with Disabilities**. This Declaration called on each participating country to establish a task force to formulate a national disability policy.

As a result of the 1994 ILO Technical Meeting, a Multi-Bilateral Programme of Technical Cooperation entitled "**Caribbean Regional Technical Support Programme to Promote Training and Employment Opportunities for Persons with Disabilities**" was prepared in October 1994. In March 1995, the programme document was revised. The programme was designed to use a potentially powerful "quadripartite" social tool to achieve a greater national awareness of the consequences of the failure to include disability considerations in development planning and to ensure that disabled persons are involved in decision-making on issues, which affect them. The programme identified five components and corresponding implementing agencies as follows:

- Programme Component 1- Policy Formulation - International Labour Organization (ILO) in collaboration with

representatives of
government, employer,
worker and disabled
persons organizations

- Programme Component 2- Environment - Disabled Peoples' Organization (DPI) Caribbean
- Programme Component 3- Training - National Centre for Persons with Disabilities (NCPD) of Trinidad and Tobago
- Programme Component 4- Self Employment - Eastern Caribbean Organization of Development Foundation (ECODEF)
- Programme Component 5- Employment - DPI, in cooperation with ILO

The executing agency for the programme was the ILO Caribbean Office. The beneficiaries were the Member States of the Caribbean Community: Antigua and Barbuda, The Bahamas, Barbados, Belize, Dominica, Grenada, Guyana, Jamaica, St. Kitts and Nevis, St. Lucia, St. Vincent and the Grenadines, Suriname, Trinidad and Tobago.

In March 1996, ILO convened a meeting in Port of Spain with representatives of the implementing agencies, Caricom and The Organization of the Eastern Caribbean States (OECS). The objective of the meeting was to review the scope of the programme and to seek consensus on a strategy for donor funding. The meeting concluded with a decision to reduce the programme due to lack of donor funding and to initiate selected activities with a small allocation of ILO resources.

It is against this background that Component 3 – Training was extracted and submitted to The United Nations Development Programme (UNDP), Port of Spain by the National Centre for Persons with Disabilities.

In February 1997, a fund administered under UNDP entitled "Perez- Guerrero Trust Fund for Economic and Technical Cooperation among developing countries members of the group of 77" committed US\$ 90,000 to a two-year regional project. The project also received the support of the ILO in the sum of US \$40,000. Based on the funding structure, the Government of Trinidad and Tobago was named as the executing agency with a sub-contract being awarded to NCPD. Under the terms and conditions of the contract, NCPD was appointed implementing agency with ILO being the Cooperating body.

2.0 THE PROJECT

In April 1997, the project commenced with the official handing over of funds to NCPD for the execution of the activities.

The primary objective of the project was to facilitate access to equitable vocational training and employment opportunities for disabled youth and adults in the countries of the Caribbean. The project aimed at targeting:

- Technical and vocational institutions in seven countries of the region with a view to having them adopt a policy of integrated training which will provide persons with disabilities with an equal opportunity to participate in courses/training conducted by the institution and
- Strengthening the institutional capacity of NCPD to enable it to be the regional resource /training and demonstration centre on disability issues.

The seven selected countries were The Bahamas, Barbados, Dominica, Grenada, Guyana, Jamaica and Trinidad and Tobago.

2.1 The development objective was an improved quality of life for youth and adults with disabilities, through increased access to, and participation in vocational training and work opportunities in the countries of the Caribbean after three years of project implementation.

2.2 Immediate Objectives, Outputs and Activities

2.2.1 Immediate objective 1: Under this heading, the project was expected to have vocational training institutions in seven English-speaking countries of the Caribbean adopt a policy concerning the integrated training of disabled

trainees, made their facilities accessible and admitted disabled persons for training.

2.2.2 Output The expected outputs were as follows:

- Vocational instructors and administrators of public and private training institutions trained in the principles and techniques of integrated training for individuals with different types of impairment.
- Provision of integrated training policy guidelines and materials on the training of individuals with disabilities

2.2.3 Activities Activities were to be the following:

- Organize a 2-day orientation seminar in each of the thirteen (13) countries, in cooperation with national vocational training agencies or institutions, for persons responsible for training policy, curriculum, management or administration and vocational instruction, on the integration of persons with disabilities.
- Organize a 1-week regional training course for trainers of vocational instructors from the seven selected countries, on the integration of persons with disabilities.
- Organize a 1-week study tour for two NCPD staff to visit technical and vocational institutions in six countries in the region in order to develop contacts and to assess the training needs of institution personnel.
- Organize a 2-day in-service training workshop in each of the selected seven countries for vocational instructors in ordinary public and private vocational training programmes or institutions on accessibility and safety considerations as well as training methods for disabled trainees.
- Prepare guidelines for an integrated training policy for use by those responsible for the development of training policy. This to be

achieved through consultation with NCPD instructors, TVET Regional Advisory Committee and the ILO and;

- Prepare training materials for the in-service orientation training of vocational instructors, on the integrated training of individuals with disabilities. This will include accessibility and safety considerations, vocational assessment techniques and special methods for the training of individuals with sight or hearing impairments.

2.3 Immediate Objective 2: The objective was expected to assist NCPD strengthen its institutional capacity through training and assistance. This was intended to enable the organization to play an ongoing role as a resource, demonstration and training centre to promote and assist the inclusion of persons with disabilities in national training institutions in the region.

2.3.1 Output: The outputs from the objectives were expected to be the following:

- Personnel of National Centre for Persons with Disabilities oriented to the integrated training approach and trained in training of trainers (TOT) methodologies.
- NCPD to become linked to the Global Applied Disability Network on Employment and Training (GLADNET), via the Internet, in order to obtain information on training and to communicate with GLADNET members and other regional disability resource centres around the world.

2.3.2 Activities: Activities were to include the

- The Organization of a 1-week in-service training course for selected NCPD staff on the principles and techniques of integrated training.
- Providing NCPD with necessary computer equipment and software to permit effective access to the Internet.

- Providing training to NCPD staff on how to use the Internet and the World- wide Web.
- Arrange for the NCPD to become a member of GLADNET.
- Providing NCPD with the necessary audio- visual equipment for use both in training courses/workshops and also as teaching aids.

3.0 COORDINATION AND IMPLEMENTATION

NCPD provided the administrative support for the effective implementation of the project. NCPD's CEO served as the Project Coordinator and a Project Steering Committee was established comprising representatives of the Ministry of Social Development, Government of Trinidad and Tobago, ILO, CARICOM, OECS, DPI and NCPD. (Members of the Steering Committee are listed in appendix 1). The Committee was established in June 1977. Two Meetings were held, the 1st Meeting was held on October 10,1997. At this meeting, NCPD's representative Mr. George De Peana was appointed Chairman. This meeting sought to review the programmes/activities and to approve the work-plan/activities for 1997/1998. The 2nd Meeting was held on September 30, 1998. At which time a report was submitted by the Project Coordinator setting out what had been accomplished and projections for the completion of the project activities. There was also some discussion regarding the format for the evaluation. Unfortunately due to the fact that no further meeting was held, the evaluation exercise was not carried out.

4.0 ACTIVITIES/PROGRAMMES EXECUTED

The activities/programme carried out included the following:

- **Recruitment of personnel/consultants**
- **Missions/study tours**
- **Training (National and Regional)**
- **Purchase/acquisition and installation of equipment**

4.1 Recruitment of personnel/consultant

Two individuals were recruited by NCPD to provide support to the project. A Research/Information Officer was recruited for a 12-month period and an Administrative Assistant for an 18-month period.

An International Consultant Ms. Jean Hough from TOUCAN UK was contracted by ILO to undertake a six-week period of consultancy. The Consultant was specifically required to:

- Prepare a draft proposal for a more comprehensive approach concerning the training of disabled people in the Caricom countries, integrating and enlarging upon the activities included in the PGTF and IDB project documents.
- Develop a detailed implementation strategy and plan of activities for the PGTF project.

(The Consultant 's Report was submitted directly to ILO and therefore is not included in this report).

4.2 Missions/study tours

The Project Coordinator, Research Officer and ILO Consultant undertook a combined study-tour/missions to The Bahamas, Barbados, Grenada, Guyana, Dominica, Jamaica and Trinidad and Tobago during the period June 22- July 17, 1997. During the visits meetings were held with Governments Officials, Technical/Vocational Institutions, Workers' Organization, Employers' Organization, Chamber of Commerce and Organizations of and for Persons with Disabilities. The team explored what programmes, services and policies were in operation in the respective countries. The missions also identified the training needs of persons with disabilities and vocational instructors in mainstream institutions.

Particular attention was paid to the following:

- Government policy on disability
- The operation of Organizations of and for persons with disabilities

- Training/employment opportunities for persons with disabilities
- Provision of services for persons with disabilities
- Issues and problems of persons with disabilities

4.2.1 Government Policy on Disability

In respect of Government Policy, it was found that with the exception of Trinidad and Tobago, which had at the time of the visit a Draft National Policy Statement on Persons with Disabilities', no other country had any such document. It was also observed that there was an absence of statistical data of the population of disabled persons, types of disabilities, age etc. factors that are critical for programme planning and policy development.

However, there was evidence that, in some cases initiatives had commenced in respect of establishing a National Policy in keeping with the Declaration of Port of Spain (1994 Meeting)

4.2.2 Organizations of and for Persons with Disabilities

It was evident that there existed a number of organizations of and for persons with disabilities. But it was also clear that there was very little, if any cooperation or collaboration between them. This resulted in an ineffective advocacy programme and little or no attention being given by government to representations by these bodies due to fragmentation. For example most organizations gave the impression that they were representative of "the wide cross section of the disabled community". However, a closer examination revealed that, generally, this was not the case. Poor organization and management, as well as inadequate programme design and funding were also evident.

4.2.3 Training/employment opportunities for persons with disabilities

Notwithstanding the absence of a National Policy, there was some "training" being carried out. It should be pointed out that such training as was being done was, largely unstructured and could not be considered of the type that would

provide the participants with the kind of skills that would provide them with the opportunity to earn a decent living.

Basically, what the training sessions provided was the opportunity to be engaged in some form of activity and the consequential use of time and socialization.

It was observed that, apart from training being grossly inadequate there was a need for disabled persons to be integrated into vocational /training institutions. However, access to these existing programmes was made difficult, if not impossible because of lack of admission requirements. Most disabled individuals did not have the opportunity to progress beyond primary education and this created a barrier for both further education and training including tertiary education. This situation also impacted on disabled persons securing employment.

4.2.4 Provision of Services

In most cases, services for disabled persons are provided by Non Governmental Organizations (NGOs) with limited financial support from Government. Consequently, as a result of limited funding several groups of disabled persons receive little or no service. In a lot of instances what exists is what is known as “sheltered workshops”.

Generally, there is an absence of information on disability issues resulting in difficulty even for those agencies, which work with disabled persons.

The provision of services by Government is, in most cases, limited to welfare grants, other forms of public assistance and primary education.

4.2.5 Issues and problems of persons with disabilities

In general, the issues and problems identified by disabled persons were the same throughout the region. These included the following:

- Access to the built environment
- Lack of legislation
- Lack of National Policy
- Lack of transportation

- Unemployment and underemployment
- Inadequate funding for programmes by organizations of and for disabled persons
- Inability to access mainstream education and training opportunities
- Lack of public awareness on disability issues

4.3 Training (National and Regional)

Following the study-tour/missions by the team, the Project Coordinator visited the selected six countries and conducted 2-day national orientation seminars. In the case of Trinidad and Tobago two seminars were held one in Tobago and one in Trinidad.

Participants for the workshop were selected mainly from the Ministry of Education, Technical/ Vocational Training Institutions and/or National Training Agency. There were representatives from workers' and employers' organizations and organizations of and for persons with disabilities.

A total of 250 individuals participated in the eight workshops conducted over the period October 1997- 1998. In all the workshops the Project Coordinator received the full support of the respective Governments. The interest shown by the workers' and employers' organization was encouraging. The workshops participants expressed the need for extension of the workshops citing that the time was too short thus preventing the kind of in-depth examination of issues.

Each participant received a supply of the materials that were specially prepared. In an effort to ensure a wider exposure to the materials, participants were requested to share them with their colleagues, friends and family as a mean of enlightening others as well as helping to create the change of behavior towards the acceptance of Persons with Disabilities in society (a selection of the materials is appended to this report).

Based on the national workshops conducted in the seven countries, a one-week Regional Training of Trainers was held in Port of Spain, Trinidad from November 2-6 1998. A formal Opening Ceremony commenced the workshop. Mr. George De Peana, Chairman of the PGTF Steering Committee chaired the opening ceremony. Mr. Willi Momm, Director, ILO Caribbean Office and Mr. Hans Geiser, UNDP Resident Representative made brief remarks.

The Honourable Manohar Ramsaran, Minister of Social and Community Development formally opened the workshop.

Ms. Beverly Beckles, Project Coordinator introduced the working sessions and indicated the procedures to be followed and outlined the objectives, which were:

- To develop a corps of persons who would, through their contribution, help to promote- Equalization of Opportunities for Persons with Disabilities and,
- To develop the capability and capacity of the participants to be "Trainers of Trainers" in delivery of skills to persons with disabilities.

The workshop took the form of presentations, activity exercises and group work. On the fourth day, a field trip was undertaken to Metal Industries Company Limited, National Skills Development Programme and the National Centre for Persons with Disabilities. This was included in the programme to give participants an opportunity to see the kind of work being done in the area of skills training and the involvement in these programmes of Persons with Disabilities.

On the final day participants formed country groups and developed an action plan, which they would undertake for their respective country during the year 1999. Each participating country presented their plan to the workshop session. Copies of the various Action Plans are attached as appendices.

Metal Industries from Trinidad an agency involved in training for industry at different levels as well as training the trainer was contracted as facilitator for the workshop. They spent two days with the participants and covered the following areas:

- Communication
- The role of the trainer
- Instructional Methods/technique
- Practium

An ILO Consultant, Ms. Caren Sax Faculty Member/Project Director, San Diego State University Interwork Institute, USA covered the area of Mainstream Integration of Persons with Disabilities in Vocational Institutes. Her presentation was done after each country presented a brief report on the status of disabled persons in their country.

Ms. Sax admitted, that in the absence of having information on what existed in the respective countries that, a global view as to what is possible as well as some examples of case studies depicting individuals with different types of disabilities integrated into education and training programme would form her presentation. However, participants were assured of some additional materials, which would be channeled through the Project Coordinator. In September 1999, the Project Coordinator received the materials and circulated to all the participants as to a guide towards integration in their respective country.

4.4 Acquisition and installation of equipment

In an effort to build the capacity of NCPD as a regional resource/demonstration centre, a number of items were identified for purchase under the project. These items included the following:

- Computer with internet access
- Printer
- Television
- VCR
- Overhead projector
- Tripod screen
- Easel and flip chart

All the items were purchased and installed. Additionally, NCPD registered with GLADNET but was not able to establish a website as was projected due to inadequate funding.

5.0 PROBLEMS ENCOUNTERED

Generally, the project was executed with out any serious problems. There was an overall keen interest by all the partners in the project and this contributed to the level of support provided. The disabled organizations loudly expressed disappointment that the materials were not prepared and presented in Braille and also expressed the view that any subsequent activity should address this point. Requests were also made for materials to be presented via audio- tapes.

The budget was underestimated and consequently resulted in only seven countries benefiting from what was envisioned as a regional programme. It also resulted in some activities having to be cancelled. Additionally, no provision was made for hosting Steering Committee Meetings since it was the perception that the representative organizations would absorb this cost as their contribution. This situation unfortunately limited the frequency of meetings to review activities, as well as monitor and evaluate the final outcome of the project. A future project of this nature must take into account provisions for funding Meetings of the Steering Committee.

The sudden and unfortunate death of the ILO Consultant, Ms. Hough whose responsibility was to provide materials for use in the national orientation workshop caused a draw back to the start of the workshops. However, the materials were subsequently provided by NCPD.

6.0 GENERAL COMMENTS/OBSERVATIONS

The implementation of this project revealed the magnitude of work needed in the field of disability in the region. It also provided an opportunity to correct the misconception on the education and training of persons with disabilities and to inform individuals inclusive of disabled people of international standards, conventions, policies and programmes towards equalization of opportunities for disabled people.

While the countries of the region have been signatories to a number of UN Texts and Instruments and have participated at a number of the international meetings, there still exist a lack of information on the part of the policy-makers to initiate policies and programmes for disabled persons or to include them in overall planning of the various sectors. This is demonstrated by the fact that in many Administrations/Ministries in the region there is no clearly defined area(s) of responsibility for disability issues.

Subsequent visits to the region by the Project Coordinator, Ms. Beckles in her capacity as Chief Executive Officer of National Centre for Persons with Disabilities have revealed that some positive steps are now being taken, among other things to improve the services rendered to Persons with Disabilities as well as to initiate action in respect of the establishment of a National Policy, Disability Unit and National Coordinating Committee.

7.0 CONCLUSION

The two-year programme should be viewed as a pilot project. It has created a level of awareness and signs of change in attitudes. This momentum must be encouraged with a second level of training inclusive of the areas not covered in the pilot project.

Attention in any future programme must be given to those countries, which, due primarily to budgeting problems were not included - as was planned - in the activities under taken in this project.

Despite the relatively minor problems encountered the project could be described as being a success. Appreciation must be extended to the partners - The Perez Guerrero Trust Fund, UNPD (Trinidad), the International Labour Organization, the Government of Trinidad and Tobago (Ministry of Social Development) and other Governments of the Region, which endorsed the Project, NCPD-, the implementing Agency and other Agencies which collaborate in the execution of the Project.