

# Strategic framework analysis MYRIGHT BiH SEPTEMBER 2019



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**Participants**: Representatives of five partner organizations: Association of Blind Canton Sarajevo, Oaza, IC Lotos, Ruzicnjak and Fenix; representatives of five coalitions of organizations of persons with disabilities, out of which three work primarily on cantonal level (Sarajevo, Tuzla, Mostar), one is focused on the work in the region of Republic of Srpska (Bijeljina) while the specific nature of Doboj coalition is that it crosses entity borders and gathers organizations from both BiH entities.

These five coalitions gather between 60 and 65 different organizations of persons with disabilities which jointly determine strategic directions of their work on advocacy activities, and all five partner organizations are members of coalitions and 3 of them are leader of respective coalitions as well. (Lotos leader in coalition of OPDs Tuzla canton, Association of Blind in coalition of OPDs Sarajevo canton, and Ruzicnjak is leader in Mostar canton coalition)

Each Pos and coalitions proposed two persons to represent them. Some coalitions elected representatives from Youth Forum of coalition.

#### **Workshop Purpose**

Mitigate and facilitate with our partners in order to:

- Get good understanding of emergent issues and opportunities in the country in relation to disability
- What are burning issues in thematic areas for partners in relevant country
- Identify new areas that MR and OPDs can focus for increase of inclusion of PWDs
- Proposal on how best MR should work in the coming years

The workshop was carried out using the methodologies: World Café and Vision Factory.

#### World Café session – Group work

After introduction, we proposed and discussed in the group thematic areas. Group has very open and long dialogue, and the summary is as follow:

Group decide to analyse not only area proposed by MyRight but also those which they find relevant as well. In order to find solutions we proposed to prioritize five main area from 5 area proposed by us and by participants/group.

Group decide to work towards following thematic area:

- Group 1: Gender A: Gender-based violence (GBV)
- Group 2: Descent work Livelihoods
- Group 3: Youth
- Group 4: Independent living
- Group 5: Mainstreaming of disability

Gender B: SRHR was not discussed independently but the group decided that should be integrated in thematic area of youth, since has, according to the majority, most priorities and relevancies topics for that group.

Thematic area conflict –group decide that should not be discussed since it is still very sensitive topic. They proposed that area reconciliation should be part in which they as movement could work and has more open and constrictive discussion, and on the same time work on prevention of the conflict not only arm conflict but any other as well. Forced Displacement - generally speaking group agreed that we do not have any date for new forced displacement persons and migrants arriving from third countries so it could be relevant to work on researching and finding more information on this, in order to be better in planning.

The topics discussed were: Gender - SGBV, Descent work- Livelihood Youth, Independent living Mainstreaming of disability

The session focused on recognition of **barriers**, **current situations** and WHY these topics were **relevant** or WHY not.

#### Group/ thematic area



#### **Conclusions**

Group 1: Gender A: Gender-based violence (GBV)

Recognised barriers in this area:

WDs are not present to speak

PWDs are not encouraged enough to talk about this theme;

Not accessible information, not accessible institutions for reporting violence; Lack of awareness on GBV; Society is not sensitized on this subject;

There are no rules and procedures for reporting GBV among relevant existing public institutions, and their staff are not trained in this matter; This theme is still taboo within disability movement; Isolation of rural areas; The helplessness of victims and the inability to express situations.

#### **CURRENT SITUATION**

Women with disabilities/WDs are under double discrimination and need for additional attention and support

Women with disabilities/WDs are not active in work of OPD or they do not have access to OPD due to their inability to leave the house or lack of accessible public transport or funds to get private accessible transport.

The domestic situation where girls and women with disabilities are not given the opportunity to express their opinion or they are not listened to and their opinion is not accepted as valid

WDs lacking of family or other domestic support WDs in social activities starting from education, employment to activism in community are lacking with presents.

Non-recognition of the existence of GBV. Public institutions do not maintain any record of gender-based violence. No knowledge on violence and types of violence.

The thematic area has been recognised **relevant** since OPDs should work:

- to empower WDs
- create mechanism for involvement of WDs
- with a peer support about women with disabilities right:
- PWDs, to encourage PWDs to report violence and to be involved in work of OPDs;
- with a victims and their families too;
- with a peer support about GBV;
- on advocacy for solutions based on CRPD.

  Disability movement has responsibilities to work on awareness raising as well as on capacity development of organization on this subject.

# Group 2 – Descent work - Livelihoods

Recognised barriers in this area:

- Physically inaccessible workplace;
- Prejudices of work colleagues;
- Lack of technical support in the workplace;
- A limited selection of occupations and assistance in choosing them;
- Limited access to information and education;
- Inability to get vocational retraining or rehabilitation for new occupations;
- Lack of support services (transportation, personal assistants, etc.);

- Inadequate support of employers by the employment authorities for the employment of PWDs in the open labor market;
- The poor motivation of PWD to participate in the labor market;
- Nonexistence of social minimum defined by law or otherwise;
- Insufficiently informed employers about the opportunities and benefits of employment of PWD.

#### **CURRENT SITUATION**

- OPWD deal with these problems on the short term basis (through projects), not continuously;
- Vocational Rehabilitation Fund;
- Advocacy for the change of legislation aimed at the employment of PWD in the open labor market:
- High unemployment;
- Lack of resource centers;
- Non-competitiveness of PWD in the open labor market;
- Monitoring system to control whether employees who are PWD are actually still employed.

The thematic area has been recognised **relevant** since OPDs should work:

- Since no one else can solve problems but PWD themselves since it ensures the dignity of people;
- It is relevant both in terms of knowledge of the problems and needs of PWD and in accordance with their capacities - support and empowerment of PWD;
- The key role of PWD in advocacy and awareness raising for all stakeholders (from PWD to employers)

Relevant to strengthen the PWD motivation, acquisition of work habits, attitude towards obligations, stimulate the activism of PWD.

#### Group 3 – Youth

#### Recognised barriers in this area:

- Exclusion/ inactivity;
- Inaccessible environment;
- Stigma / prejudice;
- Relation / resistance of family towards family members who are PWD;
- General social situation, apathy;
- Brain drain of young people;
- Unavailable education (at all levels)
- Lack of support services;
- OPWD are not sufficiently aware of the needs of young people;
- Majority of young people with disabilities are dependent on the family;
- Young PWD are not involved in problem solving initiatives.

#### **CURRENT SITUATION**

- Small number of young people with disabilities included in society among other reasons because of lack of motivation;
- Inability to exercise fundamental rights;
- Unemployment;
- Youth Actives are formed in all coalitions;
- Clearly expressed commitment of OPWD to work with young people;
- Achieved results at the project level;
- There is a disproportion between the OPWD which have youth programs and the need of young people with disabilities for different types of support;
- Young people with disabilities are not being interested for the inclusion;
- Resistance of the existing leadership in the OPWD to include young people with disabilities.

The thematic area has been recognised **relevant** since OPDs should work:

- On this topic is in line with the visions and missions of OPWD
- Youth ensures sustainability of the PWD movement:
- Leadership (generation shift);
- Representativeness and finance;

- Mainstreaming of youth related disability issues:
- Changing awareness about the opportunities of young people with disabilities
- Important for the participation of young people with disabilities in general youth policies;
- Inclusion of the UN CRPD into the documents OPWD.

# Group 4: Independent living

#### Recognised **barriers** in this area:

- Accessibility lack of architectural and information about the problem;
- Lack of support services provided by state such as personal assistance, supported living, etc
- Overprotective families and parents of PWD
- Insufficient knowledge about the rights of persons with disabilities by PWD
- Issues of orthopedics and other assistive aids from entitlement, education on how to use it and provision of servicing
- Training for special skills

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#### **CURRENT SITUATION**

- Different situation in different cantons/entities, problem in legislation and systemic approach and solution
- Lack of active participation of PWD and their organization in political life
- Relative success of independent living projects due to lack of systemic solution
- There are no relevant legal documents (rulebooks) which enable application of existing laws in practice (for the assistance provision)
- Low capacities of PWD
- The current situation is warring and uncertain because there is a lack systemic solution
- Currently PWD are accommodated in closed system institutions.
- Insufficient financial support to the PWD
- Lack of quality inclusive education

Different understanding of support services

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The thematic area has been recognised **relevant** since OPDs should work:

- This topic is very relevant especially for OPWD and disability movement to deal with the barriers since the authorities are not dealing with the adequate support services.
- It is necessary to strengthen the capacities of PWD and their organizations to influence finding the systemic solution
- It is necessary that OPWD are getting involved in issues of independent living
- OPWD should advocate for the solutions
- It is relevant as this is ultimate goal of PWD to live independently and contribute to the
  society study, get job, go to work, live in
  the accessible flat with who they want, that
  they can afford, participate in other activities
  such as sport and cultural activities in
  community, etc.

# Group 5: Mainstreaming of disability

#### Recognised **barriers** in this area:

- Policies and regulations are mostly enacted without inclusion of disability related issues (i.e. disability statistics);
- Organizers of various events have no obligation to take into account access to PWD for those events:
- The issue of disability should be addressed in all the laws and regulations governing this areas of interest for general population (regardless of type and cause of disability);
- OPWD should be educated and empowered to advocate for the mainstreaming of disability issues in all segments of social life and should monitor and evaluate how this is implemented;
- Majority of OPWDs are focused on health and social care issues;
- Insufficiently developed capacities of OPWDs:
- Lack of necessary support for PWDs and their organizations;

- Inaccessibility in all senses (architectural, information, etc.)
- Insufficient awareness of public about the inclusion of PWD and mainstreaming of disability related issues;
- Lack of knowledge of general society (employers, institutions, etc.) about the rights and inclusion of PWD;

#### **CURRENT SITUATION**

- This issue is addressed by some of the OPWDs occasionally and therefore without enough influence
- State Occasionally deal with this issue and at the request of international donor institutions;
- Program / project solution of issues related to PWD;
- Lack of knowledge, commitment within the OPWD:
- PWD do not use the resources and opportunities in society that are available to the other citizens;

The thematic area has been recognised **relevant** since OPDs should work:

- OPWD are recognized as legitimate representatives and partners
- Mainstreaming of disability ensures inclusion of persons with disabilities in society;
- What is good for PWD is better for everyone;
- PWD are excellent development potential;
- The state does not do its job and everything is left to the OPWD;
- Implementation of the Convention with everyone;

#### Vision Factory

In these sessions participants discussed the What and How. On the **What** session participants identify concrete *strategic objectives/goals* that they want to achieve within the topics. Participants were asked to be as concrete as possible.

On the **How** participants were asked for the strategies that can be used to achieve the objectives/goals –Whats, by identifying *main measures*.

**Group presentations** 



# Group 1 -Gender A and Gender-based violence (GBV)

The group identified main strategic objectives:



**Strategic objective 1:** Increased visibility, inclusion and participation of women and girls with disabilities within OPDs/coalitions

#### Main measures to reach these objectives are:

- 1.1 Invite women with disabilities to gather at the coalitions of OPDs for an initial meeting to find out what the organizations are doing, to be motivate to be activist and to learn about the goals and purposes of OPDs/coalitions.
- 1.2. Enable further involvement and strengthening of the capacities through trainings for women and girls on the rights of persons with disabilities, gender equality, monitoring, advocacy, strategic planning which would provide knowledge and skills that would contribute to their activism in OPDs but also in the communities in which they live.
- 1.3. Support mechanism a forum or similar– in order to provide an opportunity to the women with disabilities to gather and work together on the issues of their interest inside of existing OPDs and coalitions.

**Strategic objective 2:** OPDs enhanced capacities to recognize and address gender based violence, and to provide support to members.

#### Main measures to reach these objectives are:

- 2.1. OPDs/coalitions developing capacities to recognized the existence of gender based violence on the persons with disabilities, about the forms and types of gender based violence and the ways of struggle against it, and to adopt internal documents and standards gender based sensitive.
- 2.2. OPDs/coalitions working with members with aim to enhance knowledge on the existing GBV, types of GBV (forms of violence), and methods of protection and prevention.
- 2.3. OPDs or and coalitions establishing the mechanisms (focal points) by which the gender based violence on persons with disabilities can be supported and reported
- 2.4. Establishing cooperation with organizations of civil society and institutions which deal with the human rights protection in the area of GBV
- 2.5. Creation of periodic reports on GBV on women, men, girls and boys with disabilities



**Strategic objective 3:** Relevant institutions recognised existence of GBV on the women, girls, mans and boys with disabilities

#### Main measures to reach this objectives are:

- 3.1.Legislations at different level of the State recognizing existence of GBV on PWDs and addressing measures for protection on GBV on PWDs
- 3.2 Accessible information and services for the PWDs according to CRPD in relevant institutions responsible for GBV
- 3.3. Awareness raising of the public about existence, forms and types of gender based violence on the persons with disabilities

# **Group 2: Descent work - Livelihoods**

#### The group identified main strategic objectives:

VISION: All persons with disabilities live on their work.

#### Strategic objective 1:

Support services for PWD established as a part of system.

#### Main measures to reach this objective are:

1.1. Adopted legislation and by-laws for the establishment of support services at the local community level;

1.2. Support services established at local community level for the inclusion of PWD in the open labor market;(such as transition between schools, between schools and employment, etc)

# **Strategic objective 2:**

PWD are motivated, capacitated and recognized by the employers for the inclusion in the open labour market

#### Main measures to reach this objective are:

- 2.1. Awareness raising of PWD on Article 27 of the UN CRPD and use of the UN CRPD as a tool, right to work (Article 5 equality and non-discrimination) creating the society of equal opportunities
- 2.2.Occupational and vocational retraining of PWD in accordance to the market needs
- 2.3. Advocacy for accessible quality programs in the regular education system
- 2.4. Monitoring of existing legislation and sanctioning of lack of respect of laws
- 2.5. Emphases the lack of existence of law

#### Strategic objective 3:

Employers recognize the possibilities, abilities and benefits of employment of PWD for the job (particularly women and girls with disabilities).

#### The main measures to achieve this objective are:

3.1.Employers are informed, educated and harmonized their documents in accordance with the article 27 of CRPD;

#### Strategic objective 4:

Representatives of PWD involved in working groups (bodies) for evaluation and monitoring of employment of PWDs in the open labor market.

#### The main measures to achieve this goal are:

4.1. Initiate process for signing the memorandums with relevant labor and employment institutions on the inclusion of PWD into working bodies for monitoring, evaluation, and reporting on employment processes of PWD in the open labor market

# Group 3: - Youth



#### The group identified main strategic objectives:

#### Strategic objective 1:

Young people self-aware of and relaxed about their disabilities, capacitated to actively advocate for their rights and position in society through participation in the work of and the structures of OPWD.

#### The main measures to achieve this objective are:

- 1.1. Working with young people with disabilities as well as their families so that both accept disability as part of their personal identity, encouraging young people with disabilities to become involved in the work of youth organizations;
- 1.2. Developing knowledge among young people with disabilities about human rights documents,
- 1.3. Creating content and ways of working in organizations in local communities so that young people with disabilities can become involved.

#### **Strategic objective 2:**

Increased number of leaders who are young people with disabilities and cooperation with similar organizations.

#### The main measures to achieve this objective are:

- 2.1. Educating young PWD on the importance of working in the disability movement through the organization of targeted trainings developing experts among young persons in different fields;
- 2.2. Involvement of young PWD in different campaigns;
- 2.3. Encouraging young PWD to take part in the media presentation and public life;
- 2.4. Organization of study visits;
- 2.5. Participation in various events;
- 2.6. Exchange visits among young persons in the country, region, Sweden and internationally.

#### Strategic objective 3:

Young people with disabilities capacitated to make their own decisions about their lives.

#### Main measures to reach this objective are:

- 3.1.Counseling work with families and the environment in order to accept the possibility that young PWD can independently make decisions that are important to them and their lives:
- 3.2. Peer support groups established in OPWD;
- 3.3. Promote examples of good practices in which young PWD independently make decisions in all aspects of life
- 3.4. Initiate amendment of the laws and regulations that take away and restrict legal capacity of PWD into line with the UN Convention;
- 3.5. Training of young PWD and families about Article 12 of CRPD about the legal capacities, and models based on supported decision making and possibilities to restore legal capacity
- 3.6. Sanctioning those who deprive young PWD who have possibility for employment

## **Strategic objective 4:**

Young PWD have the opportunity to participate, under equal conditions, in the education process and in the labor market;

### Main measures to reach this objective are:

- 4.1. Encouraging young people with disabilities and their families to become involved in the education system
- 4.2. Initiate development of adequate system of professional and vocational rehabilitation and guidance;
- 4.3. Inform young PWD and families about the education and employment opportunities;
- 4.4. Advocate with relevant institutions to harmonize education and employment related legislation with the CRPD

#### Strategic objective 5:

Young PWD (particularly girls with disabilities) significantly participate in leisure activities in the community and exercise their right to love, marriage and family undisturbedly.

#### Main measures to reach this objective are:

- 5.1. Access to information and services in community
- 5.2. Encouraging young people to participate in activities that are of public interest;
- 5.3. Training of young PWD and families on love, marriage and sexuality (sexual and reproductive health)
- 5.4. Public and educative campaign on article 23 of CRPD with an emphasis on love, marriage and sexuality (sexual and reproductive health)

#### Strategic objective 6:

Visibly increased number of PWD at all levels of education

#### The main measures to achieve these goals are:

6.1. Advocate for the consistent implementation of article 24 and recommendations received from the UN Committee on rights of PWD;

- 6.2. Ensure partnership of OPWD in the reform processes in education
- 6.3. OPWD work with peers and their parents to raise awareness on right to education:
- 6.4. Advocacy for assistive aids and reasonable accommodations.

# Group 4: Independent living

The group identified main strategic objectives:

#### Strategic objective 1:

Significant increase of accessibility (buildings, services, information and transport) *Main measures to reach this objective are:* 

- 1.1. Consistently advocate for the implementation of existing legal documents that regulate his issue in right way
- 1.2. Monitoring of implementing of accessibility standards and establishment of partnerships with the relevant institutions
- Campaign to raise awareness of public on benefits of accessibility for all citizens
- 1.4. Educations on use of assistive technologies and aids

#### Strategic objective 2:

Issues of support services and assisted living are solved on the level of system with allocated sufficient financial means for its implementation

#### Main measures to reach this objective are:

- 2.1. Cost benefit analysis of provision of personal assistance and other different services
- 2.2. Camping for adoption of laws that regulate this topic
- 2.3. Training programme for users as well as service providers

## Strategic objective 3:

Organizations of persons with disabilities have accepted concept of independent living and provide support services (peer support, work with parents, educations etc.,) *Main measures to reach this objective are:* 

- 3.1. Organization of peer support
- 3.2. Programme of study visits and exchange of experiences
- 3.3. Creation of manuals / educational / promotional materials

#### Strategic objective 4:

Significant increase of visibility and presence of PWD in public spaces as they meet their needs at the same places like the other citizens (particularly women and girls with disabilities). Financial means for the implementation of this goal are to be provided from the budgets adopted on different level of administration: local/canton/entity/state level

#### Main measures to reach this objective are:

- 4.1. Programmes and campaigns in community about the abilities of PWD
- 4.2. Work on self-esteem through the increase of personal capacities and self-awareness of PWD (particularly women and girls with disabilities).
- 4.3. Training of public service providers (banks, post offices, medical institutions, courts and judges, social services, etc.....)
- 4.4. Amendments and revision of existing legislation in order to prescribe obligations of public service providers in relation to respect the rights of PWD

# **Group 5: Mainstreaming of disability**

The group identified main strategic objectives:

#### Strategic objective 1:

The issue of disability is included in all social aspects of life for 30% more in period of next 5 years.

#### Main measures to achieve these goals are:

- 1.1. Harmonization of legislation with the CRPD in order to exercise the rights of persons with disabilities.
- 1.2. Raising awareness of public on the capabilities and capacities of persons with disabilities.
- 1.3. Organization of public events in partnership with NGOs and public and private sectors

#### Strategic objective 2:

Increased multispectral cooperation through the establishment of coordination and action mechanisms between the public and NGO sectors by 40% over the next 5-7 years

#### Main measures to achieve these objective are:

- 2.1. Formation of a cross-sectoral coordination body that influences and contributes to increase effectiveness of inclusion of disability issues in decision-making policies.
- 2.2. Education of the public sector about the importance of the UN Convention and the harmonization of legislation to include disability issues.
- 2.3. Implementation of UPR and UN Committee recommendations into the legislative policies and practice.

#### Strategic objective 3:

OPWDs are empowered and educated to advocate for the inclusion of disability issues by 50% more over the next 5-7 years.

#### Main measures to achieve this objective are:

- 3.1. Educating PWD within OPWD to advocate for the inclusion of disability issues in policies and regulations
- 3.2. Educating people with disabilities to be active participants individually and through networking in making constructive changes
- 3.3. Work with OPWD on increased understanding of CRPD and adoption of social model of disability approach.

#### Strategic objective 4:

Increased number of public campaigns on the rights and opportunities of persons with disabilities and the need to mainstream disability.

#### Main measures to achieve this objective are:

- 4.1. Collaboration with Regulation Agency for Communication to stimulate introduction of accessible program content
- 4.2. Working with the media to increase cooperation on creation of media content that will include human rights concept.

#### **New thematic areas**

During the workshop, participants proposed new thematic areas as follows:

- Independent living Independent living
- Mainstreaming of disability
- Capacity development of OPDs
- Families of PWDs
- Reconciliation and accountability

#### Prioritization of thematic areas

All thematic areas (3 old + 2 new) have been prioritized by the participants as follows:

Rank	Thematic area
1	Gender - Sexual and Gender Based Violence
2	Youth
3	Descent work and Livelihood
4	Independent living
5	Mainstreaming of disability

#### **MyRight Added Value**

Most of the partners as well as other OPDs and CSOs recognizing MR work as unique because of level of dedication to support capacity building of OPDs in different fields (from administrational and financial capacity development to the monitoring and advocacy capacity development) and provide continue consultations during this process of capacity development; MR bringing new topics important for the rights of PWDs (such as Monitoring of rights, using mechanism to report situation on a rights of PWDs/alternative reports, campaign for visibilities of PWDs, Code on portraying PWDs in media, et.); MR supporting OPDs in addressing their problems and aims strategically by using human rights approach and CRPD/SDGs as a tools. Most of OPDs and CSOs find very significant that on the conferences and trainings/ workshops organized by MyRight speakers and trainers are PWDs, so MR is dedicated to the empowerment of the PWDs.

Also, they find important that MyRight contributes to the inclusion of organizations of persons with disabilities in the international disability movement.

#### What more we can do?

They said we should continue as we are working right now; and also to:

- support smaller organizations that deal with a specific topic, such as the issue of women with disabilities.
- work with more OPDs in the field of capacity development,
- supporting OPDs work to mainstream disability,
- support networking regional and internationally.
- continue to support OPDs in their participation in public policy making and advocacy work in BiH among decision-making institutions and bodies.

OPDs address need that the whole movement of persons with disabilities in BiH should be guided more by persons who have more expertise in specific field, so MR should find a way to support development of expertise – specific expertise of PWDs such as GBV, or advocacy on specific issues such as education, more legal expertise on CRPD, or similar.

MR should support movement to continue working on monitoring and research of situation of the position of persons with disabilities, and continue on bringing good examples from Sweden and generally international standards and trends in disabilities. In this regard, many partners express importance and need to be supported on exchange of experience and exchange of good practice with experts from Sweden, or other developed countries and international organizations.

Generally exchange among OPDs regionally, internationally or even in between one states is something what was highlighted by all our partners and other OPDs.

#### **General challenges**

Generally participants have appreciated the methodology.

We identified specific need expressed by all representatives of OPDs that there is a need to work more with women and children with disabilities. Most of OPDs identify these groups as the most vulnerable. Political instability and political conflict was recognised as huge risk and represent significant threats for social security and it is challenge for advocacy work for the rights of PWDs.

Also all organizations of PWDs **not** supported directly by MR (so they are not POs or members of one of our coalitions) expressed that we need to engage to work more in rural areas and those areas where we are not working right now.

Questionnaire as a part of preparation material we sent to all our invited partners (Pos and coalitions) so all of them have possibility to answer on questions before

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the workshop together with some other representatives, members, staff within the coalitions/organisation. This was very useful.

We sent questionnaire to some CSOs and OPDs /coalitions – and we asked them to send us there response. The purpose of responding to the questioner was to enriched the strategic framework with opinion of OPDs without direct support of MyRight, and get information how they recognise our work. We received 70% responses and we include there opinion in this material.