

Disability Awareness in Action Consultation and Influence Resource Kit No. 2

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Disability Awareness in Action

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"All over the world, disabled persons have started to unite in organisations as advocates for their own rights to influence decision-makers in governments and all sectors of society. The role of these organisations includes providing a voice of their own, identifying needs, expressing views on priorities, evaluating services and advocating change and public awareness. As a vehicle of self-development, these organisations provide the opportunity to develop skills in the negotiation process, organisational abilities, mutual support, information-sharing and often vocational skills and opportunities. In view of their vital importance in the process of participation, it is imperative that their development should be encouraged." (WPA/28)

From the United Nations World Programme of Action concerning Disabled Persons

Imagine a world where everyone has a home, an education, a job and enough food to eat; a world where the human rights and fundamental freedoms of all people are respected and protected.

Unfortunately, though our dreams may be vivid and our hopes strong, dreams alone don't change the world. As disabled people, we need to be active if we want our dreams to come true. To break down the barriers of intolerance and ignorance, we must join together, so that our message - of human rights and human suffering - is heard all over the world.

About this Kit

"to promote...the realisation of the goals of 'full participation' of disabled persons in social life and development, and of 'equality'...opportunities equal to those of the whole population and an equal share in the improvement in living conditions resulting from social and economic development." (WPA/1)

This resource kit aims to help organisations of disabled people and their direct representatives in their work:

- to gain opportunities equal to those of non-disabled people
- to make sure that disabled people can participate fully in community life

The size and nature of your organisation, the kind of community you live in and the administrative structures of your country will affect how you work for change. Not everything in the kit will be relevant to everyone, but we hope that at least some of it is useful to you.

Part One includes general information about influence - who to contact and how to approach them. You need to decide the most appropriate way of using this material.

Part Two contains extracts from some of the main international and regional human rights documents and details of laws and policies in a few countries.

Part Three lists addresses and publications and defines some difficult words.

Remember: as a disabled person, you are the disability expert. Your experience and knowledge are of great value. Your views are important.

Influence

"Member states should establish direct contacts with organisations of disabled people and provide channels for them to influence government policies and decisions in all areas that concern them." (WPA/93)

As disabled people, we particularly need to make contact with anyone who has the power to make decisions which affect our lives. Terms like "public official", "influential person" and "policy-maker" are used in this resource kit. This could be a village elder, the head teacher of the local school, a political representative, the local radio producer or the boss of a big company.

Influence can also mean raising awareness of the skills, needs and rights of disabled people among the community.

Example

In Malawi, a radio programme on disability allows listeners to telephone with questions for a panel of disabled people. Many long-held and harmful myths and stereotypes are shattered. "Are all disabled people bad-tempered?", was one question not so long ago! Answering a simple question like this can be the start of real attitude change.

In many countries, the focus is on getting to know an influential individual and his or her family. The Queen of Jordan, for example, has a strong interest in disabled people's issues and this provides a good opportunity to give disability a high profile.

In some countries, influence by grassroots organisations has become a formal political process, concentrating mostly on politicians.

What is most appropriate in your country, district or village?

Speaking Up

"As disabled people have equal rights, they also have equal obligations. It is their duty to take part in the building of society." (WPA/26)

Policy-makers can only act on what they know. We need to tell them about ourselves and the issues that concern us; remind them frequently of who we are and what we have a right to expect.

Many of the people we need to influence are very powerful and this can be frightening. But if we want change, we have to speak up about our needs and give our own solutions to problems.

Most disabled people have been told for years that our lives are of little value; some of us have come to believe it. But the truth is that we have rights like everybody else and we have the right to tell the world about ourselves.

The experiences of disabled people should be considered in decisions about policies and services at every level; we should be consulted. Most policy-makers and high-ranking people aren't disabled themselves. There will be more disabled officials in the future, but there are also other ways of having influence. We can offer our skills and experience to law and policy-makers.

2. What is Influence?

"The rights of persons with disabilities to participate in their societies can be achieved primarily through political and social action." (WPA/60)

Social and Political Change

Society won't change on its own. It only changes when large sections of society want change. As disabled people, we want our influence to bring about social change, to allow us full and equal participation. We know best what our needs are and our contribution to the process of change will make it more effective.

Social change can happen in two ways:

- through changes in the attitudes and behaviour of individuals
- through changes in laws, policies and services

To change attitudes and behaviour, people need to know about us, our needs and what we have to offer our community, our society, our world.

To change society's formal structures, we need to make sure that law and policy-makers, as well as service-providers, know not only about our needs but also our ideas for solving problems.

Awareness: Changing Minds

"In many cases, public education and awareness campaigns have been launched to educate the public to alter its attitudes and actions towards disabled persons." (WPA/61)

One of the simplest ways to influence somebody is to tell them about yourself. Everybody is different and difference can be frightening.

When you tell someone about yourself - about your daily life, your thoughts and feelings - you make it easier for them to understand you.

As individuals, disabled people can tell the community about their needs and what they have to offer. We need to talk to other disabled people and their friends and families, as well as people who don't have much experience of disability.

As an Organisation

The first step towards change is getting together with other disabled people. If you aren't a member of an organisation already, find out about local groups. If no organisation exists, why not start one? Decide on your aims and get to know each other.

The next stage is to tell the world about what your members want.

To make an issue widely known, you can write letters and send out press releases to newspapers, put up posters and hold public meetings, encourage members to talk to relatives and friends.

It's very important to show that your organisation is achieving something - providing a service, generating income for members, encouraging access improvements.

Point out the benefits to the whole community of improving disabled people's lives.

Having an Effect on Laws and Policies

"Legislation has in many cases been enacted to guarantee to disabled persons the rights to, and opportunities for, schooling, employment and access to community facilities, to remove cultural and physical barriers and to proscribe discrimination against disabled persons." (WPA/61)

Sometimes, the best way to affect laws, policies and services is by the kind of public awareness described above - by creating the right atmosphere for legislative change. In some cases, legislation that changes behaviour, like access laws, can encourage changes in attitudes, as people begin to see the benefits of the legislation.

Changes in laws are very important because, even if you persuade the head teacher at the local school or the boss of a big company to support education and employment for disabled people, that teacher or boss may change jobs. We want improvements to be permanent and enforceable, not temporary and based on a sympathetic individual.

If it is accepted practice in your country, you might want to make contact with an official whose work could have some influence on disability policy - a minister or one of their assistants, for example. You can offer this person direct access to the views of disabled people at the grassroots; they can offer you and your organisation a part in decision-making.

Many governments have seen the benefit of including certain groups in the policy and law-making processes. This has been particularly true for business people, religious leaders, the military and trade unions. Our cooperation, skills and votes are also important.

3. Who to Influence

"Anyone in charge of any kind of enterprise should make it accessible to people with disabilities. This applies to public agencies at various levels, to non-governmental organisations, to firms and to private individuals."
(WPA/23)

Local Level

Who	Why
A. Local authorities	To influence local by-laws and budgets and to formalise change. Speak to their officers, civil servants, etc., as well.
Village elders	
Town planners	
B. Professionals: education, health, welfare, business, law, medicine, media, etc.	For awareness-raising through community leaders and for specific action: accessible schools and churches, a local radio programme on disability. This can lead to examples of good practice which will influence the people in group A.
Trade unions	
Religious leaders	
C. General public	For support in campaigns from people who will also benefit from change (e.g. parents and friends, users of local facilities, mothers carrying children). This shows the policy-makers that changes are supported by a large part of society.

National Level

Who	Why
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A Ministers	To influence national laws and regulations.
Civil servants	
B Other statutory authorities: health, housing, transport, etc.	To influence their policies and practices and for specific action, such as community-based rehabilitation, accessible housing and transport systems, etc.
C Other (voluntary) bodies: charities, NGOs, aid agencies, trade unions	For support in campaigns. Regional Level
D Associations of professionals	To change their policies and structure to include the real needs of disabled people. To get their support in raising awareness.
E General public	To raise awareness of disability issues and to show that we are part of the general public. As at local level, show how change benefits all.

Regional Level

Who	Why
A National representatives to regional bodies	Contact with representatives of your own country means that they will support appropriate regional policies and programmes. If you can make the contact regular, your influence will be greater.
B Committees of regional bodies	Contact can also be made formally through petitions and letters. Use the WPA as a briefing document.
C UN regional commissions	Send these bodies copies of your own policy documents and plans. Ask to see any material they have produced on disability.

International Level

Who	Why
A United Nations	Each member state of the UN has a mission that represents it at the General Assembly in New York. Make contact and inform them of the views of disabled people in your country. Concentrate particularly on issues to be discussed at the Third Committee.
B Other international groupings of countries	Your country may have a representative on one of the important committees. Your influence with them can affect policy. Shared programmes on disability with countries with the same language, legal system, etc., can be very useful.

C International non-governmental organisations

International organisations share many common interests and can benefit from sharing information. Each organisation should speak on its own behalf at the UN, while recognising the benefits of speaking with one voice on some issues.

D Multinational companies

These companies have a major influence on employment and the economy in any country. They need to be aware of disability issues. They may be able to transfer examples of good practice from one country to another.

Public Officials and their Assistants

When it comes to influencing policy-makers and service-providers at every level, there are always two sets of people to concentrate on: the officials themselves, and the people who inform and advise them - their civil servants, officers or assistants.

Example 1

An elder may have political authority and power in your village, but there are other people around him - his brothers or sons, wife or mother, the local tax collector - who need to be influenced, as they advise and inform the elder.

Example 2

There are plans to rebuild the secondary school in your town. As well as the architect in charge of the plans and the head teacher of the school, you can talk about the opportunities for improved access with their deputies or assistants. If any of these people is disabled or has a disabled friend or relative, that can be a good starting point.

Example 3

Many countries have appointed ministers with responsibility for the welfare of disabled people. The minister will be supported and advised by civil servants. Make sure that civil servants know what you want, as well as the minister.

Whoever they are, powerful people are usually very busy. They are briefed (told about an issue) by advisers and assistants. These people decide what subjects should be considered by the official. Before you can hope to reach the people at the top, you must get their assistants to support you. Try to set up meetings with these people.

Education Professionals

"A prerequisite for successful integration is the provision of appropriate teacher-training programmes, for both ordinary teachers and special teachers. The concept of integrated education should be reflected in teacher-training programmes." (WPA/146)

An integrated approach to education is good for both disabled and non-disabled children. Talk to teachers at local schools, to parents' associations, to education boards and to

Example

In India, a monk who ran a school for blind children realised that he was only reaching 2 or 3 per cent of visually-impaired children. He changed his school into a training centre for teachers from ordinary schools to learn about teaching children with visual impairments. There is now a qualified teacher in most of the schools in India and many more blind children are educated.

Health and Welfare Professionals

"Too often, the professional and other service personnel with whom disabled persons come into contact fail to appreciate the potential for participation by disabled persons in normal social experiences and thus do not contribute to the integration of disabled individuals and other social groups." (WPA/73)

Health and social welfare professionals, like teachers, need to be made aware of disabled people's rights. In the past, most professionals viewed us as tragic creatures to be looked after and pitied by society. Many still do.

We need to talk to these people about what we want; tell them that we have a right to services and choices, just like anyone else.

Example 1

"Important resources for rehabilitation exist in the families of disabled persons and in their communities. In helping disabled persons, every effort should be made to keep their families together, to enable them to live in their own communities and to support family and community groups who are working with this objective." (WPA/17)

PROJIMO is a small, rural community-based rehabilitation (CBR) programme in Mexico. Disabled people and members of their families take the lead in management, provision of services and decision-making. (PROJIMO is a Spanish word for "neighbour". It also stands for "Programme of Rehabilitation Organised by Disabled Youth of Western Mexico".)

CBR is characterised by innovation and community commitment. Over the last ten years, appropriate rehabilitation methods and skills have been identified and written down, as simple, clear guidelines for families. These were tested and corrected over a period of time, then put together to form the excellent reference manual Disabled Village Children (see Publications).

PROJIMO was set up by disabled health workers. The local disabled villagers have also gained many professional skills through short voluntary visits from other professionals - physical and occupational therapists, teachers, makers of prosthetic and orthotic devices - who come not to practice but to teach their skills.

Example 2

In the United Kingdom, the Royal College of Physicians, the Prince of Wales Advisory Group on Disability and representatives of the UK disability movement formed a working group to discuss the rights of disabled people in hospitals. After a difficult year of talks, the working group succeeded in drawing up a Charter for Disabled People Using Hospitals.

The main principles of the Charter are that:

- the individual needs of disabled people who use hospitals must be understood
- impairments must not be made worse by any procedure, treatment or regulation
- staff must see the difference between managing illness and working with a disabled person
- a person who has learned to live with an impairment usually knows more about it, and the way to live with it, than anyone else

This Charter, which came out of consultation between professionals and disabled people, was a huge advance for disabled people in the UK medical system. The Charter proves that we are not just patients who should be grateful for whatever we can get, but service-users with rights.

Business

There should be mutual cooperation at the central and local level between government and employers' and workers' organisations in order to develop a joint action with a view to ensuring more and better employment opportunities for disabled persons." (W PA/131)

One of the most important ways in which disabled people are discriminated against is at work and in trying to get work. We must raise awareness about our skills among employers. Why not arrange a meeting with the boss of a big company? Some international companies, like MacDonal'd's and IBM, have good employment policies - are they carried out in your country?

You could also approach the very influential organisations of business people, if these exist in your area, to encourage employment of disabled people and to seek sponsorship or funding.

Trade Unions

In many countries, trade unions actively support disabled people at work and in campaigns for anti-discrimination legislation. Many trade unions have divisions of disabled people. If you don't already have strong contacts with local branches of trade unions or their national offices, try to develop them. The labour movement has often been a major force for change.

Lawyers

It's very useful to know about laws and the legal process in your country. You can find this out by reading books on the subject. Another way is to make contact with sympathetic people in the legal profession. They can explain the law to you and suggest possible changes in legislation.

Example 1

The Southern African Federation of Disabled People (SAFOD) has a programme for encouraging equalisation of opportunities legislation in all its member countries. The programme has a five-person committee, headed by two disabled lawyers (one from Lesotho and one from South Africa), which travels to member countries.

SAFOD began the programme with a seminar for disabled people and government

officials. Governments in Mozambique, Lesotho and Zambia are working on legislation; in South Africa, both the ANC and the government are taking part. Legislation was passed in Zimbabwe during the summer of 1992. It is supported by a commission of disabled people and their representatives, which regulates the legislation and reports directly to the minister for disabled people.

Example 2

The United Kingdom's Law Society produced a report in late 1992 on discrimination against disabled people in employment. The aims of the study were to look at whether anti-discrimination legislation along the lines of the Sex Discrimination Act and the Race Relations Act could work from a legal point of view (not to judge whether it was morally justifiable). As a result of the study, the Society now fully and publicly supports anti-discrimination legislation for disabled people, although it disagreed with it in the past.

It's also useful to know about laws and policies in other countries and at the regional and international levels. (See Part Two of this resource kit for some examples.) You can get this information from libraries, the media (newspapers, magazines, radio and television) and from contacts with disability organisations in other countries. Use what you know when you talk to your local and national political representatives.

Architecture and Transport

"Member states are encouraged to adopt a policy ensuring disabled persons access to all new public buildings and facilities, public housing and public transport systems. Furthermore, measures should be adopted that would encourage access to existing public buildings and facilities, housing and transport." (WPA/114)

The most obvious difficulty faced by disabled people, which prevents participation in community life, is the problem of access - getting into a school to learn, being able to catch a bus to work.

Speak to colleges and universities that run courses in architecture and town planning. Do they include disability issues on the curriculum? Could someone from your organisations make a presentation about access? If there is a national association of architects, make contact with its leaders to arrange a meeting or seminar on access improvements. Encourage the organisation to adopt a policy document on access for disabled people.

Try some of the same tactics with transport authorities. Remind them that accessibility means that more disabled people are able to become fare-paying passengers.

The Media

"Guidelines should be developed in consultation with organisations of disabled persons to encourage the news media to give a sensitive and accurate portrayal of as well as fair representation of and reporting on, disabilities and disabled persons in radio, television, film, photography and print." (WPA/149)

When you use the media, you are making an issue widely available to readers, listeners and viewers. Remember, an average of one in ten people in most countries has some form of impairment and one in four people - including friends and family - is directly affected by disability. Make use of the media to tell people what you are doing and what you want.

Work with organisations of journalists (newspapers, TV, radio) on imagery, through disability seminars. Draw up guidelines on the representation of disabled people and disability issues. Our first resource kit, on making the most of the media, contains more information on this.

Religious Leaders

"Measures should be undertaken to ensure that disabled persons have the opportunity to benefit fully from the religious activities available to the community. In this way, the full participation by disabled persons in these activities will be made possible." (WPA/136)

Religious leaders are at the very centre of community life, with contacts in every part of society. They are extremely influential people; their followers look to them for guidance in opinion and behaviour. Remember to include them if you arrange meetings for community leaders.

Many religious organisations, such as the Mennonite Central Committee, give substantial practical development support to disability organisations worldwide. Find out about the policies of similar organisations based in your country.

Religious belief has often provided the most negative attitudes towards disabled people. This is often as a result of misconceptions. Disabled people should not only take part in religious activities but in discussions about attitudes to disabled people.

4. How to Influence

Research

Get to know about important people, associations and organisations, their policies and the ways decisions are made - by talking to people, watching television, listening to the radio, reading papers and magazines, asking for information.

What is being said about the issues that concern you? Who is most likely to be sympathetic to your cause? What happens at a town council meeting, in parliament or congress, at the UN? Who decides on local budget issues? What national laws are being debated? What directives, regulations, conventions and resolutions has your government ratified or supported? (To ratify is to agree to follow something that isn't automatically binding, such as a convention. Once ratified, a convention becomes part of national law.)

It might be useful to have one person in your organisation to watch out for developments. Keep a file on people, organisations, laws and policies. Remember that things can change quite quickly.

The First Approach

Before you approach an important person, learn something about them. Ask their office or people who know them about their views on disability. If they are involved in politics, try to find out what laws they have supported or opposed. If you write to them, mention what you have found out. You will appear well-informed and your views will be respected.

Be clear about what you want to achieve - what your question request or argument is. Talk to other disabled people about it first and make it clear to the official.

Introduce yourself. Call their office and ask to speak to the person in charge of appointments. Ask to set up a meeting with the official or with a staff member. If possible, mention your organisation, its aims and activities, the number of members.

You might be told that an appointment is unnecessary; that your request should be put in a letter and will be given "due consideration"

If you feel that this is an excuse and that you are not being taken seriously, keep politely insisting that you would prefer to meet the person face to face - all you need is ten minutes.

If you do write, try to follow the letter up with a phone call a week later.

Timing

If you want an official to support you or to take a public position on an issue - by speaking in a meeting, voting, writing a letter to a more senior person - you need to get the timing just right.

If you write to your local representative six months before a piece of legislation is to be talked about, your letter will be filed and forgotten, but if you want money to be put aside from next years local authority budget to make a community centre accessible, you need to present a proposal before any council meetings on budget issues.

Find out when important policy-decisions are to be made at each level and how long the process takes. Contact the people involved in advance of these dates. Pick a time when the official is likely to be thinking about what's on your mind; for example, when a piece of legislation is at the committee stage, when councillors are deciding on budgets, or when an issue is being talked about in the newspapers and by the public.

Letters

Writing a letter is the easiest, cheapest and one of the best ways of contacting important people.

You could write to an official to:

- ask a question
- request a meeting
- invite them to an event
- thank them
- express an opinion, criticism or concern

Ring the official's office to ask the correct form of address for the person you're writing to. Put your address and telephone number at the top of the letter and the person's full title. Include your full name, and your position within your organisation.

Get the facts right. Make sure that you only include the important facts and that you present these clearly. Depending on his or her job, an official might receive up to 1,000 letters a week. If yours isn't easy to read, it won't be effective. If you're writing about a particular bill, include its name and number. If you're making a complaint about a school or other public building that is inaccessible, say exactly what the problem is and what

needs to be done to solve it.

Your letter should be a clear argument for or against a proposed action, with backup materials if needed. Show how your solution is cost-effective and benefits the whole community.

Keep a copy, to remind yourself later of what you wrote.

If it's appropriate, get other people to write about the same issue. The more people who are involved, the more likely it is that policy-makers will take notice. It's better for people to write their own letters but, if this isn't possible, you can produce copies and get people to sign in agreement to it.

Meetings

Everyone is nervous before meeting somebody important. Change doesn't come easily and it's tempting to leave it to someone else. You are as good a person as anyone to bring about change.

Concentrate on exactly what you want. If it's a first meeting, you might be looking for general support for your work, or be trying to change the way somebody thinks. You might be telling them about disability (you're the expert) and about the views of the members of your organisation. Perhaps you want to try to set up a channel for regular contact with a political representative while legislation is making its way through parliament or congress; perhaps you need sponsorship for an income generation scheme.

Be prepared to answer questions. Think through in advance what you might be asked. Don't get angry and don't be intimidated.

Bring fact sheets, surveys, newspaper cuttings, petitions or photographs - whatever you need to support what you are saying. Leave copies to be looked at later.

Beware of vague expressions of support. Listen for action that shows real commitment. If it isn't there, return to a basic question. Does the policy-maker agree that things need changing? What are they willing to do to make change happen?

Remember, although it's useful to have the public support of important people, it's not what policy-makers say but what they do that really counts.

Be flexible. An official may only be prepared to support part of what you say. They will have to balance various demands. If partial support is all you get, don't argue. Thank the official and say that you hope they will be able to do more in the future.

You can set up regular meetings, particularly at the local level, with community leaders - heads of schools, religious groups, businesses.

Building a Relationship

Send a letter, after any meeting or telephone call, thanking the official or policy-maker for their time and support. If nothing was offered, say that you hope support will be given in the future.

After a first meeting with a politician or professional, you may be able to provide a "briefing paper" - a written description of an issue or problem, including facts and possible solutions.

Influence should be tactful, discreet and specific. Always be polite and think about the best approach for the person you are talking to. You have to keep in touch with people. Change can be slow and your aim is to set up a regular channel of communication.

Work at Every Level

"Progress in reaching the goals of the Programme could be achieved more quickly, efficiently and economically if close cooperation were maintained at every level." (WPA/155)

It's important to try to have an influence at every level - local, national, regional and international government; local, national and multinational companies; non-governmental organisations and aid agencies. Your work at one level can help indirectly at other levels as well.

Example 1

A thorough knowledge of the United Nations World Programme of Action concerning Disabled Persons means that you can ask your national government what it is doing in the main areas of concern: prevention, rehabilitation and equalisation of opportunities.

Example 2

Speaking to the boss of the main transport company in your country about access could have a direct affect on services to and from your village. Always point out the benefits to the whole community, and in particular to the person or organisation you are trying to persuade.

Remember that all these things take time. It may take several meetings and campaigns before you get anywhere.

Work with Everyone

You may have personal differences with the people you are trying to influence but it's very important to try to establish a relationship with those in powerful positions. Keep polite contact, whatever your feelings about them as individuals.

At the level of national government, experience has shown that disabled people's organisations are most successful when working on non-party lines - making contact with politicians from all parties. Governments and the people within administrations and parties can change. In the US, for example, where the top positions in the administration are political appointments rather than permanent posts for career civil servants, more than 2,000 jobs can change with a new president. Support from all parties is usually necessary to get a piece of legislation passed.

Disability is an issue that must be faced by everyone in a responsible and powerful position. Our needs are important; our skills and experience are valuable assets to any country.

Strength in Diversity

Work with other disability organisations - concerned with one impairment or acting as an "umbrella" group for all disabled people - at local, national, regional and international levels.

People with different impairments have much in common, but we can also profit from our diversity. Sometimes, disability organisations don't communicate or cooperate and may even see each other as competitors for scarce resources or government support. In fact, we can be stronger together - with shared aims and shared resources.

When different organisations join up on issues of interest to all disabled people, the emphasis shifts from an individual with an impairment to the social and environmental barriers that stop all disabled people participating. Experience shows that when we work together, policy-makers listen and act, rather than using our differences as an excuse for doing nothing.

Sharing Ideas

At the international level, every organisation can learn from others' experiences. Many organisations are now registered with their governments and have begun advising and working with them. This includes organisations in both developed and developing countries; countries with a variety of political systems. If you set up contacts with other organisations and keep up-to-date with activities and changes, you can get some good ideas for your own campaigns.

Through the exchange of information and experience, we can be encouraged by successes, learn from mistakes and find out what strategies have worked for disabled people worldwide.

Publicise what you are doing. Send information to national and international organisations of disabled people for their newsletters.

Skills and Confidence

"What is required is to focus on the ability, not on the disability of disabled persons." (WPA/27)

Policy-makers may seem to accept what you are saying, but make sure they really understand. You may have to keep reminding them that disabled people are the experts. This is a hard thing for many people to accept.

Decision-makers are often people with a very good education, who may have done very well in their current profession or another, like law, before taking office. They are leaders who are used to making important decisions for other people.

Among the general public, there are many who feel that disabled people are not really able to make decisions (even simple choices about our own lives) or to find solutions to the problems society has set us. You will have to remind them that you and other disabled people are the experts when it comes to disability.

This is not easy. It takes a lot of confidence. Many disabled people don't know they have rights and don't feel strong enough to demand that their needs are met, as society respects the rights and meets the needs of non-disabled people.

5. Action Ideas

"Often, disabled persons have taken the lead in bringing about an improved understanding of the process of equalisation of opportunities.

In this context, they have advocated their own integration into mainstream society." (WPA/61, 62)

General Action Plan

- Know your facts
- Work out what you want
- Focus on one issue
- Decide on solutions
- Plan your argument
- Publicise your issue
- Involve the community
- Work with decision-makers

Action Ideas

If you're not part of an organisation run by and for disabled people or their direct representatives, why not join or start one? Alone we're powerless. Together we can change the world!

Make use of any contacts that you or your friends and family have with important people.

If you don't know- ask. Don't be afraid of appearing ignorant. You can't be expected to know everything. People like to talk about their own work, so they will enjoy answering your questions.

Be very specific about what you want: ramps to make the local school or town hall accessible; teacher training courses that include disability awareness and the teaching of hearing and visually-impaired children; financial support for your organisation - to set up an income generation scheme or fund a campaign - from an international organisation or aid agency.

A good tactic at every level is to send a copy of a letter to a public official to people lower down the scale. So, for example, if you write to the prime minister or president protesting about something at local level, send a copy of your letter to the local official concerned.

Show how the changes you want will benefit all sections of the community.

Example 1

In April 1989, a large number of disabled people, who made their living by begging, were told by Kampala City Council in Uganda that they would no longer be able to beg on the streets of the city. The Council, after persuasion, decided to offer the disabled people an alternative to begging. It made a small plot of land next to the main Kampala bus park available to them.

Eighty disabled people formed the Kampala Disabled Business People's Association (KDBPA). In the last three years, the small plot of land has developed into a thriving "university of small business". KDBPA now leases plots to other business people, including a catering co-op which provides food as well as rent. The Association has over 200 members, is involved in sporting, theatre and disability rights activities, and runs a very successful rotating loan scheme. Members now pay tax and contribute to the community's economy in a number of other ways.

Example 2

Accessible transport benefits taxpayers as well as passengers. It means savings in the cost of congested roads and cities. In Europe, accessible transport often means that disabled and elderly people can stay in their own homes, rather than being moved into residential care. This can save between \$8,000 and \$60,000 a year.

Example 3

A national heritage association, which is responsible for historic houses and gardens and receives thousands of visitors a year, refused for a long time to make any of these places accessible to wheelchair users. Finally, the association did adopt a policy of making the sites accessible. It was expensive but, as a direct result, sales went up by 10 per cent and the costs were soon covered.

Accessible buildings and transport make things easier for older people and people carrying baggage or small children. If buildings and transport are accessible, disabled people find it easier to get jobs; fewer need to be supported by benefits or by friends and relatives; they are able to use shops and services and be more active economically.

If you are looking for help from a particular group of people, point out the specific advantages to that group.

Example

In Bogota, Colombia, the dropped kerbs are paid for by local businesses, who have their names on them. The dropped kerbs publicise their community participation, advertise the goods and services they sell, and allow disabled people to be clients and customers.

Local Level

"Disability policies should ensure the access of disabled people to all community services." (WPA/25)

Talk to people. As an individual, make sure that everyone you come into contact with - teacher, bus driver, doctor, employer, friend, relative - knows what you need and want.

Your organisation can ask the local authority to follow any national policies on disability or to deal with specific local problems in your village, town or district. The support of members of your organisation and their friends and families is important to public officials.

Your organisation can launch cheap but effective small-scale campaigns at local level - awareness days, a petition to increase accessibility or to improve training for disabled people. If you live in a rural area, invite members of your community to a short meeting to tell them about your needs and what your organisation is doing. If people are impressed by your activities, they are more likely to give you their support.

Attend local meetings of all sorts - cultural events, your local political party or town council meetings, etc. Get yourself seen and heard. It's very important for us to be present in community life wherever possible. Make sure disability issues are taken into consideration whenever decisions affecting the whole community are made.

If disabled people can demonstrate that they are effective members of a community, with

ideas to improve conditions for everybody, other people will take notice.

Make as many members of the community as possible aware of your demands - through the media and through the individual members of your organisation. Publicise your campaigns. Produce some cheap posters and leaflets. Talk to people. Let them know about you, your organisation and what you want.

National Level

"Everywhere...the ultimate responsibility for remedying the conditions that lead to impairment and for dealing with the consequences of disability rests with governments." (WPA/3)

Collect as much information as you can: national reports on disability policy, statistical material from national censuses or separate surveys, general legislation and legislation specific to disabled people, publications dealing with disability issues (the journals, handbooks, and newsletters of professionals or non-governmental organisations). Many government departments will send you information free. The more you know, the better your arguments will be.

Know your rights. What does the law in your country provide for you on employment, benefits, education, housing, transport, leisure and recreation?

Try to set up channels of communication with nationwide businesses and service-providers, and with the most appropriate people in government and administration. Some countries have ministries for disabled people; in others, responsibility is divided up among many departments.

Even if there is a ministry, you need to talk to other ministers - of transport, housing, education, and employment. Make formal contact with a minister through his or her civil servants. Any letter or suggestion will go to these people first, so it's important to gain their support.

In the same way, if you are asking your head of state or government something, talk with senior civil servants and ministers first, to get their support.

As soon as a bill is published, get hold of a copy. A sympathetic member of parliament or congress may be able to help and give it to you for free.

Use the documents in Section Two when you talk to your national government. For instance, if you want direct consultation with organisations of disabled people, then talk about the recommendations on this in the WPA.

Find out whether your country has ratified ILO Convention 159 Concerning Vocational Rehabilitation and Employment (Disabled Persons). Write to the Ministry of Labour or other appropriate government department to ask about their policy towards the Convention.

There are two types of parliamentary or congressional committee. The first kind is permanent and meets to discuss a particular issue; the second is temporary and examines specific legislation.

Find out about any parliamentary or congressional committees on disability or other

issues (such as housing, transport or employment). If possible, set up a formal consultation with them, or get to know some of the people on the committee and speak to them informally. Ask committee members to consider disabled people's needs and disabled people's views.

The committee stage of a bill's progress through parliament or congress involves a very detailed look at all the clauses of the bill and it may take some time. Find out the names of the committee members as soon as possible. They are the main people to contact at this stage.

Regional Level

"The regional commissions of the United Nations and other regional bodies should encourage regional and sub-regional cooperation in the area of prevention of disability, rehabilitation of disabled persons and equalisation of opportunities." (WPA/177)

Each region of the world has wide-ranging and powerful administrative and legislative networks. Regional organisations and groupings of countries need to be told about disabled people's issues.

Find out what is being talked about at regional level. Brief reports appear in national newspapers and longer reports in official publications. The main library in your country's capital city may have useful reports and journals.

Contact your regional UN office, asking them about their plans for the World Programme of Action and the Society for All by the Year 2,000 initiative. Find out how to make formal contact with the regional systems. Can your organisation have observer or consultative status?

Send UN regional bodies a copy of your own plans. Tell them what you have asked your national authorities to do and about difficulties you have in getting better services for disabled people.

Consider cooperation or a joint campaign with other NGOs at the regional level.

International Level

"It is necessary to use every effort to prevent wars leading to devastation, catastrophe and poverty, hunger, suffering, diseases and mass disability of people, and therefore to adopt measures at all levels to strengthen international peace and security, to settle all international disputes by peaceful means and to eliminate all forms of racism and racial discrimination in countries where they still exist" (WPA/5)

International politics might seem remote and inflexible when what you need is a well at your home or a wheelchair that works. But disability is a global concern. There are more than 500 million of us whose rights are ignored every day. We can make a difference to our everyday lives through influence at the international level.

You can support the work of international disability organisations (Disabled Peoples'

International, the World Blind Union, the World Federation of the Deaf, the International League of Societies for Persons with Mental Handicap, the International Federation on Ageing) by contacting expert members of human rights bodies, government representatives and officials of UN organisations from your country.

Every country has a mission - a group of people, based in New York, who attend the United Nations General Assembly and put forward their country's views.

If you contact these people, you can give them the views of disabled people in your country and can influence them - to have a resolution passed, get an item added to an agenda or gain a commitment to action that protects disabled people's rights.

Ask the United Nations office in your country for more information about the UN and for a copy of the World Programme of Action concerning Disabled Persons. They provide all this information free, either from the UN information office or from the UNDP office.

Put pressure on your national representatives to the UN to make sure your country takes part in discussions about disability. These take place at the Third Committee of the General Assembly each October. Make sure those involved are well-informed. Perhaps a leading member of your organisation could be part of the delegation, as requested by the Secretary-General of the UN?

The Secretary-General has also asked member states to review their achievements during the UN Decade of Disabled Persons. Ask if your organisation can look at your country's responses or contribute to your government's report on the situation of disabled people in your country.

6. How Government Works

Local government

Local government is for local concerns. At the same time, its policies and resources are usually directly affected by decisions made at the national level.

Local authorities often use money collected locally plus money from national funds. Although they may have some choice about where the money goes, they also have to follow national policies. Usually there is little choice about how much money is available. As a result, difficult decisions often need to be made.

In towns and districts, local government is often divided up into separate departments for education, health, policing, finance, social welfare and housing.

Much of the decision-making process at local level is more open to community involvement than it is at national level. There are more chances to influence powerful local people, formally and informally. They live and work close to you. You might see them at a shop, club, cooperative, or church. You might know someone who knows them. Many local representatives provide regular opportunities to meet and listen to the people they represent.

National Government

Government

The government of a country is its prime minister, chancellor or president and his or her cabinet and other ministers. Each of the ministers has responsibility for a particular area of political, economic or social provision, such as housing, transport, social services and finance.

Assembly

An assembly (parliament, congress, Knesset, etc.) consists of elected or appointed representatives of the people. It is responsible for making laws and has an influence on the government in forming policies. Most countries have two legislative chambers and a bill has to pass through both of these chambers before it becomes an act of parliament or congress and binding in law.

Civil Service

The policies decided by the assembly are put into action by the civil service. In most countries, the civil service is appointed rather than elected and civil servants sometimes stay in their posts longer than politicians.

Civil servants do much of the early research on new legislation. We need to influence them as much as the ministers and other officials they work for, as it is they who advise the politicians.

Judges

The judiciary of a country consists of the system of courts in a country. It is concerned with the administration of justice - the making and keeping of laws.

Apart from trying people for criminal offences, courts also promote and protect political, civil, social, economic and cultural rights. The American Supreme Court, for example, did important work in the 1950s and 1960s to define civil rights for black people. The rulings it made on segregation in the southern states led to the 1964 Civil Rights Act.

Complaints

A special officer, the ombudsman or parliamentary commissioner, has been introduced in some countries to look at complaints about the way laws and policies are put into practice. These people have supervisory powers over the administration and in some cases report back to parliament or congress.

If you have a complaint, about medical treatment, a pension or social security payments, for example, send a written account to the ombudsman concerned with that type of service. A ruling in your favour can affect the way a particular law is interpreted in the future. (This is called setting a precedent.)

Pressure Groups

A pressure group is a group with a common concern, such as an organisation of business, labour, religious or military people, which tries to have some influence on the political process. It can be concerned with one issue, such as the building of a nuclear power station, or with a far broader set of issues, such as civil rights and equalisation of

opportunities.

Pressure groups seek influence in many ways - by speaking to politicians, direct action (such as strikes or public demonstrations) or campaigns. Some disabled people's organisations are pressure groups in this sense and must choose the most appropriate way to have influence.

Committees

The government and assembly usually have a number of committees to look at various policy issues. Committees are useful because they can come to decisions quickly, are less formal and are not dominated by party rivalry in the way that assemblies often are. Also, people outside the formal political system can take part and give their views.

Cooperation between governments and organised groups is often made formal through a variety of permanent advisory committees on which group representatives sit alongside civil servants. This is an important thing for disabled people's organisations to aim for.

Regional Cooperation

As with national politics, much of what happens at the regional level is about looking at laws, policies and budgets. Many common problems cross national boundaries and demand common solutions. Countries organise for many reasons, such as being close together geographically, having a common religion or political philosophy, or common trade interests.

The Main Regional Alliances and their Headquarters

- Association of South East Asian Nations (ASEAN), Jakarta, Indonesia
- Caribbean Community (CARICOM), Georgetown, Guyana
- Colombo Plan, Colombo, Sri Lanka
- Council of Europe, Strasbourg, France
- Danube Commission, Budapest, Hungary
- European Community (EC), Brussels (Belgium); Strasbourg (France); Luxembourg
- European Free Trade Association (EFTA), Geneva, Switzerland
- European Trade Union Conference (ETUC), Brussels, Belgium
- North Atlantic Treaty Organisation (NATO), Brussels, Belgium
- Organisation for European Economic Cooperation (OEEC), Paris, France
- Organisation of African Unity (OAU), Addis Ababa, Ethiopia
- Organisation of American States (OAS), Washington DC, USA
- South Pacific Commission (SPC), Noumea, New Caledonia
- Western European Union (WEU), London, England

Some of these in more detail:

ASEAN

The Association of South East Asian Nations was formed in 1967 to encourage political, economic, social and cultural cooperation among the non-communist states of South East Asia and to increase trade between ASEAN countries and the rest of the world.

CARICOM

Formed in 1973 to encourage economic cooperation through the Caribbean Community, CARICOM coordinates the foreign policy of member countries and cooperation in areas such as education, health and tax administration.

Colombo Plan

The Colombo Plan for Economic and Social Development in Asia and the Pacific was formed in 1950 to promote development of member countries in Asia; to review economic and social programmes and to help speed this up through cooperative effort, encouraging development aid both to and within the area.

Council of Europe

Formed in 1949 to achieve greater unity among members and to safeguard and bring about the deals and principles which are their common heritage, particularly in the area of social and economic progress. The Council now has 21 member states.

The scope of the Council of Europe's Statute is huge; only defence is left out. The Council makes recommendations and resolutions to its member states and forms conventions and agreements between them. If a number of states want to take some action not agreed on by the Council as a whole, they can have a "partial agreement", binding on those who join.

In 1984, the Council's Committee on the Rehabilitation and Resettlement of the Disabled drew up Resolution AP (84) 3, A Coherent Policy for the Rehabilitation of Disabled People. The policy covers assessment of skills and technical and transport needs, pupil and vocational guidance, schooling, training, employment, training of rehabilitation staff and health education.

The Introduction to the Policy states: "The principle of full participation and equality...has given a new dimension to the concept of rehabilitation.... By accepting these new trends, society can only benefit from the active role that disabled people themselves can play."

European Community

The EC is a group of 12 nation states committed to economic, social and political integration. Its aims, set out in its founding treaties, are essentially economic, but recent years have seen "an ever closer union among the peoples of Europe" in a political sense as well.

Through the various treaties setting up the Community, the member states have given to the Community's institutions the power to act, and to legislate (make laws), at European level in certain economic, social and other areas.

The European Community has four governing institutions: the Council of Ministers, the European Parliament, the European Commission and the Court of Justice.

The Council of Ministers is the major decision-making body, made up of one minister from each of the member states. The ministers who take part vary according to the topic under discussion. The Council's headquarters is in Brussels.

The European Parliament is made up of 518 members (MEPs), grouped not by nationality but by party membership. Most of the Parliament's activities take place in Strasbourg, though the meetings of its 19 committees are held in Brussels. Its secretariat

is based in Luxembourg.

The European Commission, with its headquarters in Brussels, draws up proposals for Community legislation. The Commission is the Community's executive body and its main civil service. The basic process of law-making is that the Council takes a decision on a Commission proposal after it has been examined and changed in Parliament.

The European Court of justice, which sits in Luxembourg, consists of 13 judges, one from each member state, plus one more, assisted by advocates-general. Its rulings are final on matters of European law, which take precedence over (are more important than) national law.

The European Convention, signed in 1950 by members of the Council of Europe, guarantees the following rights: to life, liberty, security of person and due process of law; protection against torture, inhuman or degrading treatment and punishment; freedom from slavery; freedom from ex post facto laws and punishment (a past action cannot later be described as criminal by a law made after the action); private and family life; freedom of thought, conscience and religion; freedom of expression and peaceful assembly; right to marry and start a family; and non-discrimination in the enjoyment of rights given in the Convention (but not a general non discrimination clause).

Two bodies, the European Commission of Human Rights and the European Court of Human Rights, deal with human rights complaints against individual nations brought by individuals and organisations within these nations. A large number of complaints have been made and the Commission and the Court have developed an important amount of case law, which has influenced the approach of the United Nations Human Rights Commission. For instance, the European Court of Human Rights has been used successfully to safeguard rights to disability benefits in the UK.

Organisation of African Unity

Formed in 1963 to further unity and solidarity, to coordinate members' political, economic, cultural, health, scientific and defence policies, and to get rid of colonialism in Africa.

The African Charter on Human and People's Rights (ACHPR) was adopted in 1981 by the Organisation of African Unity.

Based on international statements about human rights, the ACHPR also includes African ideas about the individual and the law. As a result, it puts special emphasis on the importance of the community and the duties of the individual towards it, as well as on reconciliation, rather than legal proceedings, for enforcing rights.

It also gives great importance to the right to development (without which, it argues, civil and political rights can't be enjoyed), recognising the central role of the state in the administration of African societies. As a result, the Charter provides a less secure system of individual or group rights than either the European or the American Conventions on Human Rights.

Organisation of American States

Formed in 1948 to gain peace and justice, to promote American solidarity and to strengthen cooperation among members.

The Organisation is made up of almost all countries in South, Central and North America.

It adopted the American Declaration of the Rights and Duties of Man in 1948.

There are two schemes of human rights within the Inter-American system. The Inter-American Commission of Human Rights has the main responsibility for the enforcement of both.

The first and older scheme is based on the Charter of the Organisation of American States, signed in 1948. It applies to all members of the Organisation. The other is the American Convention on Human Rights, adopted in 1969.

The Charter proclaims the fundamental rights of the individual. Among the duties are those towards society, to parents and children, to receive instruction, to vote, to obey the law, to serve the community and the nation, to pay taxes and to work.

South Pacific Commission

The SPC was formed in 1947 to talk about regional issues and to give training and assistance in economic, social and cultural development to countries in the region.

The United Nations at Regional Level

The UN has a number of regional offices, known as Economic and Social Commissions. The addresses for these Commissions are at the end of the resource kit and you can request free information about their disability policies.

- Economic Commission for Europe (ECE)
- Economic and Social Commission for Asia and the Pacific (ESCAP)
- Economic Commission for Africa (ECA)
- Economic and Social Commission for Western Asia (ESCWA)
- Economic Commission for Latin America and the Caribbean (ECLAC)

International Cooperation

The Main International Administrative Systems and their Headquarters

- The Arab League, Tunis, Tunisia
- The Commonwealth, London, England
- Council for Mutual Economic Assistance (CMEA), Moscow, Russia
- International Confederation of Free Trade Unions (ICFTU), Brussels, Belgium
- Organisation for Economic Cooperation and Development (OECD), Paris, France
- Organisation of Petroleum Exporting Countries (OPEC), Vienna, Austria
- Organisation of the Islamic Conference (OIC), Jeddah, Saudi Arabia
- United Nations Organisation, New York, USA
- World Bank, Washington DC, USA
- World Confederation of Labour (WCL), Brussels, Belgium
- World Federation of Trade Unions (WFTU), Prague, Czechoslovakia

A few of these in more detail:

The Commonwealth Foundation

Formed in 1931, the Commonwealth, with the UK's Queen as its Head, is an association

of over 50 independent nations who have agreed to consult and to cooperate to improve human development, international understanding and peace. The populations of the countries concerned number more than 1,000 million people, over a quarter of the world's total population, and live in every continent.

The Commonwealth includes many races, religions and languages. It brings together developed and developing countries from across the globe and its members include some of the world's richest nations as well as many of its poorest.

The Commonwealth draws its strength from partnership, equality and multi-racialism, which reflect the Foundation's origins in the movement for decolonisation. The legal, educational and administrative systems of the countries are broadly similar and the common working language of English makes communication easy.

The heads of government of Commonwealth countries often meet to discuss world problems. Ministers of finance, education, health and law also come together regularly and there are meetings of officials and specialists in many fields of work.

The Commonwealth Association for Mental Handicap and Developmental Disabilities, set up in 1983, concerns itself with prevention, intervention and the exchange of professional information and skills.

The Commonwealth Human Rights Initiative (CHRI) was set up in 1989 by five non-governmental organisations: the Commonwealth Journalists Association, the Commonwealth Lawyers Association, the Commonwealth Legal Education Association, the Commonwealth Medical Association and the Commonwealth Trade Union Council. It concentrates on gathering information about human rights in Commonwealth Countries, promoting the need for improved standards and assessing the steps to be taken to make sure that human rights are respected and upheld.

The Commonwealth Secretariat, in London, is the central point for consultation and information exchange. Check whether there is a Commonwealth office in your country.

Organisation of the Islamic Conference

Formed in 1971 to cooperate in economic, social, cultural, scientific and other areas and to get rid of racism and colonialism in all their forms.

United Nations

The UN was created to seek and keep international peace and security and to solve the world's economic, social and humanitarian problems. Its most important organs (active parts) are:

- the General Assembly, the thinking, discussing and decision-making organ
- the Security Council, responsible for keeping international peace and security
- the Secretariat, which administers the work of the UN
- the Economic and Social Council, which coordinates the UN's economic and social work
- the International Court of Justice
- the Trusteeship Council

The UN system also includes other organs, such as the United Nations Development Fund (UNDP), the United Nations Children's Fund (UNICEF) and the United Nations Economic, Social and Cultural Organisation (UNESCO), and specialised

inter-governmental agencies, which deal with problems in such fields as health, agriculture, economic development and education.

The UN and its various bodies work closely with non-governmental organisations (NGOs) on global concerns. The main INGOs of and for disabled people are invited to attend inter-agency meetings of all the UN organisations working in the field of disability (WHO, UNESCO, ILO, UNICEF and many others). These meetings take place in Vienna in December of each year.

Disability at the UN

1971 UN Declaration on the Rights of Mentally Retarded Persons

1975 UN Declaration on the Rights of Disabled Persons

1981 The International Year of Disabled Persons

1982 The World Programme of Action concerning Disabled Persons

1983-1992 The UN Decade of Disabled Persons

1990 A Working Group to elaborate Standard Rules on the Equalisation of Opportunities for Disabled Persons was set up, to report to the General Assembly in 1993. The international instrument provides a set of rules for states in the disability field. It is not compulsory, although they comply a strong moral and political commitment on behalf of governments to take action for the equalisation of opportunities.

The 21st Century A Society for All by 2,000. (Society must adapt to the needs of disabled people, rather than disabled people adapting to society.)

General Assembly

The General Assembly is the collective voice of its government representatives: if national delegates don't contribute to, or even attend, discussions on disability matters, the UN has no authority and no money to take any action.

Centre for Social Development and Humanitarian Affairs

The social and economic work of the UN is the responsibility of the Economic and Social Council (ECOSOC), with whom many disability non-governmental organisations have consultative status. During the Decade of Disabled Persons, most of the UN's work on disability took place in Vienna, at the Centre for Social Development and Humanitarian Affairs. The Centre has many concerns, including disability, ageing, the family and gender issues.

The Disabled Persons Unit is part of the Centre for Social Development and Humanitarian Affairs. It has responsibility for:

- studying how the World Programme of Action is put into action at national, regional and international levels, through contact with governments, UN agencies, non-governmental organisations and national disability committees
- research on trends and issues: a series of manuals and guidelines have been prepared - on accessibility, information, equality of opportunities legislation, human resources development, organisations of disabled people
- information exchange, including preparation of the Disabled Persons Bulletin
- technical cooperation activities, advisory services to governments and management of the Voluntary Fund for the UN Decade of Disabled Persons.

Statistical Division

The Division works with government statistical offices worldwide to coordinate statistical research and to provide technical advice and information. During the Decade of Disabled Persons, it compiled the International Disability Statistics Database, which it supplied to over 130 government offices and research centres worldwide.

The Division also responds to requests from governments and research centres preparing national databases on disability-related topics, and supplies statistical information on disability to journalists, film producers and organisations.

Department of Public Information

The Department of Public Information develops information strategies and promotes international awareness of UN activities through media campaigns. There is one person with special responsibility for disability issues.

Centre for Human Rights

Located in Geneva, the Centre is concerned with human rights issues. It puts into practice the work of the Commission on Human Rights, the UN policy-making body on human rights. The Committee on Human Rights monitors and evaluates member states activities.

Regional Commissions

The UN has a number of regional offices, known as Economic and Social Commissions.

UNESCO

Most countries have a United Nations Educational, Scientific and Cultural Organisation (UNESCO) Commission, usually found through the Ministry of Education. There are also a number of regional offices

One of UNESCO's goals is to include disabled children in community schools. It runs a project to train teachers and administrators to work with disabled students.

The UNESCO Co-Action Programme supports small-scale, low-cost local projects to benefit organisations providing services to disabled people. These include educational materials and equipment, bicycles, ramps, sports equipment, typewriters and blankets. The amounts are usually between US\$500 and \$ 1,000.

You can get more information about the Co-Action Fund from the UNESCO headquarters in Paris. UNESCO has a large publication list. Get hold of a copy from the Paris headquarters as well. (Many of these publications are free.)

UNICEF

The United Nations Children's Fund (UNICEF) works with disabled children throughout the world. It concentrates on identification and intervention, full social and educational integration of disabled children into the community and support for families.

UNICEF has a well-developed programme for working with NGOs and has published a booklet summarising this work, *Partnership in Action* (1991), available from UNICEF headquarters in New York or from national and regional offices.

International Labour Organisation

The ILO has taken an interest in the vocational training and employment of disabled people for a long time. It cooperates with governments and with workers' and employers' organisations in 40 countries. It also works closely with disabled people's organisations. Its budget for technical cooperation activities has increased tenfold since 1979 and now stands at US\$7 million. Eastern Europe is one of its newer areas of work. The Organisation has recently started a special programme for disabled women in Eastern and Southern Africa, including Zimbabwe, Botswana, Zambia, Swaziland and Lesotho.

In 1983, the ILO adopted a Convention on Vocational Rehabilitation and Employment of Disabled Persons. This Convention says that a national policy on vocational rehabilitation and employment of disabled persons should be decided, put into action and regularly reviewed; that vocational rehabilitation should be available to all disabled persons and that job opportunities in the open labour market should be promoted. If a government ratifies the Convention (confirms formally that it will do what the Convention says), then it must follow the Convention's rules. About 40 countries have ratified the Convention.

World Health Organisation

The WHO was set up in 1948 to achieve the highest possible level of health for all people. Several of its divisions have an interest in disability, especially prevention. The Organisation was responsible for the international classification of impairment, disability and handicap and has promoted community based rehabilitation for a number of years.

UNDP

The United Nations Development Programme (UNDP) funds technical cooperation programmes. One of its aims is to make sure that all the relevant UN agencies and NGOs take part in projects for disabled people at national and regional levels. There is a UNDP office in every developing country and this can be a source of information and contacts for your organisation.

7. Long-term Influence

"Disabled persons and their organisations should be consulted in the further development of the World Programme of Action and in its implementation. To this end, every effort should be made to encourage the formation of organisations of disabled persons at the local, national, regional and international levels. Their unique expertise, derived from their experience, can make significant contributions to the planning of programmes and services for disabled persons." (WPA/85)

Influence from the Inside

One of the aims of influence is to get disability issues talked about by influential people wherever important decisions are made - in political assemblies, on school boards, in business and town planning meetings. Another is to get direct access to the corridors of power - to try to get disabled people onto the advisory bodies which help to decide the policies that affect our lives. Use your contacts to promote consultation with disabled people and their organisations.

National Coordinating Committees

"Governments should establish a focal point (for example, a national

commission, committee or similar body) to look into and follow the activities related to the World Programme of Action of various ministries, of other government agencies and of non-governmental organisations. Any mechanism set up should involve all parties concerned, including organisations of disabled persons. The body should have access to decision-makers at the highest level" (WPA/89)

The UN has said that every member state should revive or strengthen its national coordinating committee on disability. These committees bring together representatives of all the governmental and voluntary groups concerned with disability.

If there is no national coordinating committee in your country, ask your government if it has plans to set one up, as the UN has asked. Make sure that disabled people (as representatives of organisations, not as individuals) have equal representation on the committee. This is recommended by the WPA, and the UN General Assembly has repeatedly called for the setting up and strengthening of national committees as a priority.

Representation

"Mentally handicapped people are now beginning to demand a voice of their own and insisting on their right to take part in decision-making and discussion... This development should be encouraged." (WPA/29)

As the UN Experts Meeting in Stockholm in 1987 made clear, there are certain groups who deserve special attention. These include people with intellectual impairments, disabled women, people with hearing impairments, elderly disabled people and people with multiple impairments. One way to make sure that their needs are met is to include them on advisory committees.

In committees, try to ensure that:

- all ages. ethnic groups. impairments. geographical areas. and both sexes are represented
- people with intellectual and multiple impairments. or their direct representatives. are involved and supported

Guidelines for Setting Up and Developing a National Coordinating Committee on Disability

The Committee should:

- be an equal partnership of government officials and representatives of disabled people's organisations
- be attached to the office of the head of state or government, or the parliament, and have access to decision-makers at the highest level
- include representatives of all relevant government ministries covering planning, health, social affairs, education, culture, employment, housing, transport and communications, men and women with a range of impairments and representatives of the media
- appoint as chair a well-respected disabled person, with a commitment to disability issues, leadership skills and access to decision-makers at national level
- limit membership to a workable size, meet regularly, have its own budget, office and support staff, become a permanent body, with legal and administrative

- regulations
- look at and advise on the activities of all agencies and non-governmental organisations working in the field of disability
- help to prepare a national plan and to develop national policy and legislation on disability, leading to a network of services for disabled people in their communities
- set up links with the media, business, social, labour and political organisations, non-governmental organisations and research and survey offices, and with other national coordinating committees, at regional, sub-regional and international levels
- set up sub-committees or working groups on issues (education, employment, independent living, etc.) and/or on types of impairment
- encourage development and activity at the grassroots level

Strong Roots

"Through their discussion of issues [organisations of disabled people] present points of view most widely representative of all concerns of disabled persons." (WPA/85)

If you do gain representation on a committee, don't allow yourself to become the token disabled person in what is just a public relations exercise. Many bodies would like disabled people to take part as individuals, rather than as representatives of disabled people's organisations.

This isn't good enough. Discrimination is not simply against an individual with an impairment, it is against us all as disabled people - whatever our impairments, our needs and our skills. You must represent a group of disabled people and talk about what happens in committees with your organisation. This will put you in a stronger position. When you put your point of view on something, you can stress that it isn't just what you think but what the other 10 or 100 or 1,000 disabled people in your organisation think.

Support for Change

"It is essential that assessment of the situation relating to disabled persons should be carried out.... At the national level, an evaluation of programmes relating to disabled persons should be carried out periodically." (WPA/ 194, 197)

Laws and policies need administrative support, resources, systems to look at how well they are working (a commission or an advisory body), and systems to enforce them (such as penalties).

Conclusion

- At every level, organisations of disabled people and their direct representatives must:
- continue to seek representation for disabled people on advisory and policymaking bodies
- always look for action, not just statements of commitment
- make sure that any action is supported by resources and the administrative and evaluation systems needed for success

Part Two. Documents

List of Documents

International

United Nations Charter
International Bill of Human Rights
Universal Declaration of Human Rights
International Covenant on Economic, Social and Cultural Rights
International Covenant on Civil and Political Rights
United Nations World Programme of Action Concerning Disabled Persons
United Nations Declaration on the Rights of Mentally Retarded Persons
United Nations Declaration on the Rights of Disabled Persons
United Nations Convention on the Rights of the Child
International Labour Organisation: Convention 159 Concerning Vocational Rehabilitation and Employment (Disabled Persons)
Extracts from United Nations Resolutions

Regional

African Charter on Human and Peoples' Rights
American Declaration on the Rights and Duties of Man
ASEAN Declaration
European Convention for the Protection of Human Rights and Fundamental Freedoms
European Social Charter
European Community Charter of Fundamental Social Rights for Workers
Treaty of Rome
Universal Islamic Declaration of Human Rights

National

Australia
Canada
China
Denmark
Finland
France
Libya
New Zealand
Norway
The Philippines
Sweden
United States
Zimbabwe

1. Introduction

This part of the resource kit is about some of the main documents on human rights for disabled people. The first section looks at international human rights documents, the second section looks at regional documents, and the third section talks about some national laws and policies.

Language

The language used in these documents is complicated and formal. There's no need to read every word - you'd soon be asleep! - but there may be something here that you can use to influence policy-makers. You'll find explanations for some of the words on page 76.

Human Rights

Human rights include civil, political, economic, social, cultural and development rights.

Civil and political rights include the right

- to life
- to freedom of opinion to a fair trial
- to protection from torture and violence.

Economic, social and cultural rights include the right

- to work in just and favourable conditions
- to social protection
- to an adequate standard of living
- to the highest possible standards of physical and mental health
- to education
- to enjoyment of the benefits of cultural freedom and scientific progress.

Development rights are the rights of nations

- to development
- to economic autonomy
- to peace and security
-

Important Gains

The most recent and exciting legal breakthroughs have come in individual countries - for example, the Americans with Disabilities Act, Zimbabwe's anti-discrimination legislation and the Philippines' Magna Carta for Disabled Persons. (These are described in detail later on.)

Action

"In considering the status of disabled persons with respect to human rights, priority should be placed on the use of United Nations covenants and other instruments, as well as those of other international organisations within the United Nations system that protect the rights of all persons." (WPA/163)

Find out which conventions, covenants and protocols your government has ratified. Ask the UN office in your country for an up-to-date copy of Human Rights: Status of International Instruments, a chart of which states have signed what. How does your

government compare with others? Is it following the rules or recommendations of the documents it has ratified?

2. International

The United Nations Charter

The United Nations Charter of 1945 says that "Recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world".

The Charter's introduction says that the peoples of the United Nations are determined "to reaffirm faith in fundamental human rights, in the dignity and worth of the human person, in the equal rights of men and women and of nations large and small...

Article 55 says that the UN will promote "higher standards of living, full employment, and conditions of economic and social progress and development..." for all people.

The International Bill of Human Rights

The Bill is made up of three parts:

- The Universal Declaration of Human Rights
- The International Covenant on Economic, Social and Cultural Rights
- The International Covenant on Civil and Political Rights and Optional Protocol

The Universal Declaration was adopted by the UN General Assembly in 1948, and the two Covenants in 1966. These three documents together define and honour human rights and fundamental freedoms. They have inspired many other human rights declarations and agreements and are reflected in the constitutions and national legislation of many member states.

The Declaration is a manifesto whose authority is mostly moral, rather than political (as are the Declarations on the Rights of Disabled People). By contrast, covenants and conventions are treaties, legally binding on the states that ratify them.

Universal Declaration of Human Rights

The Declaration serves as a conscience for the world and as the standard against which the attitudes and behaviour of societies and governments can be measured. It is "the common standard of achievement for all peoples and all nations" in the effort to secure universal and effective recognition and observance of the rights and freedoms it lists.

Extracts

Article 1

All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood.

Article 2

Everyone is entitled to all the rights and freedoms set forth in the Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

Article 3

Everyone has the right to life, liberty and security of person.

Article 5

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment.

Article 21

1. Everyone has the right to take part in the government of his country, directly or through freely chosen representatives.
2. Everyone has the right of equal access to public service in his country.

Article 22

Everyone, as a member of society, has the right to social security and is entitled to realisation, through national effort and international cooperation and in accordance with the organisation and resources of each state, of the economic, social and cultural rights indispensable for his dignity and the free development of his personality.

Article 25

1. Everyone has the right to a standard of living adequate for the health and well-being of himself and of his family, including food, clothing, housing and medical care and necessary social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in circumstances beyond his control.

Article 26

1. Everyone has the right to education. Education shall be free, at least in the elementary and fundamental stages. Elementary education shall be compulsory. Technical and professional education shall be made generally available and higher education shall be equally accessible to all on the basis of merit.

Article 27

1. Everyone has the right freely to participate in the cultural life of the community, to enjoy the arts and to share in scientific advancement and its benefits.

International Covenant on Economic, Social and Cultural Rights

The Covenant recognises the right to work and to free choice of employment; to fair

wages; to form and join unions; to social security; to adequate standards of living; to freedom from hunger; to health and education.

States that ratify the Covenant acknowledge their responsibility to promote better living conditions for their people. States' reports on their progress in promotion of these rights are reviewed by a committee of experts appointed by the United Nations Economic and Social Council.

Extracts

Article 1

1. All peoples have the right of self-determination. By virtue of that right they freely determine their political status and freely pursue their economic, social and cultural development.

Article 6

1. The States Parties to the present Covenant recognise the right to work, which includes the right of everyone to the opportunity to gain his living by work which he freely chooses or accepts, and will take appropriate steps to safeguard this right.

2. The steps to be taken by a State Party to the present Covenant to achieve the full realisation of this right shall include technical and vocational guidance and training programmes, policies and techniques to achieve steady economic, social and cultural development and full and productive employment under conditions safeguarding fundamental political and economic freedoms to the individual.

Article 7

The States Parties to the present Covenant recognise the right of everyone to the enjoyment of just and favourable conditions of work which ensure, in particular: a Remuneration which provides all workers, as a minimum, with:

(i) Fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work

(ii) A decent living for themselves and their families in accordance with the provisions of the present Covenant

b Safe and healthy working conditions

c Equal opportunity for everyone to be promoted in his employment to an appropriate higher level, subject to no considerations other than those of seniority and competence

d Rest, leisure and reasonable limitation of working hours and periodic holidays with pay, as well as remuneration for public holidays.

Article 8

The States Parties to the present Covenant undertake to ensure:

a The right of everyone to form trade unions and to join the trade union of his choice .

b The right of trade unions to establish national federations or confederations and the right of the latter to join international trade union organisations.

- c The right of trade unions to function freely subject to no limitations other than those prescribed by law and which are necessary in a democratic society in the interests of national security or public order or for the protection of the rights and freedoms of others
- d The right to strike, provided that it is exercised in conformity with the laws of the particular country.

Article 9

The States Parties to the present Covenant recognise the right of everyone to social security, including social insurance.

Article 12

1. The States parties to the present Covenant recognise the right of everyone to the enjoyment of the highest attainable standard of physical and mental health.

Article 13

1. The State Parties to the present Covenant recognise the right of everyone to education. They agree that education shall be directed to the full development of the human personality and the sense of its dignity, and shall strengthen the respect for human rights and fundamental freedoms. They further agree that education shall enable all persons to participate effectively in a free society, promote understanding, tolerance and friendship among all nations and all racial, ethnic or religious groups, and further the activities of the United Nations for the maintenance of peace.

International Covenant on Civil and Political Rights

The Covenant recognises the right of every human person to life, liberty and security of person; to privacy; to freedom from cruel, inhuman or degrading treatment and from torture; to freedom from slavery; to immunity from arbitrary arrest; to a fair trial; to recognition as a person before the law; to freedom from sentences passed on acts committed before something legally became a crime; to freedom of thought, conscience and religion; to freedom of opinion and expression; to liberty of movement, including the right to emigrate; to peaceful assembly and to freedom of association.

The Covenant sets up a Human Rights Committee to consider progress reports from states which have ratified it. The Committee also hears complaints by states that other states which have ratified the Covenant have failed to uphold its obligations.

Under the optional protocol to the Civil and Political Covenant, individuals under certain circumstances may file complaints of human rights violations by ratifying states.

Extracts

Article 2

- 3. Each State Party to the present Covenant undertakes:
 - a To ensure that any person whose rights or freedoms as herein recognised are

violated shall have an effective remedy, notwithstanding that the violation has been committed by persons acting in an official capacity

b To ensure that any person claiming such a remedy shall have his right thereto determined by competent judicial, administrative or legislative authorities, or by any other competent authority provided for by the legal system of the State, and to develop the possibilities of judicial remedy

c To ensure that the competent authorities shall enforce such remedies when granted.

Article 6

1. Every human being has the inherent right to life. This right shall be protected by law. No one shall be arbitrarily deprived of his life.

Article 7

No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment. In particular, no one shall be subjected without his free consent to medical or scientific experimentation.

Article 17

1. No one shall be subjected to arbitrary or unlawful interference with his privacy, family, home or correspondence, nor to unlawful attacks on his honour and reputation.

2. Everyone has the right to the protection of the law against such interference or attacks.

Article 23

2. The right of men and women of marriageable age to marry and to found a family shall be recognised.

The United Nations World Programme of Action Concerning Disabled Persons

The World Programme of Action concerning Disabled Persons (WPA) became the UN's policy document on disability in 1983 (Resolution 37/52). It recommends ways to bring about the aims of the Decade of Disabled Persons - the full and equal participation of disabled people in society. The WPA contains guidelines, looks at the situation of disabled people around the world, and recommends action at the national, regional and international levels.

It says that:

"The purpose of the World Programme of Action concerning Disabled Persons is to promote effective measures for prevention of disability, rehabilitation and the realisation of the goals of 'full participation' of disabled persons in social life and development, and of 'equality'. This means opportunities equal to those of the whole population and an equal share in the improvement in living conditions resulting from social and economic development. These concepts should apply with the same scope and with the same urgency to all countries, regardless of their level

of development." (Paragraph 1)

The main aims of the WPA are prevention, rehabilitation and equalisation of opportunities.

Societies and governments must take action to:

- a) prevent or reduce the effects of mental, physical or sensory impairments
- b) help people with impairments to do as much as possible, through rehabilitation, aids and appliances
- c) make sure that disabled people can find out about and take part in the same activities as everyone else and can use the same services - such as transport, education and training, employment, social security, religion and entertainment
- d) consult with organisations of disabled people on the policies and programmes that directly effect them.

The WPA points out that there are more than 500 million people in the world who have physical, intellectual or sensory impairments, and that these people should have the same rights and opportunities as all other human beings.

It stresses that "the ultimate responsibility for remedying the conditions that lead to impairment and for dealing with the consequences of disability rests with governments.

Governments should provide services to make sure that disabled people are included in every area of economic, social and political life. The WPA has policy aims and guidelines for programmes for disabled people at the national, regional and international levels.

It also encourages the development of disabled people's organisations and says that they should be consulted in policy-making.

Extracts

Paragraph 21:

A person is disabled when denied the opportunities generally available in the community that are necessary for the fundamental elements of living, including family life, education, employment, housing, financial and personal security, participation in social and political groups, religious activity, intimate and sexual relations, access to public facilities, freedom of movement and a general style of daily living.

Paragraph 71:

Full participation in the basic units of society - family, social groups and community - is the essence of human experience. The right to equality of opportunity for such participation is set forth in the Universal Declaration of Human Rights and should apply to all people, including those with disabilities. In reality, however, disabled persons are often denied the opportunities of full participation in the activities of the socio-cultural system of which they are a part. This deprivation comes about through physical and social barriers that have evolved from ignorance, indifference and fear.

Paragraph 76:

Many disabled persons are excluded from active participation in society because of doorways that are too narrow for wheelchairs; steps that cannot be mounted leading to buildings, buses, trains and aircraft; telephones and light switches that cannot be reached; sanitary facilities that cannot be used. Similarly, they can be excluded by other types of barriers, for example oral communication which ignores the needs of the hearing impaired and written -information which ignores the needs of the visually impaired. Such barriers are the result of ignorance and lack of concern; they exist despite the fact that most of them could be avoided at no great cost by careful planning. Although some countries have enacted legislation and launched campaigns of public education to eliminate such obstacles, the problem remains a crucial one.

Paragraph 89:

Matters concerning disabled persons should be treated within the appropriate general context and not separately. Each ministry or other body within the public or private sector responsible for, or working within, a specific sector should be responsible for those matters related to disabled persons which fall within its area of competence. Governments should establish a focal point (for example, a national commission, committee or similar body) to look into and follow the activities related to the World Programme of Action of various ministries, of other government agencies and of non-governmental organisations. Any mechanism set up should involve all parties concerned, including organisations of disabled persons. The body should have access to decision-makers at the highest level.

Paragraph 91:

Member States should increase their assistance to organisations of disabled persons and help them organise and coordinate the representation of the interests and concerns of disabled persons.

Paragraph 92:

Member States should actively seek out and encourage in every possible way the development of organisations composed of or representing disabled persons. Such organisations, in whose membership and governing bodies disabled persons, or in some cases relatives, have a decisive influence, exist in many countries. Many of them have not the means to assert themselves and fight for their rights.

Paragraph 93:

Member States should establish direct contacts with such organisations and provide channels for them to influence government policies and decisions in all areas that concern them. Member States should give the necessary financial support to organisations of disabled persons for this purpose.

Paragraph 110:

In drafting national human rights legislation, and with respect to national committees or similar coordinating national bodies dealing with the

problems of disability, particular attention should be given to conditions which may adversely affect the ability of disabled persons to exercise the rights and freedoms guaranteed to their fellow citizens.

Paragraph 111:

Member States should give attention to specific rights, such as the rights to education, work, social security and protection from inhuman or degrading treatment, and should examine these rights from the perspective of disabled persons.

Action Ideas

The World Programme of Action is a very good document to work for disabled people's rights in every country and at every level of government. It has the authority of the United Nations. Use it to lobby policy-makers.

Get a free copy of the WPA from the UN Information Office or the UNDP Office in your country; or from the Disabled Persons Unit in Vienna.

Decide how it is relevant to disabled people in your country.

Remind your government representatives about the WPA. Ask them about their plans to carry out its guidelines.

You can use extracts from the WPA when you are campaigning for change at the local level.

United Nations Declaration on the Rights of Mentally Retarded Persons

(UN General Assembly Resolution 28/56. Adopted 20 December 1971)

The General Assembly,

Mindful of the pledge of the States Members of the United Nations under the Charter to take joint and separate action in cooperation with the Organisation to promote higher standards of living, full employment and conditions of economic and social progress and development,

Reaffirming faith in human rights and fundamental freedoms and in the principles of peace, of the dignity and worth of the human person and of social justice proclaimed in the Charter, Recalling the principles of the Universal Declaration of Human Rights, the International Covenants on Human Rights, the Declaration of the Rights of the Child and the standards already set for social progress in the constitutions, conventions, recommendations and resolutions of the International Labour Organisation, the United Nations Educational, Scientific and Cultural Organisation, the World Health Organisation, the United Nations Children's Fund and other organisations concerned,

Emphasising that the Declaration on Social Progress and Development has proclaimed the necessity of protecting the rights and assuring the welfare and rehabilitation of the physically and mentally disadvantaged,

Bearing in mind the necessity of assisting mentally retarded persons to develop their

abilities in various fields of activities and of promoting their integration as far as possible in normal life,

Aware that certain countries, at their present stage of development, can devote only limited efforts to this end,

Proclaims this Declaration on the Rights of Mentally Retarded Persons and calls for national and international action to ensure that it will be used as a common basis and frame of reference for the protection of these rights:

1. The mentally retarded person has, to the maximum degree of feasibility, the same rights as other human beings.
2. The mentally retarded person has a right to proper medical care and physical therapy and to such education, training and rehabilitation and guidance as will enable him to develop his ability and maximum potential.
3. The mentally retarded person has a right to economic security and to a decent standard of living. He has a right to perform productive work or to engage in any other meaningful occupation to the fullest possible extent of his capabilities.
4. Whenever possible, the mentally retarded person should live with his own family or with foster parents and participate in different forms of community life. The family with which he lives should receive assistance. If care in an institution becomes necessary, it should be provided in surroundings and other circumstances as close as possible to those of normal life.
5. The mentally retarded person has a right to a qualified guardian when this is required to protect his personal well-being and interests.
6. The mentally retarded person has a right to protection from exploitation, abuse and degrading treatment. If prosecuted for any offence, he shall have a right to due process of law with full recognition being given to his degree of mental responsibility.
7. Whenever mentally retarded persons are unable, because of the severity of their handicap, to exercise all their rights in a meaningful way or it should become necessary to restrict or deny some or all of these rights, the procedure used for that restriction or denial or rights must contain proper legal safeguards against every form of abuse. This procedure must be based on an evaluation of the social capability of the mentally retarded person by qualified experts and must be subject to periodic review and to the right of appeal to higher authorities.

United Nations Declaration on the Rights of Disabled Persons

(UN General Assembly Resolution 34/47. Adopted 9 December 1975)

The General Assembly,

Mindful of the pledge made by Member States, under the Charter of the United Nations, to take joint and separate action in cooperation with the Organisation to promote higher standards of living, full employment and conditions of economic and social progress and development,

Reaffirming its faith in human rights and fundamental freedoms and in the principles of peace, of the dignity and worth of the human person and of social justice proclaimed in the Charter,

Recalling the principles of the Universal Declaration of Human Rights, the International Covenants on Human Rights, the Declaration of the Rights of the Child and the Declaration on the Rights of Mentally Retarded Persons, as well as the Standards already set for social progress in the constitutions, conventions, recommendations and resolutions of the International Labour Organisation, the United Nations Educational, Scientific and Cultural Organisation, the World Health Organisation, the United Nations Children's Fund and other organisations concerned,

Recalling also Economic and Social Council resolution 1921 (LVIII) of 6 May 1975 on the prevention of disability and the rehabilitation of disabled persons,

Emphasising that the Declaration on Social Progress and Development has proclaimed the necessity of protecting the rights and assuring the welfare and rehabilitation of the physically and mentally disadvantaged,

Bearing in mind the necessity of preventing physical and mental disabilities and of assisting disabled persons to develop their abilities in the most varied fields of activities and of promoting their integration as far as possible in normal life,

Aware that certain countries, at their present stage of development, can devote only limited efforts to this end,

Proclaims this Declaration on the Rights of Disabled Persons and calls for national and international action to ensure that it will be used as a common basis and frame of reference for the protection of these rights:

1. The term "disabled person" means any person unable to ensure by himself or herself, wholly or partly, the necessities of a normal individual and/or social life, as a result of a deficiency, either congenital or not, in his or her physical or mental capabilities.
2. Disabled persons shall enjoy all the rights set forth in this Declaration. These rights shall be granted to all disabled persons without any exception whatsoever and without distinction or discrimination on the basis of race, colour, sex, language, religion, political or other opinions, national or social origin, state of wealth, birth or any other situation applying either to the disabled person himself or herself or to his or her family.
3. Disabled persons have the inherent right to respect for their human dignity. Disabled persons, whatever the origin, nature and seriousness of their handicaps and disabilities, have the same fundamental rights as their fellow-citizens of the same age, which implies first and foremost the right to enjoy a decent life, as normal and full as possible.
4. Disabled persons have the same civil and political rights as other human beings; paragraph 7 of the Declaration on the Rights of Mentally Retarded Persons applies to any possible limitation or suppression of those rights for mentally disabled persons.
5. Disabled persons are entitled to the measures designed to enable them

to become as self-reliant as possible.

6. Disabled persons have the right to medical, psychological and functional treatment, including prosthetic and orthotic appliances, to medical and social rehabilitation, education, vocational training and rehabilitation, aid, counselling, placement services and other services which will enable them to develop their capabilities and skills to the maximum and will hasten the process of their social integration or reintegration.

7. Disabled persons have the right to economic and social security and to a decent level of living. They have the right, according to their capabilities, to secure and retain employment or to engage in a useful, productive and remunerative occupation and to join trade unions.

8. Disabled persons are entitled to have their special needs taken into consideration at all stages of economic and social planning.

9. Disabled persons have the right to live with their families or with foster parents and to participate in all social, creative and recreational activities. No disabled person shall be subjected, as far as his or her residence is concerned, to differential treatment other than that required by his or her condition or by the improvement which he or she may derive therefrom. If the stay of a disabled person in a specialised establishment is indispensable, the environment and living conditions therein shall be as close as possible to those of the normal life of a person of his or her age.

10. Disabled persons shall be protected against all exploitation, all regulations and all treatment of a discriminatory, abusive or degrading nature.

11. Disabled persons shall be able to avail themselves of qualified legal aid when such aid proves indispensable for the protection of their persons and property. If judicial proceedings are instituted against them, the legal procedure applied shall take their physical and mental condition fully into account.

12. Organisations of disabled persons may be usefully consulted in all matters regarding the rights of disabled persons.

13. Disabled persons, their families and communities shall be fully informed, by all appropriate means, of the rights contained in this Declaration.

United Nations Convention on the Rights of the Child

The aims of the Convention are to protect children against the power of parents, economic exploitation and social neglect. States which accept the Convention are legally accountable for their action towards children. The Convention includes the whole range of human rights - civil, political, economic, social and cultural. In summary, the Convention provides for the right to life, survival and development; the right to a name and nationality from birth; the rights of disabled and refugee children and those in trouble with the law.

The Convention set up the Committee on the Rights of the Child, a committee of ten experts to promote and protect children's rights. States Parties submit reports to the Committee on how they are observing the Convention and on any difficulties.

Extracts

Article 2

1. States Parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's or his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status.

Article 6

1. States Parties recognise that every child has the inherent right to life.
2. States Parties shall ensure to the maximum extent possible the survival and development of the child.

Article 11

1. States Parties shall take measures to combat the illicit transfer and non-return of children abroad.

Article 17

States Parties recognise the important function performed by the mass media and shall ensure that the child has access to information and material from a diversity of national and international sources, especially those aimed at the promotion of his or her social, spiritual and moral well-being and physical and mental health. To this end, States Parties shall:

d Encourage the mass media to have particular regard to the linguistic needs of the child who belongs to a minority group or who is indigenous.

Article 19

1. States Parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parents, legal guardians or any other person who has the care of the child.

Article 23

1. States Parties recognise that a mentally or physically disabled child should enjoy a full and decent life, in conditions which ensure dignity, promote self-reliance and facilitate the child's active participation in the community.
2. States Parties recognise the right of the disabled child to special care and shall encourage and ensure the extension, subject to available resources, to the eligible

child and those responsible for his or her care, of assistance for which application is made and which is appropriate to the child's condition and to the circumstances of the parents or others caring for the child.

3. Recognising the special needs of a disabled child, assistance extended in accordance with paragraph 2 of the present article shall be provided free of charge, whenever possible, taking into account the financial resources of the parents or others caring for the child, and shall be designed to ensure that the disabled child has effective access to and receives education, training, health care services, rehabilitation services, preparation for employment and recreation opportunities in a manner conducive to the child's achieving the fullest possible social integration and individual development, including his or her cultural and spiritual development.

4. States Parties shall promote, in the spirit of international cooperation, the exchange of appropriate information in the field of preventative health care and of medical, psychological and functional treatment of disabled children, including dissemination of and access to information concerning methods of rehabilitation, education and vocational services, with the aim of enabling States Parties to improve their capabilities and skills and to widen their experience in these areas. In this regard, particular account shall be taken of the needs of developing countries.

Article 24

1. States Parties recognise the right of the child to the enjoyment of the highest attainable standard of health and to facilities for the treatment of illness and rehabilitation of health. States Parties shall strive to ensure that no child is deprived of his or her right of access to such health care services.

Article 27

1. States parties recognise the right of every child to a standard of living adequate for the child's physical, mental, spiritual, moral and social development.

Article 28

1. States Parties recognise the right of the child to education, and with a view to achieving this right progressively and on the basis of equal opportunity, they shall, in particular:

- a Make primary education compulsory and available free to all
- b Encourage the development of different forms of secondary education, including general and vocational education, make them available and accessible to every child, and take appropriate measures such as the introduction of free education and offering financial assistance in case of need
- c Make higher education accessible to all on the basis of capacity by every appropriate means
- d Make educational and vocational information and guidance available and accessible to all children
- e Take measures to encourage regular attendance at schools and the reduction of drop-out rates.

Article 30

In those States in which ethnic, religious or linguistic minorities or persons of indigenous origin exist, a child belonging to such a minority or who is indigenous shall not be denied the right, in community with other members of his or her group, to enjoy his or her own culture, to profess and practise his or her own religion, or to use his or her own language.

Article 34

States Parties undertake to protect the child from all forms of sexual exploitation and sexual abuse.

Article 39

States Parties shall take all appropriate measures to promote physical and psychological recovery and social reintegration of a child victim of: any form of neglect, exploitation, or abuse; torture or any other form of cruel, inhuman or degrading treatment or punishment; or armed conflicts. Such recovery and reintegration shall take place in an environment which fosters the health, self-respect and dignity of the child

International Labour Organisation: Convention 159 Concerning Vocational Rehabilitation and Employment (Disabled Persons)

Part I. Definition and Scope

Article I

1. For the purposes of this Convention, the term "disabled person" means an individual whose prospects of securing, retaining and advancing in suitable employment are substantially reduced as a result of a duly recognised physical or mental impairment.
2. For the purposes of this Convention, each Member shall consider the purpose of vocational rehabilitation as being to enable a disabled person to secure, retain and advance in suitable employment and thereby to further such person's integration or reintegration into society.
3. The provisions of this Convention shall be applied by each Member through measures which are appropriate to national conditions and consistent with national practice.
4. The provisions of this Convention shall apply to all categories of disabled persons.

Part II. Principles of Vocational Rehabilitation and Employment Policies for Disabled Persons

Article 2

Each Member shall, in accordance with national conditions, practice and possibilities, formulate, implement and periodically review a national policy on vocational rehabilitation and employment of disabled persons.

Article 3

The said policy shall aim at ensuring that appropriate vocational rehabilitation measures are made available to all categories of disabled persons, and at promoting employment opportunities for disabled persons in the open labour market.

Article 4

The said policy shall be based on the principle of equal opportunity between disabled workers and workers generally. Equality of opportunity and treatment for disabled men and women workers shall be respected. Special positive measures aimed at effective equality of opportunity and treatment between disabled workers and other workers shall not be regarded as discriminating against other workers.

Article 5

The representative organisations of employers and workers shall be consulted on the implementation of the said policy, including the measures to be taken to promote cooperation and coordination between the public and private bodies engaged in vocational rehabilitation activities. The representative organisations of and for disabled persons shall also be consulted.

Part III. Action at the National Level for the Development of Vocational Rehabilitation and Employment Services for Disabled Persons

Article 6

Each Member shall, by laws or regulations or by any other method consist

measures with a view to providing and evaluating vocational guidance, vocational training, placement, employment and other related services to enable disabled persons to secure, retain and advance in employment; existing services for workers generally shall, wherever possible and appropriate, be used with necessary adaptations.

Article 8

Measures shall be taken to promote the establishment and development of vocational rehabilitation and employment services for disabled persons in rural areas and remote communities.

Article 9

Each Member shall aim at ensuring the training and availability of rehabilitation counsellors and other suitably qualified staff responsible for the vocational guidance, vocational training, placement and employment of disabled persons.

Part IV. Final Provisions

Article 10

The formal ratifications of this Convention shall be communicated to the

Director General of the International Labour Office for registration.

Article II

1. This Convention shall be binding only upon those Members of the International Labour Organisation whose ratifications have been registered with the Director-General.
2. It shall come into force twelve months after the date on which the ratifications of two Members have been registered with the Director-General.
3. Thereafter, this Convention shall come into force for any Member twelve months after the date on which its ratification has been registered.

Article 12

1. A Member which has ratified this Convention may denounce it after the expiration of ten years from the date on which the Convention first comes into force, by an act communicated to the Director-General of the International Labour Office for registration. Such denunciation shall not take effect until one year after the date on which it is registered.
2. Each Member which has ratified this Convention and which does not, within the year following the expiration of the period of ten years mentioned in the preceding paragraph, exercise the right of denunciation provided for in this Article, will be bound for another period of ten years and, thereafter, may denounce this Convention at the expiration of each period of ten years under the terms provided for in this Article.

Article 13

1. The Director-General of the International Labour Office shall notify all Members of the International Labour Organisation of the registration of all ratifications and denunciations communicated to him by the Members of the Organisation.
2. When notifying the Members of the Organisations of the registration of the second ratification communicated to him, the Director-General shall draw the attention of the Members of the Organisation to the date upon which the Convention will come into force.

Article 14

The Director-General of the International Labour Office shall communicate to the Secretary-General of the United Nations for registration in accordance with Article 102 of the Charter of the United Nations full particulars of all ratifications and acts of denunciation registered by him in accordance with the provisions of the preceding Articles.

Article 15

At such times as it may consider necessary the Governing Body of the International Labour Office shall present to the General Conference a report on the working of this Convention and shall examine the desirability of placing on the agenda of the Conference the question of its revision in whole or in part.

Article 16

1. Should the Conference adopt a new Convention revising this Convention in whole or in part, then, unless the new Convention otherwise provides -
 - a) the ratification by a Member of the new revising Convention shall ipso jure involve the immediate denunciation of this Convention, notwithstanding the provisions of Article 12 above, if and when the new revising Convention shall have come into force
 - b) as from the date when the new revising Convention comes into force this Convention shall cease to be open to ratification by the Members
2. This Convention shall in any case remain in force in its actual form and content for those Members which have ratified it but have not ratified the revising Convention.

Extracts from United Nations Resolutions

Resolution 47/93 (1992)

The UN General Assembly Third Committee

- "...3. Urges governments to show their commitment to improving the situation of persons with disabilities, inter alia, by:
- a) establishing an appropriate governmental mechanism to be responsible for policy relating to persons with disabilities and overall coordinations
 - b) addressing disability issues within integrated social development policies linked to other socio-economic issues, with the ultimate objective of facilitating the full integration of persons with disabilities into society
 - c) where appropriate, creating new or strengthening existing high-level national coordinating committees or other similar bodies in accordance with the Beijing Guidelines on the Roles and Functions of National Coordinating Committees (Resolution 46/96)
 - d) supporting the development of organisations of people with disabilities and using the body of knowledge accumulated by the people with disabilities or their representatives in decision-making processes
 - e) integrating, where possible, disability components in technical assistance and technical cooperation programmes..."

Resolution 45/92 (1990)

The UN General Assembly Third Committee

- "...2. Invites Member States, specialised agencies and other organisations and bodies of the United Nations system, intergovernmental organisations and non-governmental organisations to implement the agenda for action and the preliminary outline and to use them as guidelines and stimuli in preparing:
- a) national, regional and international agendas for action aimed at mounting well-focused action at all levels to benefit people with disabilities in ways that are in conformity with the culture, customs, traditions, level of socio-economic development and resource constraints of each country
 - b) long-term strategic plans with precise targets to be reached in the field of prevention, rehabilitation and equality of opportunities by the year 2000..."

Resolution 44/101 (1989)

The UN General Assembly Third Committee

"...4. Renews its invitation to all States to give high priority to projects concerning the prevention of disabilities, rehabilitation and the equalisation of opportunities for disabled persons within the framework of bilateral assistance, as well as financial support to strengthen organisations of disabled people...

6. Requests the Secretary-General to assist Member States in establishing and strengthening national committees on disability issues and similar coordinating bodies and to promote and support the establishment of strong national organisations of disabled persons...

14. Recognises the important role of non-governmental organisations, especially those representing persons with disabilities in the effective implementation of the World Programme of Action, in raising international awareness of the concerns of persons with disabilities and in monitoring and evaluating progress achieved during the Decade..."

3. Regional

African Charter on Human and Peoples' Rights

Drawn up by the Organisation of African Unity, the Charter entered into force on 21 October 1986. It set up bodies to promote and protect human and peoples' rights, including the African

Commission on Human and Peoples' Rights.

Extracts

Article 4

Human beings are inviolable. Every human being shall be entitled to respect for his life and the integrity of his person. No one may be arbitrarily deprived of this right.

Article 5

Every individual shall have the right to the respect of the dignity inherent in a human being and to the recognition of his legal status. All forms of exploitation and degradation of man, particularly slavery, slave trade, torture, cruel, inhuman or degrading punishment and treatment, shall be prohibited.

Article 13

2. Every citizen shall have the right to equal access to the public service of his country.
3. Every individual shall have the right to access to public property and services in strict equality of all persons before the law.

Article 14

Every individual shall have the right to work under equitable and satisfactory conditions, and shall receive equal pay for equal work.

Article 16

1. Every individual shall have the right to enjoy the best attainable state of physical and mental health.
2. State Parties to the present Charter shall take the necessary measures to protect the health of their people and to ensure that they receive medical attention when they are sick.

Article 17

1. Every individual shall have the right to education.
2. Every individual may freely take part in the cultural life of his community.

Article 18

3. The State shall ensure the elimination of every discrimination against women and children as stipulated in international declarations and conventions.
4. The aged and disabled shall also have the right to special measures of protection in keeping with their physical or moral needs.

American Declaration on the Rights and Duties of Man

Adopted by the Organisation of American States in 1948 to promote and protect human rights in the Americas.

Extracts

Article I

Every human being has the right to life, liberty and the security of his person.

Article II

All persons are equal before the law and have the rights and duties established in this Declaration, without regard to race, sex, language, creed, or any other factor.

Article XI

Every person has the right to preservation of his health through sanitary and social measures relating to food, clothing, housing and medical care, to the extent permitted by public and community resources.

Article XIV

Every person has the right to work, under proper conditions, and to follow his vocation freely, insofar as existing conditions of employment permit.

Article XVI

Every person has the right to social security which will protect from the consequences of unemployment, old age, and disabilities arising from causes beyond his control that make it physically or mentally impossible for him to earn a living.

Article XXII

Every person has the right to associate with others to promote, exercise and protect his legitimate interests of a political, economic, religious, social, cultural, professional, labour union or other nature.

Declaration of the Basic Duties of ASEAN Peoples and Governments

Adopted on 3 December 1983 by the Association of South East Asian Nations, The Declaration is about the "duties" of governments, rather than the "rights" of an individual.

Extracts

Article I

1. It is the duty of every government to ensure and protect the basic rights of all persons to life, a decent standard of living, security, dignity, identity, freedom, truth, due process of law, and justice; and of its people to existence, sovereignty, independence, self-determination, and autonomous cultural, social, economic and political development.

2. It is the duty of every government to respect, implement, enforce, guarantee, preserve and protect, at all times, the following fundamental liberties and rights of people and ensure that such rights and liberties are incorporated in its national constitution beyond impairment or abridgement by statute or executive action:

- a the right to life, liberty and security of person
- b the right to freedom from torture, cruel, inhuman and degrading treatment or punishment.

Article 2

It is the duty of all governments and all peoples to strive actively and continuously for peace...In times of peace, military expenditures shall not exceed the expenditures for education and health.

Article 3

It is the duty of government to ensure the autonomous political, economic, social and cultural development of its people.

Article 5

7. It is the duty of government to establish and maintain an effective

health care delivery system, which incorporates useful indigenous or traditional health systems.

II. It is the duty of the government to assist physically and mentally disabled persons to lead as normal a life as possible, consistent with their disability, as integrated members of their family and community, to provide them with the best possible therapeutic and medical treatment within its means, to make special provisions to meet their needs, to prevent all forms of neglect, cruelty or exploitation of disabled persons, and to consult with organisations of disabled persons on all matters of direct concern to them.

Article 6

It is the duty of government to establish an educational system that provides equal education for all citizens of the highest quality within its means, responds to the needs of society, encourages critical thinking and creativity, promotes a scientific culture, inculcates respect for human rights, fosters loyalty to people and country, respects national traditions, and contributes to national development and common good.

Article 10

Torture, cruel and degrading treatment or punishment, unexplained disappearances and extralegal executions are crimes against humanity. Consequently, it is the duty of government to recognise the rights of victims of such practices and their families to enforce their claims against those who have perpetrated such acts without limitations in space or time.

European Convention for the Protection of Human Rights and Fundamental Freedoms

Drawn up by the Council of Europe, the Convention came into force on 3 September 1953.

Extracts

Article 2

Everyone's right to life shall be protected by law. No one shall be deprived of his life intentionally save in the execution of a sentence of a court following his conviction of a crime for which this penalty is provided by law.

Article 3

No one shall be subjected to torture or to inhuman or degrading treatment or punishment.

Article 8

Everyone has the right to respect for his private and family life, his home

and his correspondence.

Article 12

Men and women of marriageable age have the right to marry and to found a family, according to the national laws governing the exercise of this right.

Article 13

Everyone whose rights and freedoms as set forth in this Convention are violated shall have an effective remedy before a national authority notwithstanding that the violation has been committed by persons acting in an official capacity.

Article 14

The enjoyment of the rights and freedoms set forth in this Convention shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status.

Article 19

To ensure the observance of the engagements undertaken by the High Contracting Parties in the present Convention, there shall be set up:

- a A European Commission of Human Rights, hereinafter referred to as "the Commission".
- b A European Court of Human Rights, hereinafter referred to as "the Court".

Article 25

The Commission may receive petitions addressed to the Secretary-General of the Council of Europe from any person, non-governmental organisation or group of individuals claiming to be the victim of a violation by one of the High Contracting Parties of the rights set forth in this Convention, provided that the High Contracting Party against which the complaint has been lodged and declared that it recognises the competence of the Commission to receive such petitions.

European Social Charter

The members of the Council of Europe adopted the European Social Charter in 1961, for the protection of social and economic rights.

The Charter also protects the right to vocational guidance and training, to the protection of health, to social security, to social and medical assistance, and the right to benefit from social welfare services, including the right of disabled people to training and rehabilitation.

The Charter says that measures should be taken by the EC to make sure

that disabled people can take part in all aspects of working life. Special reference is made to vocational training, "professional re-insertion" and re-adaptation, improvement of mobility, transport and housing. A note to the Charter recommends passing a directive on assistance for mobility-impaired workers.

Extracts

Article 3

With a view to ensuring the effective exercise of the right to safe and healthy working conditions, the Contracting Parties undertake:

1. to issue safety and health regulations
2. to provide for the enforcement of such regulations by measures of supervision to consult, as appropriate, employers' and workers' organisations on measures intended to improve industrial safety and health.

Article 9

With a view to ensuring the effective exercise of the right to vocational guidance, the Contracting Parties undertake to provide or promote, as necessary, a service which will assist all persons, including the handicapped, to solve problems related to occupational choice and progress, with due regard to the individual's characteristics and their relation to occupational opportunity; this assistance should be available free of charge, both to young persons, including school children, and to adults.

Article 15

Part I

Disabled people have the right to vocational training, rehabilitation and resettlement, whatever the origin and nature of their disability.

Part II

The right of physically and mentally disabled persons to vocational training, rehabilitation and social resettlement.

With a view to ensuring the effective exercise of the right of the physically or mentally disabled to vocational training, rehabilitation and resettlement, the Contracting Parties undertake:

1. to take adequate measures for the provision of training facilities, including, where necessary, specific institutions, public or private.

2. to take adequate measures for the placing of disabled in employment, such as specific placing services, facilities for sheltered employment and measures to encourage employers to admit disabled people to employment.

Article 17

With a view to ensuring the effective exercise of the right of mothers and children to social and economic protection, the Contracting Parties will take all appropriate and necessary measures to that end, including the establishment or maintenance of appropriate institutions or services.

Article 26

Part I

All disabled persons whatever the origin and nature of their disablement must be entitled to additional concrete measures aimed at improving their social and professional integration.

European Community Charter of Fundamental Social Rights for Workers

The Charter was adopted by all the member states of the European Community, except the UK, in 1989. It looks at only one aspect of disabled people's social rights for employment - the physical and organisational barriers that prevent disabled people's travelling to and from work.

The Treaty of Rome

Though only a recommendation, Article 235 encourages EC member states to adopt policies which would promote fair opportunities for disabled people, defined to include "all people with serious disabilities which result from physical, mental or psychological impairments". These policies include a quota system and a Code of Good Practice for employers.

Universal Islamic Declaration of Human Rights

Adopted on 19 September 1981 by the Islamic Council, the Declaration says that: "the age-old aspiration for a just world order wherein people could live, develop and prosper in an environment free from fear, oppression, exploitation and deprivation, remains largely unfulfilled".

Extracts

Article I

Right to Life

Human life is sacred and inviolable and every effort shall be made to protect it. In particular, no one shall be exposed to injury or death, except under the authority of law.

Article II

Right to Freedom

a Man is born free. No inroads shall be made on his right to liberty except under the authority and in due process of the law.
b Every individual and every people has the inalienable right to freedom in all its forms - physical, cultural, economic and political - and shall be entitled to struggle by all available means against any infringement or abrogation of this right; and every oppressed individual or people has a legitimate claim to the support of other individuals and/or peoples in such a struggle.

Article III

Right to Equality and Protection Against Impermissible Discrimination

a All persons are equal before the Law and are entitled to equal opportunities and protection of the law.
b All persons shall be entitled to equal wage for equal work.
c No person shall be denied the opportunity to work or be discriminated against in any manner or exposed to greater physical risk by reason of religious belief, colour, race, origin, sex or language.

Article VII

Right to Protection Against Torture

No person shall be subject to torture in mind or in body, or degraded, or threatened with injury either to himself or to anyone related to or held dear by him, or forcibly made to confess to the commission of a crime, or forced to consent to an act which is injurious to his interest.

Article XIV

Right to Free Association

a Every person is entitled to participate individually and collectively in the religious, social, cultural and political life of his community and to establish institutions and agencies meant

to enjoin what is right and to prevent what is wrong.
b Every person is entitled to strive for the establishment of institutions whereunder an enjoyment of these rights would be made possible. Collectively, the community is obliged to establish conditions so as to allow its members full development of their possibilities.

Article XV

The Economic Order and the Rights Evolving Therefrom

a In their economic pursuits, all persons are entitled to the full benefits of nature and all its resources.

Article XVIII

Right to Social Security

Every person has the right to food, shelter, clothing, education and medical care consistent with the resources of the community. This obligation of the community extends in particular to all individuals who cannot take care of themselves owing to some temporary or permanent disability.

Article XXI

Right to Education

a Every person is entitled to receive education in accordance with his natural capabilities.
b Every person is entitled to a free choice of professions and career and to the opportunity for the full development of his natural endowments.

4. National

Australia

Four states have made laws to protect disabled people's civil rights: New South Wales, Victoria, South Australia and Western Australia. All states cover discrimination on the grounds of physical disability. New South Wales, Victoria and Western Australia also include intellectual impairment and in Victoria and Western Australia mental disorder is also included.

In New South Wales there is an "affirmative action" approach to public service employment. The state has appointed a Director of Equal Opportunity in Public Employment, to look at equal opportunity management plans and to see that they are carried out. These plans include target figures for the numbers of disabled people in various jobs. Unfortunately, the money available for such plans has been reduced recently and this has made them less effective.

Canada

Canada was the first country in the world to support equality for citizens in its Constitution. The Canadian Charter of Rights and Freedoms says that "every individual is equal before and under the law and has the right to the equal protection and equal benefit of the law without discrimination and, in particular, without discrimination based on race, national or ethnic origin, colour, religion, sex, age or mental or physical disability".

The Canadian Human Rights Act says that "every individual has an equal opportunity with other individuals to make for himself or herself the life that he or she is able and wishes to have without being hindered in or prevented from doing so by discriminatory practices based on race, national or ethnic origin, colour, religion, age, sex, marital status, family status, disability or conviction for an offence for which a pardon has been granted". The Act set up a Human Rights Commission for complaints about discrimination.

In 1980, Ontario was the first province to say that every child, whatever its impairment, is worthy of an education appropriate to his or her particular needs. In 1976, New Brunswick included disabled people in its human rights legislation. By 1984, all 10 provinces had made legislation to extend human rights protections to disabled people.

China

In 1986, China set up the Organising Committee of UN Decade of Disabled Persons to coordinate the development of work for disabled people. In 1989, the Chinese Government began putting into action the China Five-Year World Programme for the Disabled. Among other things, the Plan adopts affirmative action and protection for employment of disabled people.

On 28 December 1990, the Law of the People's Republic of China on the Protection of Disabled Persons was passed to ensure for disabled people "equal and full participation in social life and their share of the material and cultural wealth of society".

The law guarantees the rights of disabled persons to education, to work, to protection from discrimination in recruitment, employment, promotion, pay, welfare and labour insurance. It also says that the lives of disabled persons should be reflected through radio, film, television, press and periodicals, books and other media.

Denmark

Denmark has developed social legislation that includes provisions on the rights of disabled people, based on the principles of the welfare state, equality and participation in social life.

The principle of equality between disabled people and other citizens has been put into action by making the relief measures of the Danish Social Assistance Act equally accessible to disabled people, older people,

children and other groups.

Social provision for disabled people moved, in the late 1970s, from being the responsibility of central government to the local authorities. The change increased efficiency and gave the local and regional authorities the necessary legal, administrative and financial basis.

Finland

The responsibility for services for disabled people lies with local government in Finland, which has a great deal of self-determination. Local councils for disabled people have been coordinating policies and programmes with local government since the 1970s. Disabled people's organisations have always been very strong in Finland.

There are only two special laws for disabled people: The Disabled Persons Welfare Act (1946) and the Act on Special Services for Mentally Retarded Persons (1977). There is no plan for a special law on equality, participation or human rights for disabled people in Finland. It is believed that equality will be achieved through the existing laws.

France

The French Penal Code makes it a criminal offence to discriminate against a person on grounds of race, sex, nationality and religion in providing goods, services or employment.

Discrimination on the grounds of health or impairment where this is unjustified was added to the Code by a law passed in July 1990. Breaking of the Code is punishable by imprisonment from two months to one year or a fine of F2,000-F20,000, or both.

Libya

Libya has the People's General Congress Law Number 3 of 1981 on Disabled Persons, which states that every disabled person is entitled to: housing, care services at home, prostheses and appliances, an education, rehabilitation, employment, exemption from income tax, accessible public transport, buildings and resorts, exemption from custom duties on imported appliances.

New Zealand

There have been many changes in New Zealand during the UN Decade. Laws have been passed dealing with access, television subtitles, attendant care and the development of the Disabled Persons Assembly.

The Employment Equity Act of 1990 meant that the government had to set up a Working Party to look at barriers which prevented women, ethnic minorities and disabled people from taking part in employment.

Norway

Norway's Plan of Action for Disabled People (1990-1993) includes over 50 measures. Ten ministries take part - Health, Education, Industry,

Culture, Labour, Consumer Affairs, Local Government, Development Aid, Foreign Affairs and Transport.

Measures include making the Norwegian Council of the Disabled stronger, making sure that the various ministries know about each other's plans for disabled people, grants to disabled people's organisations, an easy to read newspaper, development grants for new technology in industry, encouraging the production of books on tape, making buildings more accessible and support for the creation of organisations of and for disabled people in developing countries.

The Plan is being monitored by the Ministry of Health and Social Services. A copy (Order No. 1-0624) can be ordered from the Publications Division (PO Box 8169 Dept., 0032 Oslo I, Norway. Tel: +47 2 34 98 60). It's also available on tape, in braille and in large print.

The Philippines

On 24 March 1992, a Magna Carta for Disabled Persons (Republic Act No.7277) was passed, unopposed, by the Philippine Congress.

The Act provides for "the rehabilitation, self-development and self-reliance of disabled persons and their integration into the mainstream of society". It lays down very clearly the principles for giving rights and privileges to disabled people and also serves as a framework for future legislation to realise the goals of "full participation and equalisation of opportunity"

Sweden

As well as a strong central government, Sweden also has an extensive system of local government to administer its laws. This decentralised decision-making has made it possible for social and health programmes for disabled people to be developed.

The tradition of popular movements is an important factor in the development of Swedish social welfare policies - the labour movement, the revivalist movement and the temperance movement all have deep popular roots and take part in society's decision-making process.

Organisations of disabled people today receive state grants and are recognised in the public sector as partners in decision-making. The Building Code, the Act Providing for Adaptation of Public Transport to the Needs of the Disabled, the New Syllabus for the Compulsory School and the Social Services Act show that the main principle of Swedish social policy for disabled people is to make society accessible by adapting the environment and activities.

United States

In the US, many states have adopted their own human rights, equal opportunity and protection laws. They have used the example of civil rights legislation passed by Congress, particularly the 1964 Civil Rights Act and the 1973 Rehabilitation Act, which makes discrimination by federally funded schemes or organisations against "otherwise qualified

handicapped persons illegal.

The Federal Department of Health, Education and Welfare decided that the new legislation needed resources to change programmes and services, in order to provide for the needs of "otherwise qualified handicapped persons".

At the federal level, which automatically affects all states, laws have been drawn up which, for the first time, affect the private sector as well as the public sector. This is the Americans with Disabilities Act (ADA), which came into force in 1992. It extends the 1964 Civil Rights Act protecting women and ethnic minorities to 43 million disabled Americans. Anyone connected with disabled people - for example, a family member or carer - is also protected.

President Bush's support for the Act and the very effective lobbying by grassroots organisations combined to produce the legislation, despite the protests by the powerful American commercial and service sectors.

The Act was presented as a measure to deal with human rights, rather than one calling for resources for the special needs of a "deserving minority". As the US Chamber of Commerce lobbyist said, "No politician can vote against this bill and survive."

There are four main areas - employment, public services (including transport), private sector "accommodations" and services for disabled people's needs, and telecommunications.

Employment

The Act stops US employers (those with 25 or more workers from 1992 and those with 15 or more from 1994) from discriminating against "a qualified individual with a disability". Employers are expected to make "reasonable accommodation" for disabled employees, which includes making existing facilities accessible, letting people work part-time, getting or changing equipment, providing training materials or policies and qualified readers and interpreters.

Public Services

The Act says that "no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programmes, or activities of a public entity, or be subjected to discrimination by any such entity".

To make public transport accessible, there are long and complicated provisions which require bus, train and coach operators to meet the needs of disabled people, including those who use wheelchairs, on all routes. The service provider can, however, escape the duty if it will mean "an undue financial burden", or if it isn't possible for technical reasons.

Private Sector Services

The Act says that public sector service providers are those who provide services or goods to the public, although they are privately owned and

run. This includes shops, cinemas, restaurants and schools. This section of the Act lists the discriminatory acts or non-acts which are now unlawful. Denial of participation, limited participation and unjustified segregation of services are outlawed. There are bans on unnecessary screening practices; failure to change the service to make it available to all; failure to remove architectural barriers or to provide appropriate "auxiliary aids", such as qualified interpreters.

Telecommunications

The Act says that telecommunications equipment must be changed so that it can be used by hearing-impaired and speech-impaired people.

Congress believes that the Act will eventually pay for itself: preventing employment discrimination will raise tax revenues and lower welfare payments; making sure that goods and services denied to disabled people in the past are now accessible will benefit the national economy.

Zimbabwe

The Zimbabwean Disabled Persons Act of 1992 provides for the welfare and rehabilitation of disabled people and aims to achieve equalisation of opportunities to make sure that disabled people have all community and other services. The Act established a Director for Disabled Persons' Affairs, who works with ministries and local authorities to put the Act into practice.

The Act also sets up a national disability board, of the Director, ministers and representatives of disabled people's organisations. One of the aims of the Board is to draw up policies that will:

bring about equal opportunities for disabled people, by making sure that they have education and employment, can take part in sporting, recreation and cultural activities, and have full access to community and social services

- help disabled people to lead independent lives
- prevent discrimination against disabled people as a result of their impairment
- encourage employment for and income generation schemes by disabled people
- provide orthopaedic appliances
- generally improve the social and economic status and condition of disabled people

Extracts

Section 8

(1) No disabled person shall, on the ground of his disability alone, be denied

- a admission to any premises to which members of the public are

- ordinarily admitted; or
- b the provision of any service or amenity ordinarily provided to members of the public unless such denial is motivated by a genuine concern for the safety of the disabled person concerned...

(3) A disabled person who is denied admission into any premises or the provision of any service or amenity in terms of subsection (I) shall be deemed to have suffered an injury and shall have the right to recover damages in any court of competent jurisdiction.

Section 9

(I) No employer shall discriminate against any disabled person in relation to:

- a the advertisement of employment
- b the recruitment for employment
- c the creation, classification or abolition of jobs or posts
- d the determination or allocation of jobs or posts
- e the choice of persons for jobs or posts, training, advancement, apprenticeships, transfer, promotion or retrenchment
- f the provision of facilities related to or connected with employment
- g any other matter related to employment.

The penalties for discrimination as outlined in sections 8 and 9 can be fine up to \$4,000 and/or be imprisoned for up to a year.

The Zimbabwe Act is to a large extent the result of a campaign by the Southern African Federation of Disabled People (SAFOD). Believing that the only way for disabled people to have equal opportunities is through anti-discrimination legislation, they set up a five-person committee, headed by two blind lawyers and supported by three SAFOD workers, and began with a seminar for disabled people and government officials. The governments of Mozambique, Lesotho and Zambia are also working on legislation. In South Africa, the government and the ANC are both taking part.

Part Three - Sources

1. Addresses

- African Commission on Human and Peoples' Rights, P0 Box 673, Banjul, The Gambia
- CARICOM, Georgetown, Guyana
- UN Centre for Human Rights, 8-14 Avenue de la paix, CH-1211 Geneva 10, Switzerland
- (COPOH) Coalition of Provincial Organisations of the Handicapped. 926-294 Portage Avenue, Winnipeg, Manitoba,

- R3C 0B9, Canada. Tel: +1204 947 0303. Fax: +1204 942 4625
- Colombo Plan, Colombo, Sri Lanka
 - Commission of the European Communities, Rue de la Loi 200, B-1049, Brussels, Belgium
 - Commonwealth Association for Mental Handicap and Developmental Disabilities, c/o NIMHANS, PB No. 2900, Bangalore 560 029, India
 - Commonwealth Secretariat, Marlborough House, Pall Mall, London, SW1Y 5HX, United Kingdom. Tel: +4471 8393411. Fax: +4471 9300827
 - Council of Europe, Palais de l'Europe, 67006 Strasbourg, France. Tel: +33 88 6 14961
 - Department of Public Information, United Nations, New York NY 10017, USA. Tel: +212 963 0353. Fax: +212 963 4556
 - Disability Awareness in Action, 11 Belgrave Road, London SW1V 1RB, United Kingdom. Tel: +44 71 8340477. Fax: +44 71 8219539. Minicom: +44 71 8219812
 - Disabled Peoples' International, 101-7 Evergreen, Winnipeg, R3L 2T3, Canada. Tel: +204 287 8010. Fax: +204 287 8175
 - Disabled Persons Unit, Social Development Division, The Centre for Social Development and Humanitarian Affairs, United Nations Office at Vienna, Vienna International Centre, Room E 1323, P.O. Box 500, A-1400 Vienna, Austria. Tel: +43 12131, extension 4239. Fax: +43 12321 56
 - Division for Measures in Favour of Disabled People, Directorate-General V, Commission of the European Communities, 200 rue de la Loi, B-1049 Brussels, Belgium
 - Division for the Advancement of Women, Centre for Social Development and Humanitarian Affairs, United Nations Office at Vienna, Vienna International Centre, Room E 1323, P.O. Box 500, A-1400 Vienna, Austria. Tel: +43121131 4248. Fax: +431 232156
 - Economic and Social Commission for Asia and the Pacific, United Nations Building, Rajdamnern Avenue, Bangkok 10200, Thailand. Tel: +66 22829161. Fax: +66 22829602
 - Economic and Social Commission for Western Asia, P.O. Box 927115, Amman, Jordan. Tel: +962 6694351. Fax: +962669498082
 - Economic Commission for Africa, P.O. Box 3001, Addis Ababa, Ethiopia. Tel. +25115 10 172. Economic Commission for Europe (ECE), Palais des Nations, 1211 Geneva 10, Switzerland Tel: +41 2273460 II. Fax: +41 22739825
 - Economic Commission for Latin America and the Caribbean (ECLAC), Casilla 179D, Santiago, Chile
 - European Commission of Human Rights, Council of Europe, BP 431 R6 67006 Strasbourg CEDEX, France
 - European Court of Human Rights, Palais de l'Europe, 67006 Strasbourg, France. Tel: +33 88 614961
 - European Network on Independent Living (ENIL), 4 Plantation Way, Whitehill, Bordon, Hants. GU35 9HD, United Kingdom
 - European Parliament, L-2929 Luxembourg
 - European Parliament, Directorate-General for Information and Public Relations, Avenue du President Robert Schuman, B.P. 1024, F-67070 Strasbourg Cedex, France. Tel: +33 88 17 40 01. Fax: +3388 175184

- Food and Agriculture Organisation of the United Nations (FAO), Human Resources Officer on Disability Matters, Via delle Terme di Caracalla, 00100 Rome, Italy. Tel: +39 6 5797 3880. Fax: +39657973152
- IMPACT, c/o WHO, Room L225, 20 Avenue Appia, CH-1211, Geneva 22, Switzerland. Tel: +41 227913733. Fax: +4122791 0746
- Inter-American Children's Institute (OAS/IACI), Av. 8 de Octubre 2904, 11600, Montevideo, Uruguay. Tel: +598 2 47 21 50. Fax: +598 2 47 32 42
- Inter-American Commission on Human Rights, Organisation of American States, Washington, DC, 20006, USA
- International Council on Disability, PO Box 3488, Riyadh 11471, Saudi Arabia. Tel: +966 1 488 2917. Fax: +966 1 488 8260
- International Council on Social Welfare, Koninginneracht 1/29, A-1060 Vienna, Austria
- International Labour Organisation (ILO), 4 Route des Morillons, CH-1211 Geneva 22, Switzerland. Tel: +41 22 799 6111. Fax: +41 22 798 8685
- International League of Societies for Persons with Mental Handicap (ILSMH), 248 Avenue Louise, bte 17 Brussels, Belgium B-1050. Tel: +32 2 647 6180. Fax: +32 2 647 2969
- Office for Official Publications of the EC, 2 rue Mercier, L-2985 Luxembourg
- Office of the United Nations High Commissioner for Refugees, Information Officer, Public Information Service, Centre William Rappard, 154 rue de Lausanne, Case Postale 2500, CH-1211 Geneva 2 Depot, Switzerland. Tel: +41 22 739 8111 Fax: +41 22 731 9546
- Organisation of African Unity, Addis Ababa, Ethiopia
- Organisation of American States, Washington DC, 20006, USA
- Organisation of the Islamic Conference, Jeddah, Saudi Arabia
- Rehabilitation International, 25 East 21st Street, New York, NY 10010, USA. Tel: +212 420 1500. Fax: +212 505 0871
- South Pacific Commission, Noumea, New Caledonia
- Southern Africa Federation of the Disabled (SAFOD), 130 Herbert Chitepo Street, 12th Avenue, PO Box 2247, Bulawayo, Zimbabwe. Tel: +263 9 69356. Fax: +263 9 74398
- Statistical Division, Department of Economic and Social Development, Statistician - Disability Issues, Demographic and Social Statistics Branch, Room DC2- 1586, United Nations, New York, NY 10017, USA. Tel: +212 963 4947. Fax: +212 963 4116
- United Nations Centre for Human Rights, Legislation and Prevention of Discrimination Branch, Palais des Nations, CH-1211 Geneva 10, Switzerland. Tel: +41 22 734 60 11. Fax: +41 22 733 98 79
- United Nations Children's Fund (UNICEF), Programme Officer, Childhood Disability, 3 United Nations Plaza, New York, NY 10017, USA. Tel: +212 326 7000. Fax: +212 326 7336
- United Nations Development Fund for Women, 304 E. 45th Street, 6th Floor, New York, NY 10017, USA. Tel: +1 212 906 6400. Fax: +1 212 906 6705

- United Nations Development Programme, One UN Plaza, New York, NY 10017
- United Nations Educational, Scientific and Cultural Organisation (UNESCO), 7 Place de Fontenoy, F-75007 Paris, France. Tel: +33 1 45 68 10 00. Fax: +33 1 45 67 16 90
- United Nations International Drug Control Programme (UNDCP), Vienna International Centre, PO Box 500, A-1400 Vienna, Austria. Tel: +43 1 21131 4176. Fax: +43 1 230 7002
- United Nations Relief and Works Agency for Palestine Refugees in the Near East, Disability Programme Specialist, UNRWA Headquarters, PO Box 484, Amman, Jordan. Tel: +962 682 6171. Fax: +962 682 6179
- World Blind Union, 224 Great Portland Street, London W1N 6AA, United Kingdom. Tel: +44 71 388 1266. Fax: +44 71 383 0508
- World Federation of the Deaf, Ilkantie 4, PO Box 65, SF-00401 Helsinki, Finland. Tel: +358 0 58031. Fax: +358 0 5803770
- World Health Organisation, 20 Avenue Appia, CH-1211 Geneva 27, Switzerland. Tel. +41 22 791 2111. Fax: +41 22 791 0746
- World Institute on Disability, 510 16th Street, Oakland, CA 94612, USA. Tel: + 1 510 763 4100. Fax: +1 510 763 4109.

2. Publications

(If no address is shown below, see the first part of this section)

- Aim at the Sky: Report of the Disabled Peoples' International North American and Caribbean Region, Disabled Women in Development Seminar, Roseau, Dominica, July 18-22, 1988. From DPI North American and Caribbean Secretariat, PO Box 220, Liguanea, Kingston 6, Jamaica.
- Bulletin of the European Communities. From the Office for Official Publications of the European Communities. An official reference publication for all areas of Community activity, including a detailed look at legislation, issued 10 times a year.
- Centre for Social Development and Humanitarian Affairs publications include Disabled Persons Bulletin (three times a year, English, French, Spanish), the World Programme of Action concerning Disabled Persons (six languages), The Situation of Disabled Persons in Africa (English only).
- Community-Based Disability Prevention and Rehabilitation: Guidelines for Planning and Management (1989). From ESCAP and based on the findings of some of its programmes and projects.
- COMPASS. Journal of COPOH, available in English and French.
- Cooperatives for the Disabled: Organisation and Development, From the International Labour Organisation.
- Defining the Parameters of Independent Living. From COPOH.
- Directory of Disability Organisations and Services in the Americas. From the Inter-American Children's Institute (IACI), available in English and Spanish. Very useful list of

organisations of and for disabled people in North, Central and South America.

- Disability Frontline, SAFOD's quarterly newsletter.
- Disability, Handicap & Society journal. From Carfax Publishing Company, PO Box 25, Abingdon, Oxfordshire, OX14 3UE, United Kingdom.
- Disability Studies Quarterly. Editor Kenneth I Zola, Department of Sociology, Brandeis University, Waltham, MA 02254, USA.
- Disabled People in Britain and Discrimination: A Case for Anti-discrimination Legislation, by Colin Barnes. £9.95. From Hurst & Co. (Publishers) Ltd., 38 King Street, London WC2E 8JT, United Kingdom.
- Disabled People in International Development. From COPOH. Sections on attitudinal barriers, disabled women, literacy, refugees, what is meant by development, international solidarity.
- Disabled Peoples' International Development Policy and Strategy (booklet). Free from Disabled Peoples' International, in English, French and Spanish.
- Disabled Village Children and Where There is No Doctor, by Dr. David Werner. From the Hesperian Foundation, PO Box 1692, Palo Alto, CA 94302, USA. An invaluable handbook full of practical ideas on community-based rehabilitation, with delightful illustrations.
- Disabling Imagery & the Media, by Colin Barnes. From the British Council of Organisations of Disabled People, Unit 14, De Bradellie House, Chapel Street, Belper, Derbyshire. DES 1AR, United Kingdom. Tel: +44 773 828182. Fax: +44 773 829672. Minicom: +44 773 828195. £4.50, Looks at the most common media stereotypes of disabled people; outlines principles for positive representation; describes the complaints procedures available.
- Education for All. From the United Nations Children's Fund, available in English and French. An information kit on basic education, containing 11 fact-sheets and articles on issues related to Education for all (EFA).
- Education For All From the EFA Forum Secretariat, United Nations Educational, Scientific and Cultural Organisation. An easy-to-read illustrated brochure available in English and French.
- Employment of Disabled Persons: Manual on Selective Placement. From the International Labour Organisation. Explains selective placement; suggests ways of increasing job opportunities.
- Equal Rights for Disabled People: the case for a new law, by Ian Bynoe, Mike Oliver and Colin Barnes. £5. From the Institute of Public Policy Research, 30-32 Southampton Street, London WC2E 7RA, UK. Tel: +44 71 379 9400. Fax: +44 71 497 0373. This excellent book gives conclusive evidence of discrimination against disabled people in Britain in the workplace, schools and colleges, public facilities and services and in health and welfare institutions; argues for a new law against discrimination on grounds of disability; shows how laws in the United Kingdom support discrimination; reviews current law in North America, Australia and Europe.
- Handbook on Community Awareness Programs Concerning

Disability (1989). From the United Nations, New York. Published by ESCAP.

- Human Rights of the Disabled, by HJM Desai. Free from the National Association for the Blind, 11 Khan Abdul Gaffar Khan Road, Worli Sea Face, Bombay 400 025, India.
- Human Right Training Manual for Public Officials. From the Commonwealth Secretariat.
- ILSMH News. The League's newsletter, available in English, French, Spanish and German, for a subscription of Sw.Fr. 50.
- In Brief the World Programme of Action. From the UN Department of Public Information. Short, simple outline of the WPA.
- Independence Through Mobility A Guide to the Manufacture of the ATI-Hotchkiss Wheelchair by Ralf Hotchkiss, 6505 Farallon, Oakland, CA 94611, USA.
- International Classification of Impairments Disabilities and Handicaps. World Health Organisation
- International Rehabilitation Review. RI newsletter, published three times a year. \$30 a year, including airmail postage. Free to RI members and selected individuals and organisations in developing countries.
- The Last Civil Rights Movement: Disabled Peoples' International (1989), by Diane Driedger. From Hurst and Co. and St. Martin's Press, 38 King Street, London WC2E 8JT, United Kingdom.
- Making the Most of the United Nations, an ILSMH booklet, by Professor Peter Mittler. Very good outline of the way the UN works.
- Meeting Disability: A European Response, by Patrick Daunt. From Cassell Educational Limited, Villiers House, 41-47 Strand, London WC2N 5JE, UK. Describes the situation of the 30 million disabled people in the European Community and examines the success or failure of official and voluntary organisations in responding to their needs. Includes a detailed look at the Community's programme to promote independent living.
- Preserving Disability Civil Rights: A Step-By-Step Guide to Taking Action. From Disability Rights Education and Defense Fund, Inc., 2212 Sixth Street, Berkeley, CA 94710, USA.
- Role of Organisations of Disabled People (booklet). Free from DPI, in English, French and Spanish.
- State of the World's Children. From UNICEF.
- Target for Health For All. From the World Health Organisation, Regional Office for Europe, Scherfigsvej 8, DK-2100 Copenhagen 0, Denmark. Includes discussion, in a European context, of the things necessary for good health; how to improve health opportunities for disabled people; how to reduce disease and impairment; public policies for health, social services, environmental concerns; how to encourage people to look after their own health.
- Tools for Power: A Resource Kit for Independent Living. From Disabled Peoples' International. More than 100 pages on skills and ideas for independent living, income generation and campaigns; also contains a lot of material on the history of the disability movement internationally.

- Training of Persons who Care for Persons with Mental Handicap: An Asian Experience, by Fr. Adam B. Gudalefsky and Sr. Ching Madduma (ILSMH, 1992). English, French, Spanish and German.
- United Nations Development Education Directory. From United Nations Non-Governmental Liaison Service, Palais des Nations, CH-1211, Geneva 10, Switzerland. Describes the UN system to NGOs, listing the materials and services the UN has to offer, how and where to obtain them.
- Vox Nostra, newsletter of Disabled Peoples' International. Published quarterly in English, French and Spanish. Welcomes articles of interest to the international community of disabled people.
- WFD News. Quarterly newsletter of the World Federation of the Deaf, in English only. Send articles and news to WFD Information Officer, PO Box 65, SF-00401, Helsinki, Finland.
- WFD Survey of Deaf People in the Developing World, by Marjo Joutsalainen, 1990. From WFD.
- Women with Disability (booklet). Free from DPI, in English, French and Spanish.
- World Ageing Situation, 1991. From the CSDHA. An overview and factual information.

Member states of the UN have national UN offices, probably based in the main city. You can get more information about resources from there.

3. Words

abrogation - formal or official cancellation or repeal

act - law or decree passed by a legislature

amendment - change, correction or addition to a bill during its passage through parliament

anti-discrimination legislation - laws which make it illegal to act in a biased way towards a particular group of people

arbitrary - founded on or subject to personal whims, prejudices, etc.

aspiration - strong desire to achieve something

auxiliary - person or thing that supports or supplements

bilateral assistance - two people or countries, etc., helping each other

bill - draft outline of a new law, which is worked on before it is passed and becomes an act

bind - oblige to do something

binding - compulsory; imposing an obligation or a duty

brief - give instructions or information to someone; a short statement or written outline

campaign - series of coordinated activities to achieve a social or political goal

congress - formal assembly for discussing and making laws; meeting or conference of representatives of sovereign states; a society or association

convention - international agreement, second only to a treaty (e.g. a covenant)

covenant - important treaty, binding on states that ratify it, becoming part of national law
CSDHA - Centre for Social Development and Humanitarian Affairs
DAA - Disability Awareness in Action
declaration - particularly important resolution
denunciation - formal announcement of the termination of a treaty
directive - instruction or order
dissemination - distribution of something - information, resources, etc.
DPI - Disabled Peoples' International
DPU - Disabled Persons' Unit (based at CSDHA)
EC - European Community
ECA - Economic Commission for Africa
ECE - Economic Commission for Europe
ECOSOC - Economic and Social Council
enact - to make into an act or statute; to establish by law or decree
equalisation - making equal or uniform
ESCAP - Economic and Social Commission for Asia and the Pacific
ESCWA - Economic and Social Commission for Western Asia
ex post facto - having retrospective effect
federal - relating to a form of government or a country in which power is divided between one central and several regional governments
fiscal - relating to government finances
ICOD - International Council on Disability
ILO - International Labour Organisation
ILSMH - International League of Societies of Persons with Mental Handicap
immunity - freedom from obligation or duty
IMPACT - an initiative against avoidable disability
implement - carry out, put into practice
inalienable - not transferable to another
indigenous - occurring naturally; relating to an ethnic group that has always lived in a region
influence - effect of one person or thing on another; to have an effect upon
infringement - breaking of a law or agreement
inherent - existing as an inseparable part
INGO - international non-governmental organisation
injuria - injury or infringement of a legal right
inter-agency - describes a meeting, communication, etc. between two or more agencies
inter alia - among other things
inter-governmental - something between or among two or more governments
inviolable - something that must not or cannot be broken; something sacred
ipso jure - by that very judgement
IYDP - International Year of Disabled Persons (1981)
IYF - International Year of the Family (1994)
law - rule or set of rules, enforceable by the courts regulating the

relationship between the state and its subjects and the conduct of subjects towards one another

legislation - process of making laws; the laws made by this process

legislator - person concerned with the making of laws; member of legislature

legislature - body of people that makes and repeals laws

magna carta - charter recognising the rights and privileges of citizens

mandate - official instruction or command to act for another

manifesto - public declaration of intent, policy, aims, etc. by government, party, organisation

media - ways of passing on information (plural of medium),

such as television, radio, newspapers, magazines and advertising

multi-media - in several media - print, broadcasting, advertising

negligent - lacking attention, care or concern; neglectful

NGO - non-governmental organisation

ombudsman - official investigating citizens' complaints against the government or its servants

parliament - legislative assembly of the representatives of a political nation or people

petition - written document signed by a large number of people demanding some form of action from a government or other authority

preamble - introductory part (of a declaration, resolution, etc.)

precedent - judicial decision that serves as an authority for deciding a later case

prejudice - opinion formed beforehand, especially an unfavourable one; intolerance or dislike for people of a particular race, religion, etc., including disabled people

prerequisite - something required as a prior condition

press release - statement giving information to the media, sent or given to reporters

proclamation - public announcement

prohibited - forbidden by law or other authority; not allowed or prevented

proscribe - to condemn or prohibit

protocol - amendment to a treaty or convention

quota - part or share allocated to a particular group

ratify - give formal consent (ratification) to something not

automatically binding (e.g. a Covenant) remuneration - reward or pay for work, service, etc.

representative - person representing constituency in deliberative, legislative or executive body resolution - decision of court; vote of assembly; opinion of meeting

resources - supplies or sources of aid and support, financial or otherwise

retroactive - applying to the past; effective from a date or period in the past

segregation - practice or policy of creating separate facilities within the same society for the use of a particular group

sovereignty - supreme and unrestricted power; an independent state

standing committee - looks carefully at every clause of a bill and talks about possible amendments

statute - permanent rule made by a body or institution
stimuli - plural of stimulus: something that acts as an incentive, increases activity
stipulated - specified as a condition of an agreement; guaranteed or promised
telecommunications - science and technology or communicating by telephones, radio, TV, etc.
treaty - formal agreement between two or more states; document in which such a contract is written
umbrella organisation - an agency made up of and representing the interests of several groups
UN - United Nations
UNDP - United Nations Development Programme
UNESCO - United Nations Educational, Scientific and Cultural Organisation
UNICEF - United Nations Children's Fund
UNIFEM - United Nations Development Fund for Women
UNOV - United Nations Office in Vienna (includes the CSDHA and the DPU)
WBU - World Blind Union
WFD - World Federation of the Deaf
WHO - World Health Organisation
WPA - World Programme of Action Concerning Disabled Persons