

**China Disabled Persons' Federation (CDPF)**

**Nov 15, 2006**

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# Proposal for

Leadership Training for the Vision impairment persons  
and Employing them as one of leaders in  
Provincial Disabled Persons' Federation of China

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## I. SUMMARY

(Form 1)

<b>Action plan title</b>	Leadership Training for the Vision impairment persons and Employing them as one of leaders in Provincial Disabled Persons' Federation of China
<b>Brief introduction of my organization</b>	<p><b>China Disabled Persons' Federation (CDPF)</b>            CDPF, affirmed by the law and ratified by the State Council, is the unified national organization <u>of/for</u> persons with various categories of disabilities in China.            My department is organization and liaison department of CDPF. One of it's main responsibilities is to improve the capacity of disabilities and suggest Provincial Disabled Persons' Federations employing them as soon as possible.</p>
<b>Brief description of the action plan</b>	<p>Many Provincial Disabled Persons' Federations still have no Vision Impairment Persons as one of its leaders, so it is not good for them to listen to Vision Impairment Persons' views and suggestions, reflect their interest, profit and needs.            Many Vision Impairment Persons are dissatisfied with it. I will have one Leadership training project with my department colleagues to 19 Vision Impairment Persons introduced by 19 provinces of China, then suggest them being employed as one of the leaders of Provincial Disabled Persons' Federations (if they suit for the post).</p>
<b>Over goal</b>	By the end of 2008, all of the Provincial Disabled Persons' Federations will have at least one vision Impairment Persons as one of its leaders.
<b>Training goal</b>	To ensuring the participants to improve the leadership so that the Provincial Disabled Persons' Federations will employ them as one of its leaders.
<b>Total duration for the action plan</b>	2 year, Jan 2007-Dec 2008
<b>Training duration</b>	10 days (in July 2007)
<b>Number of participants</b>	19 Vision Impairment Persons
<b>The implementing department</b>	My department (Organization and Liaison Department of CDPF )
<b>Partners</b>	<ul style="list-style-type: none"> <li>• The Provincial Disabled Persons Federation</li> <li>• The Provincial Vision Impairment Persons Association in China</li> <li>• The Units/Departments which the participants working at</li> <li>• China Vision Impairment Persons Association</li> <li>• The concerned departments of CDPF</li> </ul>
<b>Total budget</b>	57,850\$

## II. INTRODUCTION

I serve at China Disabled Persons' federation (CDPF). CDPF, affirmed by the law and ratified by the State Council, is the unified national organization of and for persons with various categories of disabilities in China, which was set up in March 1988 in Beijing, is the national non-government organization. Mr. Deng Pufang is currently the Chairman.

The aims of CDPF are to advocate humanitarianism, protect the legal rights and interests of PWDs and develop the work on disabilities, so as to ensure their equal and full participation in social life and their share of material and cultural wealth of society.

CDPF is an organization with three functions, namely, representing and protecting the legal rights and interests of PWDs; uniting, educating and serving PWDs; and fulfilling the duties assigned by the government to administer various affairs of PWDs.

There are many departments in CDPF, such as rehabilitation department, education and employment department, advocate and culture department, sport games department and so on. I serve at organization and liaison department. The main responsibilities of my department are those:

----Be with responsibility for organization building of disabled persons federations from national level to local level.

----Be assisting the province government to manage the senior officers (including the disabled senior officers) of province disabled persons federation.

----Setting down and implementing the training plans of the staffs (including the disabled staffs) serving in disabled persons federations of all levels.

----Guiding the grassroots organizations of PWDs.

----Taking on the daily works of associations for various categories of disabilities, and so on.

### III. PROBLEMS AND BACKGROUND

#### i. Problems

There are still many problems on the rehabilitation, education, employment of PWDs in China. One of the problems is that there have 19 Provincial Disabled Persons' Federations have no Vision Impairment Persons as one of its leaders among 32 Provincial Disabled Persons' Federations (Form 2). It is not good for the Provincial Disabled Persons' Federations to listen their views and suggestions, reflect their interest, profit and needs, serve them wholeheartedly, and many Vision Impairment Persons are dissatisfied with it.

(Form 2)

The number of all the Provincial Disabled Persons' Federations in China	32
The number of the Provincial Disabled Persons' Federations which have Vision Impairment Persons as one of its leaders.	13
The number of the Provincial Disabled Persons' Federations which have no Vision Impairment Persons as one of its leaders.	19

#### ii. Background

i) The nature of CDPF.

CDPF is the unified national organization of and for persons with various categories of disabilities. To train Vision Impairment Persons, then suggest them being employed as one of the leaders in Provincial Disabled Persons' Federations, is one of the main measures to improve the capacity of them and to improve the representative of various categories of PWDs in CDPF.

ii) CDPF had done many works to employ PWDs to its organization.

CDPF had realized it and had done many works about it, such as training some excellent disabilities for every province in 1998 and 2002. After then, parts of these disabilities were suggested being employed as one of the leaders in the Provincial Disabled Persons' Federations. But most of them were physical disabilities.

iii) There also have some Policies concerned to train and employ PWDs in China.

(i) The work program for PWDs during the 11<sup>th</sup> five-year plan (2006) says, before the end of 2007, all the local disabled persons' federations must employ all types of disabilities or their families & relatives.....especially for the Vision Impairment Persons, must strengthen the training for them, and employ them to be one of the leaders of Provincial Disabled Persons' Federations as soon as possible.

(ii) The Constitution of China Disabled Persons' Federation says, the Executive Board of CDPF is the standing executive body of National Congress of PWDs and Presidium of CDPF, among the membership of Executive Board, there should have the representatives of various categories disabilities or their families & relatives.

(iii) One of the documents on selecting disabilities to the leader member and common staffs of local disabled persons' federation dispatched by the center government (2002) said, there must strengthen the work of training and employing disabilities and must employing Vision Impairment Persons to be one of the leaders of Provincial Disabled Persons' Federations.

Therefore, I want to make the action plan of 10 days leadership training to 19 Vision Impairment Persons, and then suggest them being employed as one of its leaders of Provincial Disabled Persons' Federations (If he/she suits for the post).

## IV. GOALS

(Form 3)

<b>Over goal</b>	By the end of 2008, all of the 32 Provincial Disabled Persons' Federations will have at least one Vision Impairment Persons as one of its leaders.
<b>Training goal</b>	In July 2007, to train 19 Vision Impairment Persons introduced by 19 Provincial Disabled Persons' Federations which still have no Vision Impairment Persons leader in its organization.

## V. TIMEABLE AND OBJECTIVES

(Form 4)

	<b>Time</b>	<b>Objectives</b>
1	Jan-Jun 2007	To prepare for the training of Vision Impairment Persons.
2	Jul 2007 (the concrete time can not sure now)	10 days training to 19 Vision Impairment Persons.
3	By Dec 2007	60% Provincial Disabled Persons' Federations have Vision Impairment Persons as one of its leaders.
4	By Jun 2008	80% Provincial Disabled Persons' Federations have Vision Impairment Persons as one of its leaders.
5	By Dec 2008	All of the provincial Disabled Persons' Federations have Vision Impairment Persons as one of its leaders.

## VI. BENEFICIARIES

- i. The training beneficiaries are the participants.
- ii. The overall beneficiaries are all the vision impairment persons in china, because when the Vision Impairment Persons become one of the leaders, he/she knows more about them and will talk for them, appeal for them, and protect their legal rights and interests better.

## VII. POSSIBLE OBSTACLES

- i. The Provincial Disabled Persons' Federations will introduce the un-suitable participants.
- ii. After training, the participants will not want to do the work for the PWDs for many reasons.
- iii. After training, the Provincial Disabled Persons' Federations will not employ the Vision Impairment Persons as one of its leaders on time.

And so on.

## VIII. PROCEDURES

### 1. Pre-program (Jan-Jun 2007)

(1) In Jan 2007, after counseling with my department, I will make the training plan (including the training time, address, content, procedures, the budget plan and so on) of Vision Impairment Persons and then submit to the council centre of CDPF.

(2) In Feb 2007, after the training plan approved by the council centre of CDPF, to send information of training Vision Impairment Persons to 19 Provincial Disabled Persons' Federations which still have no vision disability in their council centre, and ask them to introduce the suitable Vision Impairment Persons to participate the training.

The information including:

(Form 5)

Title	Leadership Training and Employing for the Vision Impairment Persons of Provincial Disabled Persons' Federation
Time	Jul 2007
Duration	10 days (the concrete time can not sure now)
Address	Beijing China (the concrete address can not sure now)
Number of Participants (38)	19 Vision Impairment Persons, coming from 19 provinces which have no Vision Impairment Persons as one of the leaders of the provincial Disabled Persons' Federations. In addition, there have 19 Personal Assistants of the 19 Vision Impairment Persons.
Requirement for the Participants	(i) Who should respect and accept the PWDs and want to do the work for the PWDs,
	(ii) Whose diploma must at least be bachelor,
	(iii) Who must have some capacity of organizing and solidarity, and must be respected by the same type disabilities around himself/herself,
	(iv) Who should be no less than 25 years and no more than 45 years of age,
	(v) Who should be healthy and can be competent for the heavy works for the PWDs.

(3) To invite professors or experts to train the participants.

(4) To counsel the budget plan with the financial department and China Welfare Fund for the Handicapped.

(5) To prepare all the data, including the stationary, Braille books and tools.

(6) To confirm the training address.

(7) The other works should be prepared for.

## 2. Training (Jul 2007)

### (1) The training contents

(Form 6)

Lectures	The history, nature, general situation and the goals of CDPF. The lecturer: one of the leaders of CDPF
	The history and the general situation of disability movement in the world. The lecturer: one of the leaders of CDPF.
	The policies and welfare systems for the PWDs in China. The lecturer: one of the leaders of CDPF.
	The situation of rehabilitation, education, employment, sport, culture, barrier-free of PWDs (especially for the Vision Impairment Persons) in China. The lecturer: The department directors concerned of CDPF.
	The general situation of the works conducted by the association of Vision Impairment Persons of China. The lecturer: the chairman or vice-chairman of the association of Vision Impairment Persons of China.
	How to improve the leadership of PWDs. The lecturer: a professor or expert coming from one of the universities or research institutions of China.
Discussion /workshop	In order to conduct the PWDs' undertaking better, how should we communicate with government and other organizations or companies or individual?
	How can we manage one organization better?
	How should we improve our influence in the same type disabilities around us?
	How to fundraising? How to do the budget?
	The importance and necessity of employing Vision Impairment Persons in the council centre of provincial persons' federation.
Visiting	China Rehabilitation and Research Center,
	Beijing Massage hospital,
	China Braille Publishing House;
	China Welfare Fund for the Handicapped,
	The accessibilities of Beijing city;
	The association of Vision Impairment Persons of Beijing.
	Some special schools and shelter workshops in Beijing;
Interview the participants	There will be two work teams constituted by the staffs of my department (organization and liaison department) to interview the participants some questions one by one in the night, so that we can know the participants' personal history, character, his/her really thoughts about the disabilities' undertaking of China, and his/her work plan in the future, and so on. After that we will discuss whether should we suggest or not the provincial disabled persons federations to employ he/her.

## **(2) The training outcomes**

----Let the participants have a general knowledge about the PWDs' undertaking of China and the association of Vision Impairment Persons of China.

----To improve the participants' capacity of communicating with government and other organizations or companies or individual.

----To improve the participants' capacity of analyzing problems and resolving problems.

----To improve the participants' capacity of organizing and management.

----To provide the chance for the participants to communicate and improve each other.

----Let CDPF know about the participants with an all-around and intuitionistic way.

## **3. To suggest the Provincial Disabled Persons' Federations employing the Vision Impairment Persons (Jul 2007-Dec 2008)**

----At first, we will feedback the training situation to the Provincial Disabled Persons' Federations, and express our opinions about the participants to them.

----Then we will suggest the Provincial Disabled Persons' Federations employing the participant (who suit for the post) as one of its leaders as soon as possible.

# **IX. Evaluation and Monitoring**

## **1. The monitoring and evaluation to the training**

i. During the training, we will give some questionnaires to the participants and ask them to evaluate the training and submit to us every night, so that we can do better to them at the following days. We will also monitor them by interview them.

ii. When the training will be finished, every participant should has the evaluation of his/her own training situation and also the work, contents, methods, effect and so on of this training of CDPF, and must write down, then submit to us.

iii. When the training has been finished, we will also evaluate the participants, then feedback to the Provincial Disabled Persons' Federations, and express us opinions of employing the participants or not.

## **2. The monitoring to the employing of Vision Impairment Persons in the Provincial Disabled Persons' Federations.**

i. In every half year, the Provincial Disabled Persons' Federations should report CDPF about the situation of employing Vision Impairment Persons. If they still haven't finished this work, they should explain the reasons, difficulties, and tell us the plan of employing Vision Impairment Persons.

ii. We will take advantage of every chance of going trip business to the province to supervise them, counsel with them or help them to finish this work on time.

## **X. KEY PERSONNEL**

**i. The council centre of CDPF**, because they should approve the training plan for the Vision Impairment Persons.

**ii. The leader of my department**, because they must make decision to train the Vision Impairment Persons and evaluate the training and monitor the Provincial Disabled Persons' Federations to employ the Vision Impairment Persons.

**iii. The council centre of Provincial Disabled Persons' Federation**, because at first, they should introduce the suitable Vision Impairment Persons to participate the training, and then to employ the Vision Impairment Persons to be as one of its leaders.

### **iv. My roles**

----Suggesting CDPF training the Vision Impairment Persons.

----Making the training plan to the leader of my department and then submit to the council centre of CDPF.

----Informing the Provincial Disabled Persons' Federation to introduce the suitable Vision Impairment Persons to participate the training.

----I will evaluate the participants as one of the staffs, and then help the leaders of my department to monitor the Provincial Disabled Persons' Federation to employ them as one of its leaders.

----Other concrete works.

## **XI. IMPLEMENTING AGENCY AND PARTNERS**

### **i. Implementing agency**

----My department (Organization and Liaison Department of CDPF)

### **ii. Partners**

---- The Provincial Disabled Persons Federation.

---- The Provincial Vision Impairment Persons Association in China.

----The Units/Departments which the participants working.

----China Association of Vision Impairment Persons.

----The concerned departments of CDPF.

## XII. BUDGETS AND FUNDRAISING

(Form 7)

<b>Budgets for the Training Project</b>						
Items	How many people (who are them) or equipments, and so on	How many days/times do you need	Cost/day /person (US\$)	Total (US\$)		
Food	38 (19 Vision Impairment Persons and 19 their PA)	10	20	7600	9,000	57,850
	6 staffs	10	20	1200		
	10 other persons (such as professor or leader of CDPF, and so on)	1	20	200		
Accommodation	38(19 Vision Impairment Persons and 19 their PA)	10	30	11400	13,200	
	6 staffs	10	30	1800		
Fee of come-and-go	38 (19 Vision Impairment Persons and 19 their PA)	2	200	15200	22,400	
Wage of professors	5	1	200	1,000		
Braille books and tools	19		50	950		
Data, include note books/pens/stationary, and so on	19 Vision Impairment Persons		20	380	1,400	
	6 staffs		20	120		
	15 other persons (such as professors and the leaders of CDPF, and so on)		20	300		
Equipment	1 computer			2000	3,800	
	1 electrograph			400		
	1 printer			400		
	The other equipments			1000		
Fee of telephone	6 staffs	10	10	600		
Fee of transportation in Beijing	2 buses	6	100	1,200	1,700	
	Fee of tax, and so on			500		
Fee of meeting room	1 room	7	400	2,800		
Other possible fee				1,000		

Note: The fund for the monitoring of employing the Vision Impairment Persons will be supplied for with other fund in annual budgets.

**Fundraising:** The fund of this leadership training should be applied from the financial department of CDPF and China Welfare Fund for the Handicapped. I will go to counsel with these two departments with my department director.

### **XIII. JAPAN EXPERIENCE**

Through the training in Japan in these two months, I had learned a lot.

At first, Japan had done many great works for PWDs. There are many rehabilitation centres in Japan, and PWDs can get rehabilitation very well. There are many shield workshops for all kinds of PWDs, such as hearing impairment persons, intellectual disabilities, and PWDs can work and live as the un-disabled persons. There also have great achievements in accessibilities, education, employment for the disabilities. The PWDs of Japan are enjoying the equal and full participation in social life and sharing the material and cultural wealth of society.

The secondly, Japan is a country with a perfect legal system. There are many laws and rules which protect the legal rights and interests of PWDs.

The third, Japan is a “country for the all”. In Japan, most people have the consciousness of respecting, understanding, caring for the PWDs, and have the willing to help the PWDs, such as the PA system and the volunteer system which are very developed in Japan, so the PWDs can get the help from the society whenever they want.

Comparing with Japan, there still have many problems on PWDs in China, such as many people always think that Vision Impairment Persons are trouble to employ them because they need more accessibilities. So I decide to make the action plan of training and employment for the Vision Impairment Persons, and improve the situation for the Vision Impairment Persons in China by what I had learnt in Japan step by step.