



# **REPORT ON GOOD PRACTICES IN INCLUSIVE AGRICULTURAL SKILL TRAINING FOR PERSONS WITH DISABILITIES**





# **CAMBODIAN DISABLED PEOPLE'S ORGANISATION (CDPO)**

## **REPORT ON GOOD PRACTICES IN INCLUSIVE AGRICULTURAL SKILL TRAINING FOR PERSONS WITH DISABILITIES**

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Finally, special thanks to the survey team who worked hard to make this report happen.

## Forward

Dear Ladies and Gentlemen,

I have a great honor to present you with our survey report on **Good Practices in Inclusive Agricultural Skill Training for Persons with Disabilities**, and highlight throughout this report our efforts we have made with many mainstreaming and disability organisations.

In 2011, CDPO coordinated an Advisory Committee for a project entitled Making It Work. The objective of the Advisor Committee was to develop a joint advocacy toward policy changes and to support CDPO to promote the implementation of United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the law on the Protection and the Promotion of the Rights of Persons with Disabilities (PPRPD).

With technical support from Advisory Committee, CDPO conducted a survey on “**Good Practices in Inclusive Agricultural Skill Training for Persons with Disabilities**”. The objective of the survey is to find good practices of agricultural skill training for persons with disabilities and to promote inclusive agricultural skill training for persons with disabilities.

This report used the 4As to select the good practice organisations which include the agricultural skill training for persons with disabilities. The report presented the good practices and case studies of beneficiaries. The report also submitted the recommendations for improving and promotion the inclusive agricultural skill training for persons with disabilities which based on the legal framework and real experiences.

Finally, I strongly believe that this report is very useful for improving and increasing the inclusive agricultural skill training for persons with disabilities.

Sincerely yours,

Ngin Saorath  
Executive Director of CDPO

# TABLE OF CONTENTS

Acknowledgements.....	1
Forward.....	2
<b>ABOUT THIS REPORT .....</b>	<b>4</b>
Introduction to the report .....	4
Objectives of the Report .....	4
Intended Readers of the Report.....	4
List of Acronyms .....	5
Definition of Key Words .....	7
<b>CHAPTER ONE: INTRODUCTION TO THE PROJECT .....</b>	<b>8</b>
Cambodian Disabled Peoples Organisation.....	8
Advocacy through a Making it Work Strategy .....	8
Rights in Action: Agriculture for All.....	9
<b>CHAPTER TWO: LEGAL FRAMEWORKS.....</b>	<b>10</b>
UN Convention on the Rights of Persons with Disabilities.....	10
Cambodia Constitution .....	10
Law on the Protection and the Promotion of the Rights of Persons with Disability .....	10
<b>CHAPTER THREE: POVERTY AND DISABILITY IN CAMBODIA.....</b>	<b>11</b>
The Cambodian Economy.....	11
Poverty in Cambodia.....	11
Poverty and Disability in Cambodia: A Downward Spiral.....	12
<b>CHAPTER FOUR: METHODOLOGY .....</b>	<b>13</b>
Defining Good Practices (4As) .....	13
Sample Selection.....	13
Data Collection .....	13
Data entry and analysis .....	14
Challenges and Limitation .....	14
<b>CHAPTER FIVE: GOOD PRACTICES.....</b>	<b>15</b>
Good Practices Organizations.....	15
Good Practices in Availability .....	16
Good Practices in Accessibility .....	17
Good Practices in Adaptability .....	18
Good Practices in Acceptability.....	19
<b>CHAPTER SIX: CONCLUSION AND RECOMMENDATIONS .....</b>	<b>20</b>
References.....	21
Annex 1: Check list.....	22
Annex 2: Questionnaires.....	24

## ABOUT THIS REPORT

### **Introduction to the Report**

This report is the final report of a Making it Work research activity conducted by the Cambodian Disabled People's Organization (CDPO). Making it Work, a strategy developed and supported by Handicap International, is focused on promoting the effective implementation of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD). The strategy focuses on documenting good practices and using this information to advocate for the development of policies that are in line with the CRPD.

### **Objective of the Report**

The objective of the report is to identify and document good practices in inclusive agricultural skills training for persons with disabilities. The completed report will provide models of good practice and guidance for other organizations to increase the inclusiveness of their agricultural skills training activities.

### **Intended Readers of the Report**

The report can be used and disseminated by local and national authorities, development partners, disability organizations and Disabled People's Organizations.

#### **Local and National Authorities**

These are: elected officials; local government representatives; heads of administrative authorities, and decision makers. The report makes recommendations to promote the agricultural skill training for persons with disabilities and identifies good practices, which have already been implemented by existing development organizations. The report will support government authorities at all levels to develop policies and development activities that will include persons with disabilities into strategic agricultural development, whereby most persons with disabilities earn their income and subsistence.

#### **Development Partners**

This includes a wide variety of development stakeholders: international cooperation agencies, donors and development agencies as well as international and local NGOs. For the purpose of this report, we are primarily concerned with those organizations and development agencies who are actively involved in the provision of agricultural trainings and skills development.

The report makes recommendations on how development partners can more effectively mainstream persons with disabilities in their ongoing activities. For persons with disabilities, as is true for all persons, poverty reduction and sustainable livelihoods are directly linked to discrimination and social inclusion. In order to end the cycle of poverty and disability, all development partners must seek to mainstream persons with disabilities into their ongoing development initiatives.

#### **Disabled Peoples Organizations**

DPOs play a fundamental role in the promotion of the rights of people with disabilities and in the representation of their rights and interests at local level.

This report makes recommendations on how DPOs can strengthen their advocacy skills and engage in consultations and decision-making at the local level, using a solutions-oriented approach and constructive dialogue with policy-makers.

## List of Acronyms

ABC	Association of the Blind in Cambodia
ADB	Asia Development Bank
ASEAN	Association of Southeast Asian Nations
BFD	Buddhism For Development
BS	Banteay Srei
CRPD-AC	Convention on the Rights of Persons with Disability-Advisory Committee
CRPD	Convention on the Rights of Persons with Disabilities
CDPO	Cambodian Disabled People's Organisation
DDSP	Disability Development Service Program
GDP	Gross Domestic Product
HIC	Heifer International Cambodia
JSC	Jesuit Service Cambodia
MDG	Millennium Development Goal
MIW	Making it Work
MoSVY	Ministry of Social Affairs, Veterans and Youth Rehabilitation
NH	New Humanity
OEC	Opérations Enfants du Cambodge
PPRPD	The law on the Protection and the Promotion of the Rights of Persons with Disabilities
PWDs	Persons with Disabilities
PRA	Participatory Rural Appraisal
RGC	Royal Government of Cambodia
SHGs	Self Help Groups
UNESCAP	United Nation Economic and Social Commission for Asia and Pacific
UNDP	United Nation Development Program
WACD	Women Association for Community Development





## Definition of Key Words

Agriculture: is the cultivation of animals, plants, fungi and other life forms for food, fiber, and other products used to sustain life.

Inclusion: in education is an approach to educating students with special educational needs. Under the inclusion model, students with special needs spend most or all of their time with non-disabled students.

Livelihood: subsistence or living, as dependent on some means of support; support of life; maintenance.

Persons with Disabilities: mean who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others

Subsistence agriculture: is self-sufficiency farming in which the farmers focus on growing enough food to feed their families. The typical subsistence farm has a range of crops and animals needed by the family to eat and clothe themselves during the year. Planting decisions are made with an eye toward what the family will need during the coming year, rather than market prices. Tony Waters[1] writes: "Subsistence peasants are people who grow what they eat, build their own houses, and live without regularly making purchases in the marketplace."

Formal Employment: where people work to receive a regular wage and are assured certain rights e.g. paid holidays, sickness leave. Wages are taxed.

Wage Labour (or wage labor): is the socioeconomic relationship between a worker and an employer, where the worker sells their labour under a formal or informal employment contract. These transactions usually occur in a labour market where wages are market determined.[1][2] In exchange for the wages paid, the work product generally becomes the undifferentiated property of the employer, except for special cases such as the vesting of intellectual property patents in the United States where patent rights are usually vested in the original personal inventor.

## CHAPTER ONE: INTRODUCTION TO THE PROJECT

### **The Cambodian Disabled People's Organisation (CDPO)**

The Cambodian Disabled People's Organisation (CDPO) represents persons with disability (PWDs) in 24 provinces/municipalities in Cambodia. CDPO's mission is to support, protect, serve and promote the rights of persons with disability as well as to promote the interests of persons with disability so that they can fully and equitably participate in society. CDPO was established in 1994. Currently, CDPO has over 10,000 members (men, women, boys, girls with different types of disability) belonging to 47 Disabled Persons Organizations (DPOs), including 8 Women with Disability Forums.

### **Advocacy through a Making it Work Strategy**

Making it Work is an advocacy strategy focused on promoting the effective implementation of the United Nations Convention on the Rights of Persons with Disabilities (CRPD). The UN Convention on the Rights of Persons with Disabilities (CRPD) entered into force on May 3, 2008. This international law represents a significant step towards addressing the poverty and social exclusion experienced by persons with disabilities worldwide. For most countries, however, there are significant gaps between the standards set by the CRPD, the standards of national policies and the reality on the ground for persons with disabilities. Making it Work is a global, multi-stakeholder initiative to promote effective implementation of the CRPD.

The Making It Work initiative is based around four clear objectives:

1. To develop the capacity of stakeholders (at local, national and regional levels) to collect information on key disability issues and good practices that uphold the principles of the UNCRPD.
2. To develop the capacity of stakeholders to use this information to produce thematic reports and working papers with clear policy recommendations.
3. To develop the capacity of stakeholders to carry out advocacy efforts to disseminate the report and recommendations with the aim of affecting changes in policy.
4. To facilitate the international exchange of these reports through an interactive website.



## **Rights in Action: Agriculture for All**

This project started in early 2011 with financial and technical support from Handicap International. CDPO has a role to promote the effective and universal implementation of the Convention on the Rights of Persons with Disabilities in Cambodia. Through cooperation with public and private sector stakeholders, CDPO formed the CRPD Advisory Committee to support research design and project implementation.

In 2009, CDPO conducted a DPOs baseline survey. The survey showed that the priority need of persons with disabilities in Cambodia is livelihood improvement, which includes agricultural product improvement, income generation, and life skills training. To reduce poverty, people need to increase their income. Before they can achieve stable income generation, they need to have basic skills training.

According to the CRPD, Article 27, “Work and Employment” and PPRPD, chapter 7, “Employment and Vocational Training”, persons with disabilities have the right to access vocational training and employment. In order to promote the effective implementation of this right, CDPO has conducted a survey on **“Good Practices in Inclusive Agricultural Skill Training for Persons with Disabilities”**. The objective of the survey is to identify and document good practices of inclusive agricultural skills training for persons with disabilities, and to promote increased inclusive agricultural skill training for persons with disabilities.

## CHAPTER TWO: LEGAL FRAMEWORKS

### UN Convention on the Rights of Persons with Disabilities

Highlighting the fact that the majority of persons with disabilities live in conditions of poverty, and in this regard recognizing the critical need to address the negative impact of poverty on persons with disabilities, The Royal Government of Cambodia (RGC) signed the UN Convention on the Rights of Persons with Disabilities on October 1, 2007 and commit to ratify in 2012.

Link to Article 27, “Work and Employment” stated that *(d) Enable persons with disabilities to have effective access to general technical and vocational guidance programmes, placement services and vocational and continuing training. (f) Promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one’s own business. (k) Promote vocational and professional rehabilitation, job retention and return-to-work programmes for persons with disabilities.*

### The Cambodia Constitution

This Constitution was adopted by the Constitutional Assembly in Phnom Penh on September 21, 1993 at its 2nd Plenary Session.

Article 61 stated that *The State shall promote economic development in all sectors and remote areas, especially in agriculture, handicrafts, industry, with attention to policies of water, electricity, roads and means of transport, modern technology and a system of credit.*

### Law on the Protection and the Promotion of the Rights of Persons with Disability

The National Assembly adopted the law on the Protection and the Promotion of the Rights of Persons with Disabilities (PPRPD) on May 29, 2009 and signed by the king on July 3, 2009.

In the chapter 3, article 10, stated that *The State shall give due attention, as appropriate, to promoting livelihoods for persons with disabilities in conformity with the national economic situation.*

Chapter 7, article 39, *The State shall give due attention to establish vocational training institutions for persons with disabilities. The educational, training, technical, and vocational establishments of state, private or other organizations shall provide either training to persons with disabilities in accordance with the appropriate set quota or provide free training to poor persons with disabilities or military veterans with disabilities. The set quota shall be determined by an inter-ministerial Prakas by the Ministers in charge of Social Affairs and Vocational Training.*

## CHAPTER THREE: POVERTY AND DISABILITY IN CAMBODIA

### The Cambodian Economy

Cambodia is currently ranked 137 out of 177 countries on the United Nations Human Development Index<sup>1</sup>. The country's Gross National Income (GNI) stands at USD 540 per capita<sup>2</sup>. Only during the past 15 years has the country enjoyed a period of stability, and achieved significant economic growth<sup>3</sup>. The economy has grown briskly in the last decade, with an overall growth rate close to 8% per annum, and more than 11% during 2004-2007<sup>4</sup>. However, since 2008, the economy has slowed significantly with the real Gross Domestic Product (GDP) growth rate contracting to 6.8% in 2008, and forecasted at only 4% in the coming three years (2009-2011)<sup>5</sup>.

The declining GDP figures highlight that Cambodia has been affected by the recent global economic downturn. Cambodia's major economic sectors – garments, tourism, construction and agriculture – are projected to slow or contract. The garment industry, Cambodia's largest industry, has been most affected, with garment exports falling by close to 30% in 2009 resulting in a large number of factory closures and massive layoffs, with some reports stating that close to 15% of the garment workforce have lost their jobs in 2009<sup>6</sup>. Additionally, tourism and construction, both important sectors in Cambodia's economy, have also recorded slower growth in 2008 and 2009. The Ministry of Economics and Finance expected the economy to remain sluggish in 2010, only accelerating again in 2011<sup>7</sup>.

The agriculture sector remains the most important economic contributor as it still represents the principle source of income for most Cambodians (70% of the work force). As an indicator of its fundamental importance to the Cambodian economy, the Asian Development Bank (ADB) predicts that despite the economic downturn, the agriculture sector has the potential to become the chief engine of growth for Cambodia in the short-term, particularly if the Cambodian Government decides to strengthen the sector through rural development policies<sup>8</sup>. However, despite the positive outlook, its growth is still constrained by a number of important factors including insufficient security on the right to ownership of land, development of irrigation and transport infrastructures, low level of education and health of the rural populations, and feeble governing performance of services under State control<sup>9</sup>. These factors have resulted in the lowest productivity in the Association of Southeast Asian Nations (ASEAN)<sup>10</sup> region.

### Poverty in Cambodia

According to official government statistics, 35% of Cambodians live under the national poverty line which stands at just over 2000 Riels (50 US Cents)<sup>11</sup>, and 22% below the threshold of extreme

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1 United Nations. Human Development Report. 2009.

2 United Nations Development Programme Cambodia. Annual Report. 2008.

3 World Bank. Cambodia: Halving Poverty by 2015? Poverty Assessment. 2006.

4 Royal Government of Cambodia. Ministry of Economics and Finance website. Accessed December 1st, 2009.

5 Royal Government of Cambodia. Ministry of Economics and Finance website. Accessed December 1st, 2009.

6 Cambodian Institute for Cooperation and Peace. CICP Commentaries No.4. Cambodia and Global Economic Crisis. 2009.

7 Royal Government of Cambodia. Ministry of Economics and Finance website. Accessed December 1st, 2009.

8 Derkeiler.com. ADB revised its numbers: a strong agriculture sector may help the Cambodian economy expand by 2.5%.

<http://newsgroups.derkeiler.com/Archive/Soc/soc.culture.cambodia/2009-04/msg00008.html>. Accessed December 1st, 2009.

9 World Bank, "Cambodia: Halving Poverty by 2015?" 2006.

10 Member states : Brunei Darussalam; Cambodia; Indonesia; Lao PDR; Malaysia; Myanmar; Philippines; Singapore; Thailand; Vietnam;

11 World Food Programme. <http://www.foodsecurityatlas.org/khm/country/access/poverty> . Accessed January 5th, 2010

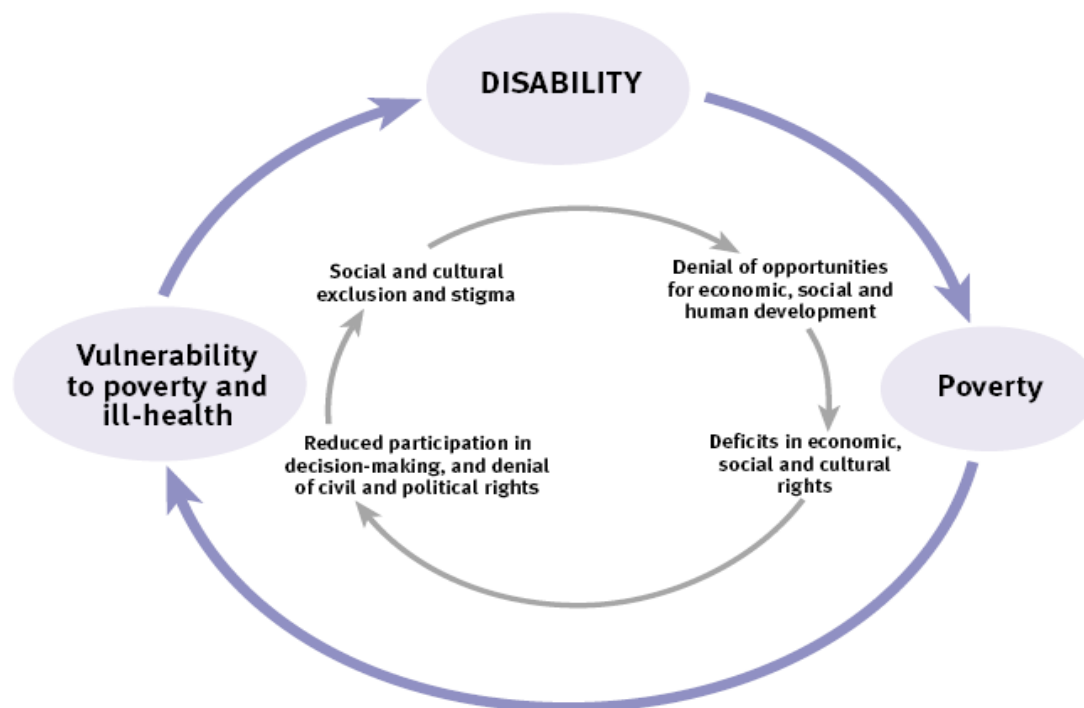
poverty<sup>12</sup>. 91% of the population living under the national poverty line are in rural areas. Poverty rates are highest in remote rural areas with limited access to roads, markets and basic services.

There is positive news though, as according to a World Bank report<sup>13</sup>, overall poverty rates have fallen since the first surveys were conducted in 1993, and living standards have been improved. However, inequality has also risen, making Cambodia one of the most unequal countries in the region. A large part of the inequality is attributed to the widening differences between urban and rural areas.

The reasons for poverty are widespread and multi-dimensional, which include lack of secure land tenure, remoteness from markets and services, lack of productive assets, low levels of education, and high dependency ratios<sup>14</sup>.

## Poverty and Disability in Cambodia: A Downward Spiral

Amongst the poorest of the poor, persons with disabilities need to maintain have equal rights to maintaining personal dignity and to be able to earn a decent living rather than receiving charity or pity. Most persons with disabilities have less education, acknowledgement and limited access to mainstream development processes. When persons with disabilities have specific vocational skills, they have the ability to increase their income by establishing small businesses in their hometown. By extension, poverty reduction leads to decreased social isolation and discrimination.



Poverty and vulnerability are known to be linked. The link between disability and poverty is often described as a vicious cycle, where disability and poverty are both a cause and consequence of each other. Without equal access to mainstream educational opportunities and vocational training programs, persons with disability will continue to face this vicious cycle of poverty and discrimination.

<sup>12</sup> Royal Government of Cambodia, Ministry of Planning, « A poverty profile of Cambodia 2004 », Phnom Penh 2006.

<sup>13</sup> World Bank. Cambodia: Halving Poverty by 2015? 2006.

<sup>14</sup> World Bank. Cambodia: Halving Poverty by 2015? 2006.

## CHAPTER FOUR: METHODOLOGY

### Defining Good Practices (4As)

In order to consider good practices in accessible development processes, a simple framework can be constructed using the 4 As: Availability, Accessibility, Acceptability, and Adaptability. When defining policies for the protection and promotion of the rights of persons with disabilities, the 4 As are to be respected, protected and fulfilled by the government.

By using a participatory process this framework of the 4 As can become a tool to enable policy-makers and persons with disabilities to think through what the rights means, and compare the current reality to this ideal context.

The 4 As can be summarised as follows:

**Availability** – services for the improvement of society are free and government-funded and that there is adequate infrastructure and trained professions to support service delivery.

**Accessibility** – services for the improvement of society are non- discriminatory and accessible to all, and positive steps are taken to include the most marginalised.

**Acceptability** – services for the development of society are relevant, non-discriminatory and culturally appropriate, and the quality of the service is safe and provided by adequately trained professionals.

**Adaptability** – services for the development of society can evolve with the changing needs of society and contribute to challenging inequalities such as discrimination, and that it can be adapted locally to suit specific contexts.

### Sample Selection

The survey was conducted among 28 organizations providing vocational training and agricultural skills development. The responding organizations included local and international organizations in both the disability and mainstream development sectors. 8 of the responding organizations were headquartered in the provinces and 20 organizations in Phnom Penh. All of the responding organizations were selected from Cooperation Committee for Cambodia's directory book.

### Data Collection

**Primary data:** primary data was collected by sending a simple survey checklist via email and/or telephone to the 28 responding organizations. CDPO's survey team developed a checklist related to the survey topic, and then the checklist was discussed and finalized by the CRPD-Advisory Committee.

After receiving the completed checklists, the research team developed a questionnaire for semi-structured interview. The questionnaire was used to interview organizations identified as having developed good practices in the inclusion of persons with disabilities into their ongoing agricultural skill training programs.



*Secondary data:* In addition to primary data, the survey team collected secondary data related to the topic from resources including previous research conducted by NGOs, national and international laws, as well as annual reports of relevant governmental departments and development agencies.

## **Data Entry and Analysis**

Based on the completed checklists, the survey team selected 6 mainstream organizations and 3 disability sector development organizations for follow-up interviews. Follow-up interviews were recorded and transcribed for analysis. Report findings present identify good practices as compared to the framework of the 4As.

## **Challenges and Limitation**

The primary limitation of the survey included the small sample size. Initially, there were 32 organizations selected for the initial survey. However, the checklist was only sent to 28 organizations because 4 organizations could not be contacted due to outdated contact information.

During the follow-up interview process, the survey team had only a short time to meet with service providers and beneficiaries in the provinces. Therefore, the majority of rural service providers and beneficiaries were interviewed via telephone.

The primary challenge of the project involved communication with responding organizations. In the data collection process, some organizations were hard to contact as they were busy and often away from their offices.

## CHAPTER FIVE: GOOD PRACTICES

### Good Practice Organizations

According to data analysis, there were 6 mainstream and 3 disability sector organizations identified as promoting good practices in providing agricultural skill training for persons with disabilities.

Table 1: Good Practice Organizations

N <sup>0</sup>	Mainstream Organizations	N <sup>0</sup>	Disability Sector Organizations
1	Buddhism For Development (BFD)	1	Association of the Blind in Cambodia (ABC)
2	Banteay Srei (BS)	2	Disability Development Service Program (DDSP)
3	Heifer International Cambodia	3	Jesuit Service Cambodia (JSC)
4	New Humanity		
5	Opérations Enfants du Cambodge (OEC)		
6	Women Association for Community Development (WACD)		

Table 2: Year of Starting Agricultural Skills Training and Number of Beneficiaries with Disabilities

N <sup>0</sup>	Name of Organisation	Starting Year	Number of beneficiaries
1	Buddhism For Development (BFD)	1990	A lot beneficiaries, but not specific
2	Banteay Srei (BS)	2000	5% of program member
3	Heifer International Cambodia (HIC)	No	No
4	New Humanity (NH)	Since 1994 for everybody (including some PWD and/or their families)	Several thousands of beneficiaries but no specific data on PWD and their families
5	Opérations Enfants du Cambodge (OEC)	1998	3646 (1069 girl with disabilities) for SCN and 560 in TIGA I project (2008-2010)
6	Women Association for Community Development (WACD)	2007	20%-30%
7	Association of the Blind in Cambodia (ABC)	2005	1207
8	Disability Development Service Program (DDSP)	2003	739 (309 WWDs)
9	Jesuit Service Cambodia (JSC)	1991-1999 trained in the village, 2000 at training center	174 (13 WWDs)

Table 3: Types of Agricultural Skills Training Provided

No	Name of agricultural skill training
1	Animal raising and health care (chicken, pig, dark, cow)
2	Aquaculture (fish)
3	Compost (organic fertilizer)
4	Mushroom, yeast, crop, vegetable, corn. Anana, soybean, banana, string bean, cassava, mango, coconut,
5	Paddy growing
6	Agribusiness (buy and sell the agricultural products)
7	Plant nursery

### Good Practices in Availability

Opérations Enfants du Cambodge (OEC) has included a commitment to mainstreaming persons with disabilities into their service provision into their strategic documents since 2007. OEC has provided agricultural skills training since 1998. In cooperation with Handicap International, OEC mainstreamed 560 persons with disabilities into their vocational training programs in the years 2008-2010. OEC currently plans to continue these activities through 2013.

The agricultural skills provided include growing corn, cassava, mango, banana, coconut, animal raising and aquaculture (fish-raising). OEC conducts vocational training in the community and gives funding for food and travel costs during the training program. After training, OEC provided animals and seeds to its beneficiaries. Lastly, OEC gives follow-up technical support and monitoring to beneficiaries in their homeland.



Mr. Khlout Tom is living in Chrai village, Thmorkaul commune, Thmorkaul district, Battambang province. He is a widower with 6 children. One of his children is a person with disability.

He received animal raising skills training and small business support from OEC. He is very happy when he received training and many duck from OEC. He states that the opportunity to start his own business has changed his family's living situation.

Disability and Development Services Program (DDSP) is an organization in Pursat province which provides agricultural skills training to persons with disabilities through the formation and support of persons with disabilities' self-help groups. DDSP has included disability into the strategic planning since the founding of the organization in 2003. DDSP selects persons with disabilities who are in the SHGs to attend vocational training. After receiving trainings, persons with disabilities can share their new skills with other persons with disabilities in their self-help groups.

## Good Practices in Accessibility

Jesuit Service Cambodia (JSC) is an organization which has established a fully accessible training center to provide agricultural skills training to persons with disabilities from across the country. The training center includes key accessibility features such as ramps, accessible toilets, railings, etc. JSC provides one year training for persons with disabilities and offers accommodation and basic living allowances to all beneficiaries during the training period. Vocational skills offered include paddy, mushroom-yeast and vegetables growing; plant nursery, animals-raising and animal health care. Trainees are allowed to select training in one skill based on their skills and interests. After completion of the training, beneficiaries receive ongoing technical support as well as start-up resources to assist them to begin their own private business upon returning to their home community.

Mr. Som Dorn, 46, lives in Taaung village, Ansaung commune, Kampong Brabek district, Prey Veng province. He is person with disability. In the past, he learned about growing paddy and vegetable from CEDAC.

In 2011, he was selected by JSC to receive training. Upon entering the JSC training center, he chose to add to his existing skills by selecting to study animal raising and animal health care for specialization. Dorn states that he is very happy to receive the training and he can take it to improve his life.



Association of the Blind in Cambodia (ABC) has provided opportunities to receive agricultural skills training to persons who are blind or have low vision. Beneficiaries of the program can choose skills to learn based on their hobbies, abilities and the existing market situation in their home villages. ABC provides vocational training and small business start up funding. However, in order to make their services accessible to persons who are blind or who have low vision, ABC also offers support in personal mobility for the visually impaired. By combining these skills development trainings, persons who are blind or who have low vision are able to successfully begin small vocational projects in their home communities.

## Good Practices in Adaptability

New Humanity has been working with children and adults with intellectual disabilities since 2001. Currently NH is operating 5 CBR centers in the provinces of Kompong Chhnang and Kandal provinces. In 2009, in the framework of its agriculture program, NH has started to propose training on agriculture skills to families of people with disabilities. NH provides courses on different topics (animal rearing, rice cultivation skills, natural fertilizers, etc.) according to the needs expressed by the people, their current knowledge and their situation. Besides, once the training is done, NH staff gives some materials to the trainees and ensures the follow-up in order to help these families in the implementation of their new knowledge.

For his new project cycle (2012-2014), NH plan to extend this kind of training to young adults with intellectual disabilities in order to facilitate their social inclusion through vocational training, so they can grow in their self-esteem and prove their value to their family and community-

Sour Keaheab, a 38 year-old widow living in Kompong Chhnang province, has two children. Her youngest son, Am Not, is physically impaired. He joined the CBR centers managed by New Humanity in 2006, when he was 7. Since then, the program of NH in favor of people with disabilities has supported him and has encouraged his integration into public school.

Besides her small land for rice cultivation, Ms Sour has tried to get some extra income by raising chicken and pigs. Unfortunately she did not get much benefit from this activity as her animals were often sick. In August 2011, she attended a training course on poultry rearing conducted by NH in the framework of its agriculture development program. After the training, she has received materials and poultry to implement a small-hold model farm. Today, three months later, from the 10 chicken she raises, four are hatching eggs. This makes her feel confident that thanks to the new skills she has acquired during the training, she will be able to get good results and therefore provide a better life to her family in the future.



Banteay Srei (BS) is a mainstream development organization working primarily for gender equality and empowerment. Banteay Srei has made a commitment that at least 5% of their beneficiaries will be women with disabilities. The Banteay Srei organization recognized that although women in Cambodia are more vulnerable, women with disabilities are among the most vulnerable in Cambodian society. In 2013, BS plans to extend to other targets to make sure that other women with disabilities receive agricultural skills training.

## Good Practices in Acceptability

Buddhism For Development (BFD) and Women Association for Community Development (WACD) work to support poor and vulnerable people, including persons with disabilities.

BFD staff and beneficiaries noted that persons with disabilities' lives change after the trainings the provided. Currently, BFD plans to extend the target area of their activities. In order to ensure that their services are available and acceptable for persons with disabilities in the new target areas, BFD will conduct the baseline and market survey. Participatory research prior to project implementation is one key way to ensure that planned activities will effectively include persons with disability into community service provision.

Similarly, WACD has included accessibility for persons with disabilities into their strategic planning since 2007. In the beginning of the project, WACD cooperated with local authorities to select persons with disabilities to receive agricultural skills training. In order to ensure the acceptability of the project for beneficiaries with disabilities, WACD includes specific questions relating to acceptability for persons with disabilities into their project monitoring and evaluation processes. BFD plan to extend the target area in 2012.

## CHAPTER SIX: CONCLUSION AND RECOMMENDATIONS

Cambodian society will not develop to its full potential until all persons are lifted from the burden of poverty, including persons with disabilities. Persons with disabilities have a right, protected under international and national laws, to access existing services on an equal basis as their peers. Only when all development services are prepared to mainstream persons with disabilities into their existing development programs will all persons in Cambodian society have the opportunity to live in dignity and achieve their full potential.

In order to promote good practices in inclusive agricultural skills training for persons with disabilities, CDPO proposes the following recommendations for policy-makers within the Royal Government of Cambodia and key non-governmental development stakeholders in Cambodia:

1. In compliance with Article 27 of the United Nations Convention on the Rights of Persons with Disabilities and Articles 10 and 39 on the Cambodian National Law on the Protection and the Promotion of the Rights of Persons with Disabilities, the Royal Government of Cambodia shall promote accessible, acceptable, adaptable and acceptable agricultural skills training for persons with disabilities.
2. The Royal Government of Cambodia shall develop measurable indicators for including persons with disabilities into the National Strategic Development Plans including: National Poverty Reduction Strategy Papers, Cambodian Millennium Development Goals, the National Plan of Action for Persons with Disabilities, and strategic development plans and policies from all relevant line ministries including the Ministries of Rural Development, Agriculture and Education.
3. The Royal Government of Cambodia, in cooperation with civil society and organizations representing persons with disabilities (i.e. DPOs), shall make efforts to harmonize Articles 10 and 39 of the National Law on the Protection and Promotion of the Rights of Persons with Disabilities with international standards defined in the United Nations Convention on the Rights of Persons with Disabilities.
4. In order to promote the expansion of good practices in including persons with disabilities in mainstream vocational training services, the Royal Government of Cambodia shall establish appropriate mechanisms to recognize good practices in inclusive agricultural skills training and provide recognition of good practice organizations and provide opportunities for good practice replication.
5. All bilateral and multilateral donors contributing to the expansion of agricultural skills training in Cambodia shall enforce mandatory inclusion of persons with disabilities as a requirement for the reception of development funding.
6. All local and international development organizations shall make efforts to include inclusion of persons with disabilities in all aspects of project cycle development including: project conception, project development, project implementation, and project monitoring and evaluation.
7. Organizations representing persons with disabilities at all levels of Cambodian society (i.e. DPOs) shall make efforts to strengthen their advocacy skills and engage in consultations and decision-making at the local level, using a solutions-oriented approaches and constructive dialogue with policy-makers.

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ANNEX 1: Check list



អង្គការជនពិការកម្ពុជា

CAMBODIAN DISABLED PEOPLE'S ORGANISATION



Dear Sir/Madam,

The **Cambodian Disabled People's Organisation (CDPO)** represents persons with disabilities (PWDs) in 24 provinces/municipalities in Cambodia. In 2011, CDPO coordinates an Advisory Committee (see annex 1: Name of AC members) for a project entitled Making It Work. The objective of the Advisor Committee is to develop a joint advocacy toward policy change and to support CDPO to promote the implementation of United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the law on the Protection and the Promotion of the Rights of Persons with Disabilities (PPRPD).

With technical support from Advisory Committee, CDPO will conduct a survey on **“Good Practices in Inclusive Agricultural Skill Training for Persons with Disabilities”**. The objectives of the survey are:

- To identify good practices of inclusive agricultural skills training for persons with disabilities.
- To promote inclusive agricultural skills training for persons with disabilities.

The methodology of this survey will use this check list to identify organizations which include agricultural skill training for persons with disabilities. CDPO will then interview selected organizations to include examples of good practice into our survey report for publication.

So, please help us to answer the following questions and then return to **Ms. Chantey Heng**, Senior Program Officer, CDPO, Wat Than, Norodom Blvd, S/K Tonle Basac 1, Khan Chamcar Morn, Phnom Penh, Cambodia.

Email: [rwpwd@cdpo.org](mailto:rwpwd@cdpo.org)

Tel: 012 33 88 14/023 22 18 23

**Deadline: August 31, 2011**

Name of organization .....

Contact Name .....

Mailing Address: .....

Office phone: ..... Mobile phone: .....

E-mail: .....

No	Check List	Yes	No
1	Does your organization have a human resource policy that promotes the employment rights of persons with disabilities?		
2	Does your organization's strategic plan include a commitment to support vulnerable groups such as persons with disabilities?		
3	Did your organization work on vocational training?		
4	Does your organization provide or support agricultural skills training?		
5	Have any persons with disabilities ever received agricultural skills training from your organization?		
<b><i>If your answer to question 5 was "NO", please move to question 9</i></b>			
6	Does your organization employ any staff members who are persons with disabilities?		
7	During the project/program development, were persons with disabilities expected to be beneficiaries?		
8	Did any persons with disabilities participate in the project/program development?		
9	If no, what are the main obstacles? ..... .....		

**THANK YOU**



អង្គការជនពិការកម្ពុជា  
CAMBODIAN DISABLED PEOPLE'S ORGANISATION



**Survey Questionnaire  
for Organisation**

First of all, I thank you for completing the check list and sharing your value time for our meeting today.

I would like to introduce the process of conducting the survey and Making it Work Project. In 2011, CDPO coordinates an Advisory Committee for a project entitled Making It Work. The objective of the Advisor Committee is to develop a joint advocacy toward policy change and to support CDPO to promote the implementation of United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the law on the Protection and the Promotion of the Rights of Persons with Disabilities (PPRPD).

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- To promote inclusive agricultural skills training for persons with disabilities.

Interviewer:.....  
 Interviewee: .....  
 Organisation: .....  
 H/P: ..... Email: .....  
 Date:.....

1. When did your organization first begin to include commitments to working with persons with disability into your strategic documents?
2. Why did you make this decision? What influenced you to make this decision?
3. Are there things that your project managers do to be sure that persons with disabilities will be included in your projects? (Example: do you have any Participatory Rural Appraisal [PRA] that also includes questions about persons with disability in the community, do you discuss persons with disability with local authorities to be sure that they will benefit from the project, etc.)

4. When does your organisation start the agricultural skill training?
5. How many persons with disabilities receive the training from your organisation?
6. What kind of agricultural skill training program provide to them?
7. How does your organisation select persons with disabilities to get the training?
8. What kind of support does your organisation provide during the training?
9. What have you done to make your services more accessible for persons with disability?
10. What types of disabilities do you include into your services (blind, deaf, mobility, etc)?
11. Does your organisation/training center have accessible for all types of persons with disabilities? (e.g. ramp, accessible toilet, railling, wide door, etc)
12. Did you have change anything to make your trainings more successful for persons with disability?
13. Does the training program reach to the PWDs in community? Any challenges?
14. Do you plan to extend in other target areas in order to reach more PWDs for your program?
15. How do you ensure that PWDs take their skill to do after come back to their homeland? What support do you provide to them? (to be sustainable)
16. Do their lives change after getting the training?
17. Do you have any real success cases of persons with disability who have received training from your organization and then started a successful business?
18. Do you include persons with disabilities when you do monitoring visits to discuss about the project?



## Survey Questionnaire for Beneficiary

**Instruction for interviewer**

The interviewer introduces himself/herself and asks the interviewee about their health and living. The interviewer thanks interviewee for sharing value time for meeting. The interviewer ask a question to interviewee: what does agricultural skill training mean? Then the interviewer introduces the project and the objective of survey.

I would like to introduce the process of conducting the survey and Making it Work Project. In 2011, CDPO coordinates an Advisory Committee for a project entitled Making It Work. The objective of the Advisor Committee is to develop a joint advocacy toward policy change and to support CDPO to promote the implementation of United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and the law on the Protection and the Promotion of the Rights of Persons with Disabilities (PPRPD).

With technical support from Advisory Committee, CDPO conduct a survey on “Good Practices in Inclusive Agricultural Skill Training for Persons with Disabilities”. The objectives of the survey are:

- To identify good practices of inclusive agricultural skills training for persons with disabilities.
- To promote inclusive agricultural skills training for persons with disabilities.

Interviewer:.....

Interviewee: .....H/P: .....

Date:.....

1. Have you ever learnt agricultural skill training?
2. Could you tell me what kind of agricultural skill training you have ever learnt?
3. Which organisations provide those agricultural skill trainings?
4. What kind of support did you get during the training?
5. How do you know the information about the agricultural skill training?
6. Are you satisfies with your skill?
7. Did you choose yourself or organisation provided you?
8. Are you able to use the skill you have learnt in your community and daily life?
9. What kind of changes or improvement in your family or in your life after you attended the training?
10. Recommendation