

A comparative analysis of the effectiveness of organisations of people with disabilities and organisations for people with disabilities in advocacy and outreach

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Abstract: This research sought to determine whether Jairos Jiri Association classified under “organisations for people with disabilities” and National Council of Disabled Persons of Zimbabwe (NCDPZ) falling under “organisations of people with disabilities” was effective or ineffective in advocacy and outreach about disability issues in Bulawayo. For this study case studies were used because the focus was on gathering data from each item under study and then doing a comparison. Questionnaires and interviews were used as research instruments. Data was analysed thematically through categorisation to compare the effectiveness or ineffectiveness of Jairos Jiri and NCDPZ. The research revealed that physical disability and albinism were represented in the study; with physical disability being dominant. The study recommended that Jairos Jiri and NCDPZ cater for the needs of other disabilities through inclusion and involvement in disability programmes. The study suggested to NCDPZ and Jairos Jiri to encourage disabled persons to take up posts in the journalism profession to ensure informed reporting of disability issues in the media; and training to include disability studies.

Keywords: disability, organisation, advocacy, development, effectiveness

INTRODUCTION

Persons With Disabilities (PWDs) have not enjoyed their fundamental rights and freedoms and continue to live in abject poverty to make ends meet. Financial hardships court PWDs and their families as most of them live in rented squalid, crowded and unclean conditions[1]. Many of them have never received an education save for a few who have gone beyond primary school level. Lack of education renders PWDs unemployable in the formal sector and this has perpetuated the cycle of poverty. To affirm this, a Department for International Development[1] scoping report reveals that; irrespective of where PWDs reside as compared to Non-Disabled Persons (NDPs) statistically they are more likely to be unemployed, illiterate, to have less formal education, and have less access to developed support networks and social capital at their disposal. The National Association of Societies for the Care of the Handicapped [2] concurs that it is no secret that employment opportunities for PWDs in Zimbabwe are few and far between. NASCOH [2] is concerned that the bulk of PWDs languish at home with no prospect of employment, and even for those who have been taken in by the informal sector, there is lack of resources and social supports that are required to push them out of poverty and lead a meaningful life.

DFID [1] notes that; in Zimbabwe PWDs constitute one of the most poor, socially excluded and socially marginalised groups within the country. The report further mentions that the situation is compounded by deep-seated, systematic attitudinal, institutional and environmental barriers that militate against PWDs' ability to fully participate in mainstream society [1]. Empowerment privileges enjoyed by NDPs such as accessing loans from financial institutions and benefiting from the indigenisation drive have left out PWDs [2].

In its report WHO [3], points out that the prevalence rate of sexual abuse against PWDs has been higher, especially for institutionalised men and women. DFID [1] adds that women with disabilities are particularly at risk and vulnerable, are often subjected to sexual violence, harassment and even rape. Adults and adolescents with disabilities are more likely to be excluded from sex education programmes [3]. A closer look at couples with disabilities indicates that they do not practice family planning as compared to NDPs couples. WHO [3] asserts that PWDs experience inequalities when they are denied access to health care and they are not usually asked about contraceptives on

visits to general practitioners. Negative attitudes can culminate into negative treatment such as forced sterilisation and abortions from health personnel[3].

All the highlighted observations are seemingly prevalent inspite of the existence of organisations that purport to represent people with disabilities in Bulawayo. There are particularly two sets of organisations. Organisations of people with disabilities include Zimbabwe National League of the Blind, Zimbabwe Women with Disabilities in Development, Southern Africa Federation Of the Disabled, National Council of Disabled Persons of Zimbabwe, Association of the Deaf and Muscular Dystrophy Association of Zimbabwe. Meanwhile organisations for people with disabilities in Bulawayo are King George VI Memorial School, Jairos Jiri Association, Sibantubanye Zimcare Trust, Council for the Blind and Zimbabwe Parents for Handicapped Children's Association. With all these organisations competing for the space of representing PWDs why is there no evidence of change of life styles for the better for PWDs?

Statement of the Problem

The researcher has critically analysed the sequence of events and information and deduced that the quality of life of PWDs in Zimbabwe has never taken off the ground as compared to other countries. While Zimbabwe has some of the best-known organisations of PWDs and organisations for PWDs; there is no researched evidence that the existence of these organisations has impacted on the lives of PWDs.

Purpose Of The Study

The study seeks to make a comparison between two Disabled People Organisations (DPOs) categorised under “of” and “for”, in the same line of work and offering similar services to PWDs. The study aims to discover if disability advocacy DPOs have produced attitude change in communities or any positive developments for PWDs in Bulawayo. The study seeks to unearth which strategies of raising awareness the DPOs base their activities on, what the focus of advocacy is and among the types of advocacy adopted by DPOs which produce more tangible results.

Research Questions

Main Research Question

The question that guides this study is:

How do participants describe the effectiveness of organisations of people with disabilities and organisations for people with disabilities in advocacy and outreach?

Specific Research Questions

- A. How similar and different are the two types of organisations?
- B. What strategies of lobbying and raising awareness are used by the two types of organisations?

- C. How much attitude change has been realized in the communities by each type of organisation.

LITERATURE REVIEW

The Disability Movement in Bulawayo from 1981 to 2013

According to DFID [1]; Zimbabwe has produced some of the most dynamic and most influential disabled people in the world, who have become leading figures for the development of the international movement of the disabled people. Manombe-Ncube[4] suggests that at no time did professionals in the field and philanthropists face such a major challenge in their dominance in the disability field by the disabled people themselves. This marked a paradigm shift from service provision by philanthropists, to the articulation of disability as a human rights and development issue. The demand for equal participation and inclusion of disabled people in all issues concerning them was also included in the human rights list for the disabled.

Given this advocacy platform to represent PWDs; Manombe-Ncube [4] states that the disability movement is underpinned by an ethos (cultures) that asserts that disabled people are part of society, have a right to be proud of whom they are, although they may possess special needs [4]. Advocacy strategies that arise from such ethos needed to reflect this philosophy.

According to the World Health Organization[3]; PWDs continue to be largely excluded in their communities, and they are overlooked in all activities and efforts by the global development community when improvement of the human and living standards of the world's poor people are considered. Choruma [5] contends that there is lack of information about disabilities in Zimbabwe; outdated disability policies continue to influence decision making processes such as underfunding and purposefully making the national body of the disabled people invisible or dysfunctional and fragmented. This causes the organization's failure to address the growing needs of PWDs.

Differences and Similarities between Organisations of PWDs and Organisations for PWDs

There is a big difference between organisations of and organisations for people with disabilities (PWDs). Davis [6] states that; Organisations of people with disabilities are rooted in a disabled membership; they are democratically organized; their disabled representatives are subject to regular election. Their representatives are thus accountable, and removable on account of their actions. On this basis, they reflect the voice of PWDs' members in relation to their aims. They are thus regarded by PWDs as representative; both in terms of their intention to reflect disability opinion, as well as the normally accepted democratic sense.

Davis[6] describes organisations for people with disabilities as those that may have a democratic form of organisation but, because nominees for election do not have to be PWDs, and because non-disabled members are allowed to vote, their elected representatives do not necessarily reflect disability opinion and PWDs (if there are any) are not in a position to remove them. In terms of their ability to directly express the will of PWDs, they are both unaccountable and unrepresentative. To this end; it is worthwhile to critically note that based on these differences the stances of these DPOs could differ in their advocacy and outreach functions. Organisations of people with disabilities' values and mandate would be espoused upon the social model of disability since PWDs took a stand to move away from the philanthropic, charity, institutionalisation and medical profession of treating them as incapable and sick patients who needed to be looked after and whose decisions had to be made on their behalf. They thus live by mottos such as "A voice of our own", "It is better said when it is said by the affected" and "Nothing about us without us". On the one hand organisations for people with disabilities' recruitment of NDPs into leadership positions would have an implication that NDPs brought on board to represent PWDs do not have lived experiences of disability as would be cases of PWDs in similar positions.

Roles of Advocacy DPOs

According to Manombe-Ncube[4], DPOs do not exist to create exclusive islands away from general society; rather they represent the means through which the disabled organise as part of civil society to achieve broader influence within general society. DFID [1] reiterates that; the role of DPOs is to advocate for the advancement and enforcement of rights of disabled people, in the belief that, at its foundation, disability is a human rights issue. Manombe-Ncube further states that one of the key roles of DPOs' functions is in innovating and constantly finding new ways of working and broadening their influence. PWDs liberate themselves from poverty, hunger and oppression through both advocacy and development[7]. DPOs are; however; lagging behind in their roles of raising awareness among PWDs and communities as well as in lobbying for disability issues to be mainstreamed.

RESEARCH METHODOLOGY

Research Design

For this study case studies were used because the focus was on gathering data from each item under study and then doing a comparison. According to Cresswell [8], the aim of case studies is the precise description or reconstruction of a case. For this study the researcher chose comparative studies. In this context the study sought to establish the effectiveness of DPOs in advocating and lobbying for PWDs by conducting interviews and completion of questionnaires by respondents. Data was collected from National Council

of Disabled Persons of Zimbabwe and Jairos Jiri Association in Bulawayo whose core mandate is advocacy and outreach in the area of disability, Department of Social Services and Education; and PWDs.

Research Instruments

This study was conducted through the use of questionnaires and interviews as research instruments. Questionnaires and interviews were chosen for collection of data from respondents involved in this research due to their flexibility and easy administration. In this context interviews were conducted with representatives of DPOs, Department of Social Services and Education; and selected PWDs as sources of valuable information. The researcher gave out questionnaires to 20 PWDs knowledgeable in disability issues, three personnel from Education department and two officers in the Social Services department. The researcher also interviewed 2 DPO leaders.

Target Population

A population consists of all units, or the universe – people or things – possessing the attributes or characteristics in which the researcher is interested[9]. In this study the target population was organisations of people with disabilities and organisations for people with disabilities.

Research Sample

According to Keyton [9] a sample is a subset, or portion, of a population. Generally researchers study the sample to make generalisations back to the population. It will be impractical or impossible to ask everyone or every object to participate in the study or to locate everything in the population. In the current study two organisations were selected by the researcher because of their being either organisations "of" or organisations "for".

Sampling Procedure

The researcher categorised all DPOs in Bulawayo into organisations of PWDs and organisations for PWDs; and then from the total list 1 (one) organisation of PWDs and 1(one) organisation for PWDs that deal with advocacy and outreach were selected. From these two DPOs a representative from each category was chosen. 19 PWDs familiar with the named DPOs responded to questionnaires.

DATA ANALYSIS, PRESENTATION AND INTERPRETATION

This section focuses on the presentation and interpretation of data collected from key respondents from Jairos Jiri Association and NCDPZ as well as PWDs.

Demographic Variables of NCDPZ and Jairos Jiri Case Studies

Table I: Presentation by age range, sex and marital status of respondents for NCDPZ questionnaire and interview guide (N=25).

Age range	Sex		%		Marital status							
	M	F	M	F	Male frequency				Female frequency			
					Single	Married	Divorced	Widower	Single	Married	Divorced	Widow
21-30	3	5	12	20	3	-	-	-	3	2	-	-
31-40	4	4	16	16	-	4	-	-	3	1	-	-
41-50	3	2	12	8	-	2	1	-	1	1	-	-
50+	2	2	8	8	-	2	-	-	-	1	1	-
Sub totals	12	13	48	52	3	8	1	-	7	5	1	-
Grand totals	25		100		12				13			

Table II: Presentation by occupation and disability type for NCDPZ case study (N=25).

Age range	Occupation														Disability type			Occupation														Disability type			
	Male frequency														Male frequency			Female frequency														Female frequency			
	Student	Rent Board Officer	Social Amenities Officer	Data Capturer	Co-Director	Secretary	Executive Assistant	Accountant	Admin Officer	Educ. Psychologist	Guidance & Counselling	Social Welfare Officer	Self-employed	Unemployed	Physical disability	Albinism	Non-Disabled Person	Student	Rent Board Officer	Social Amenities Officer	Data Capturer	Co-Director	Secretary	Executive Assistant	Accountant	Admin Officer	Educ. Psychologist	Guidance & Counselling	Social Welfare Officer	Self-employed	Unemployed	Physical disability	Albinism	Non-Disabled Person	
21-30	2	1	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	-	1
31-40	2	-	-	1	1	-	-	-	-	-	-	-	-	-	1	1	2	-	-	1	-	-	-	1	-	-	1	-	1	-	-	1	1	2	
41-50	-	-	-	-	-	-	-	-	2	-	-	-	1	-	2	-	1	-	-	-	-	-	2	-	-	-	-	-	-	-	-	2	-	-	
50+	-	-	-	-	-	-	-	2	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	2	
Sub total	4	1	-	1	1	-	-	2	2	-	-	-	1	-	7	2	3	4	-	1	-	-	2	1	-	-	1	1	1	1	1	1	7	1	5
Total	12														12			13														13			

Table III: Presentation by age-range, sex and marital status of respondents for Jairos Jiri questionnaire and interview guide (N=25).

Age range	Sex		%		Marital status							
	M	F	M	F	Male frequency				Female frequency			
					Single	Married	Divorced	Widower	Single	Married	Divorced	Widow
21-30	3	5	12	20	3	-	-	-	3	2	-	-
31-40	4	4	16	16	2	2	-	-	3	1	-	-
41-50	2	4	8	16	-	2	-	-	1	3	-	-
50+	2	1	8	4	-	2	-	-	-	-	1	-
Sub totals	11	14	44	56	5	6	-	-	7	6	1	-
Grand totals	25		100		11				14			

Table IV: Presentation by occupation and disability type for Jairos Jiri case study (N=25)

Age range	Occupation													Disability type			Occupation													Disability type						
	Male frequency													Male frequency			Female frequency													Female frequency						
	Student	Rent Board Officer	Social Amenities Officer	Data Capturer	Disability official	Secretary	Executive Assistant	Accountant	Admin Officer	Educational Psychologist	Guidance & Counselling	Social Welfare Officer	Self-employed	Unemployed	Physical disability	Albinism	Non-Disabled Person	Student	Rent Board Officer	Social Amenities Officer	Data Capturer	Disability official	Secretary	Executive Assistant	Accountant	Admin Officer	Educational Psychologist	Guidance & Counselling	Social Welfare Officer	Self-employed	Unemployed	Physical disability	Albinism	Non-Disabled Person		
21-30	2	1	-	-	-	-	-	-	-	-	-	-	-	-	2	1	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	4	-	1
31-40	2	-	-	1	1	-	-	-	-	-	-	-	-	-	1	1	2	-	-	1	-	-	-	1	-	-	1	-	1	-	-	-	1	1	2	
41-50	-	-	-	-	-	-	-	-	1	-	-	-	1	-	2	-	-	-	-	-	-	-	3	1	-	-	-	-	-	-	-	-	2	1	1	
50+	-	-	-	-	-	-	-	2	-	-	-	-	-	2	2	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1		
Sub total	4	1	-	1	1	-	-	2	1	-	-	-	1	-	7	2	2	4	-	1	-	-	3	2	-	-	1	1	1	-	1	7	2	5		
Total	11													11			14													14						

Data presented in Table-1 showed that there were more females than males in the study carried out. Females constituted fifty-two percent (52%); while male frequency was forty-eight percent (48%). There were more married males as compared to females; but more of single females than males. In the divorced category there was only 1 person per sex category; which was represented by the age-range 41-50 for males and in the 50+ for females. The 50+ group had an equal number to females. There was no widow or widower among the participants. It could be said that the study constituted of participants who were still active as presented by age-ranges 21-30 and 31-40.

Table II shows that the most prevalent disability type was physical disability in both male and female participants. Physical disability featured most in the 21-30 age-range for females. Albinism was lowly represented than other disability types and appeared in the age-range 31-40 in both males and females. Non-disabled persons were found in all age categories under the female frequency whereas in the male frequency it was only in the age-ranges 31-40 and 41-50.

Table-III shows there were fifty-six (56%) percent females as compared to forty-four (44%) percent males in the Jairos Jiri case study. Females in the age-range 21-30 constituted 20% which was the largest percentage of persons represented in the research. This could be attributed to females taking more active roles in decision making than before. There was a drop in female frequency in the 50+ age-range. There were six married males and females in the study. The widow and widower marital statuses were unrepresented. The divorced marital status was represented among females whilst there was none for males.

The table-IV shows that albinism had the least respondents while physically disability had a male and female frequency of seven. There were three disability types in the study with physical disability dominating both albinism and non-disabled persons. The age-range 50+ had a female frequency of one non-disabled person. The female frequency had four physically challenged persons in the age-range of 21-30. There were more non-disabled persons in the female frequency as compared to the male frequency. On overall; there were more female respondents than male respondents.

Table V: Table showing similarities and differences between Jairos Jiri and NCDPZ (N= 25).

NCDPZ	Similarity themes	%	Differences themes	%
		Advocacy	8%	1. Existence of Membership
	Provision of resources	20%	2. Self-representation	36%
		28%		44%
Jairos Jiri	Advocacy	8%	1. Non-existence of Membership	8%
	Provision of resources	28%	2. Self-representation	12%
		36%		20%

The table shows that when similarity and differences themes were added for each organisation; NCDPZ scored 72% while Jairos Jiri got 56%. Both NCDPZ and Jairos Jiri had an equal number from respondents about advocacy being similar which was both rated at 8%. Jairos Jiri scored less on lack of self-representation and membership as compared to NCDPZ. Respondents highlighted that Jairos Jiri provided 28% of resources such as assistive devices, counselling services, home therapy and home adaptation needs. Jairos Jiri stated how the organisation met the interests of persons with disabilities. It is an organisation for the rights of children. It is an organisation for people with disabilities. It is similar to organisations of people with disabilities in that our goals are the same.

From the interview dated (19/09/2014) NCDPZ emphasised that their method of operating for the interests of disabled persons was different from Jairos Jiri. NCDPZ was formed to promote and protect the rights, aspirations and interests of disabled people in Zimbabwe. It is guided by the dictum "*Nothing About Us Without Us*". Data gathered indicate that NCDPZ believes in self-representation of PWDs at all levels of governance and a PWD membership which Jairos Jiri stated was non-existent.

Specific Research Question; what strategies of lobbying and raising awareness are used by Jairos Jiri and NCDPZ?

Table VI: Table showing outreach styles and advocacy content messages (N=25).

NCDPZ	Outreach styles	%	Advocacy content messages	%
	1. Identification at grassroots levels	-	1. Education	12%
	2. Public awareness	24%	2. Employment	12%
	3. Discussions at open forums	12%	3. Political office	12%
	4. Local chapters	-	4. PWDs rights	12%
			5. Gender equity	8%
			6. Sporting activities	8%
			7. Transport and built environment	36%
			8. Housing and living conditions	4%
			9. Information for VIPs and HIPs	4%
			10. Mass media	48%
			11. Elections and electoral system	4%
			12. Policies and legislation	8%
Jairos Jiri	Outreach styles	%	Advocacy content messages	%
	1. Identification at grassroots levels	12%	1. PWDs rights	4%
	2. Public awareness	8%	2. Gender equity	4%
	3. Discussions at open forums	4%	3. Human resource capacity	4%
	4. Local chapters	12%	4. Sporting activities	4%
			5. Rehabilitation	4%
			6. Transport and built environment	68%
			7. Housing and living conditions	4%
			8. Information for VIPs and HIPs	4%
			9. Elections and electoral system	4%

Results show that Jairos Jiri and NCDPZ scored a total of thirty-six percent each in outreach styles. Discussions at open forums were prevalent at NCDPZ than for Jairos Jiri. Jairos Jiri used its local chapters to raise awareness and lobby for PWDs; which was non-existent at NCDPZ. Jairos Jiri focused on employment, rights for PWDs, gender equity, human resource capacity, sporting activities, transport and built environments, housing and living conditions, information for Visual impaired Persons (VIPs) and Hearing Impaired Persons (HIPs) and electoral systems. Jairos Jiri was more focused on using its resources at ward level to advocate for PWDs' rights.

Jairos Jiri stated in an in-depth interview (08/10/2014); they have what they call Community Based Rehabilitation Advocacy Committees and these are committees that are set up from rural perspectives in the villages. They make up Ward Executive Committees. Meetings with these committees are held once a month and issues to do with disability are discussed

NCDPZ's main focus had been in ensuring that the government basically came up with appropriate pieces of legislation and policies that would ensure that disabled people were not marginalised in issues to do with disability. A Social Welfare Officer observed that NCDPZ had tried to cover most disability issues such as education, self-representation, access to media, equity in gender, sports, employment and accessibility to

buildings. They noted that NCDPZ had never discussed how information on health for VIPs and HIPs is availed to them by their organisation. Social Services noted that without information a majority of HIPs and VIPs were not gainfully employed or considered in many programmes in the city of Bulawayo.

There was concern from a Guidance and Counselling Officer that Jairos Jiri did not feature much in the provision of education to PWDs save when it came to vocational training. This was viewed by PWDs as inconsistent with advocacy for empowerment which was supposed to also translate into educational empowerment. 100% of PWD respondents commented that nothing had been done by Jairos Jiri to uplift their lives through educational means. Jairos Jiri agreed that; they face challenges For those who need Braille; but for HIPs as an organisation in terms of HIV and AIDS they have trained service providers like the Opportunistic Infections Departments, FCH Departments and Pharmacists; where the HIP can access services from the entry point right up to getting treatment we have trained them in sign language – both formal and informal communications. With Braille it becomes difficult because even for the blind it is a challenge that most of our clients cannot read

There was a concern that VIPs and HIPs were a sidelined group as indicated by NCDPZ. Qualified teachers cannot communicate using basic Sign Language and the majority of VIPs cannot read due to

lack of lack of qualified teachers to teach Braille to VIPs in Bulawayo. Jairos Jiri indicated that they had also not lobbied teacher training institutions to include Braille and Sign Language.

Specific Research Question; How much attitude change has been realised in the communities by Jairos Jiri and NCDPZ?

Table VII: Showing negative attitudes about PWDs and intervention methods (N=25).

NCDPZ	Negative attitudes held about disability	%	Intervention methods	%
	Fear and myths about PWDs	56%	Educate NDPs	60%
	Integration of PWDs	20%	Engage stakeholders and PWDs	32%
	Ignorance about PWDs	24%	Information in mass media	8%
Jairos Jiri	Negative attitudes held about disability	%	Intervention methods	%
	Fear and myths about PWDs	64%	Educate NDPs	56%
	Integration of PWDs	12%	Engage stakeholders and PWDs	28%
	Ignorance about PWDs	24%	Information in mass media	16%

Table VII shows that persons in the NCDPZ case study who displayed fear and myths were fifty-six percent as compared to sixty-four percent that prevailed in the Jairos Jiri case study. The Social Services Department pointed out that disabled persons were viewed as in need of donations emanating from society's socialisation that portrayed PWDs as being unable to cater for themselves. The Social Services Department had a welfare officer whose responsibility was to ensure that disabled persons received donations and other handouts.

Jairos Jiri and NCDPZ had disseminated information to communities as part of their intervention strategies to ensure communities gave equal treatment to PWDs alongside NDPs. Jairos Jiri was visibly effective with sixteen percent (16%) against the eight (8%) for NCDPZ. Jairos Jiri (08/10/2013) emphasised that; People have different perceptions with any new principle but as you continue in advocacy and as they see results they begin to change their attitudes. Most have changed their negative attitudes in areas where we operate in; we are getting much support from the communities.

DISCUSSION

The case studies aimed to establish how organisations of people with disabilities and organisations for people with disabilities failed to bring the expected change for PWDs despite their expert roles of raising awareness and lobbying for disability issues. The researcher analysed questionnaires and in-depth interview responses from Jairos Jiri and NCDPZ case studies and compared them against each other in order to discern the ineffectiveness of either NCDPZ or Jairos Jiri. The case studies' questionnaires were aimed at discovering why PWDs were not getting the services and information when NCDPZ and Jairos Jiri competed to champion for PWDs.

The researcher held in-depth interviews with two key informants from Jairos Jiri and NCDPZ to

unravel the circumstances that rendered them ineffective in their advocacy and outreach roles. The responses generated from key respondents were compared against those of PWDs and stakeholders under Departments of Education and Social Services to compare whether effectiveness was achieved or not.

CONCLUSIONS

Classifications by age-range, sex and marital status in the study revealed more females participated in the case studies. Female dominance could probably be due to more women in the world populations. There were no divorcees in the case study for Jairos Jiri and a drop in female frequency in the 50+ age-range. An explanation for this would be that most women in this age-group did not get opportunities in formal education so they might not be able to read and write. The above findings are in line with assertions made by Choruma [5] that boys were sent to school and girls denied access to education because they were considered to be useless people. In the long run this impacted negatively on women's livelihood as they could not champion issues in order to bring change to their lives.

Research findings revealed that NCDPZ was effective in advocacy and provision of resources; with a score of seventy-two percent as compared to Jairos Jiri's fifty-six percent (52%). NCDPZ's popularity could have been a description of self-representation and emphasis on membership to PWDs. The study revealed that the Director of Jairos Jiri articulated issues on behalf of disabled persons. This was in contrast to PWDs emphasis on being their own spokespersons in issues that affected and involved them. In all spheres of representation PWDs lived by the dictum "*Nothing About Us Without Us*". This was emphasised in the DFID [1] scoping report that disability policy and practice were not supposed to be developed and implemented without the involvement of disabled people. Jairos Jiri mainly concentrated its advocacy activities in the rural areas. This was consistent with

Choruma's [5] findings that the main source of PWDs was the radio, followed by meeting with other people.

The research findings revealed that NCDPZ focused on more content messages than did Jairos Jiri; although they could not reach out more effectively. Evidence showed that in addition to the issues addressed by Jairos Jiri, NCDPZ made efforts to cover areas like education, employment, political office and mass media. In light of the above it meant that NCDPZ sought to ensure that PWDs could be empowered to contribute to and embrace independent living. Vocational skills were worthwhile but could not arm PWDs with knowledge to argue and defend their cause from an informed point in all levels of governance. This made NCDPZ more effective in its advocacy and outreach as compared to Jairos Jiri.

RECOMMENDATIONS

This research propose the following recommendations in order to improve advocacy and outreach activities by Jairos Jiri and NCDPZ:

- i. Consider lobbying responsible authorities for the employment of qualified disabled persons at user Departments such as Social Services and Education. This could encourage disabled persons to communicate their needs more openly since they would identify readily with a disabled officer than one who is not.
- ii. Findings revealed that physical disability had the largest frequency as compared to other disabilities. Advocacy and outreach activities need to turn serious attention to the inclusion and involvement of other disabilities which are not visible in disability programming.
- iii. Disabled persons are not aware of outreach and advocacy activities of Jairos Jiri and NCDPZ save for the fact that they are both disability peoples' organisations. Most disabled persons are concentrated in residential areas of

Bulawayo as the majority of them are unemployed; so it would be worthwhile for campaigns to target such places.

- iv. Tangible results for disabled persons have not been realised. An observation during the case studies showed that internal disability politics in DPOs was rampant which chased away sponsors from funding disability development programmes. In light of this observation; representatives are encouraged to consider the ideals of championing for the good cause of persons with disabilities.

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