



# DISABILITY RESEARCH AND CAPACITY DEVELOPMENT

Newsletter

APR and MAY 2015

## INTRODUCTION

Disability Research and Capacity Development (DRD) was established on December 3rd, 2005 under the sponsorship of the Ford Foundation. DRD functions as a non-governmental and non-profit organization and is operated by and for people with disabilities.

DRD and the community are building a support model based on the rights of PWDs in an effort to promote equal opportunities for PWDs, encourage and create favorable conditions for PWDs to participate fully in all activities like other members in society.

Until now, the DRD has been supported over 3,500 PWDs in HCM City and a network of over 30 disability groups in the southern of Vietnam. With many diverse activities such as introducing internships, employment, skills training, advocacy campaign, moving assistance, scholarships, computers devices, assistive devices, information consultation, peer counseling, propagations, seminars and events raising awareness on disability issues, ... DRD is rated as one of 20 non-governmental organizations efficiently operated in Vietnam and is the leading one in supporting the PWDs to integrate into the community.

DRD would like to send to all sponsors, partners, friends and PWDs community the Newsletter as a channel of information sharing.

**Kind Regards.**

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*Mr. Pham Van Vinh, Vice headmaster of the school, was giving a speech*

## Activity



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### 1 Vocational Training School of Southern Tay Ninh joined the journey of One World for All

On May 8<sup>th</sup> 2017, the Accessibility for Inclusion project by U.S. Agency for International Development (USAID) had a visit to Vocational Training School of Southern Tay Ninh and organized the event ONE WORLD FOR ALL.

This was one of the most important activities of the project aiming to raise public awareness of disabilities, especially the difficulties faced by students with disabilities.

The event lasted for 150 minutes. During this time, stories told by guests gave students of the school a better insight into the difficulties that challenged students with disabilities: infrastructure is inaccessible for some types of disabilities, some subjects are not suitable for students with disabilities, study materials specified for those with visual impairments or hearing impairments are scarce, etc.

The event gathered over 200 people including students, administrators and teachers of the school.

In the discussion section, Mr. Nguyen Van Kieu, the headmaster of the school, said: "Since the Law on Persons with Disabilities went effective in 2011, there have been no guiding documents regarding how to practise the Law. We acknowledge that we haven't done enough for the sake of students with disabilities. Today's event has furthered my understanding of the difficulties that people with disabilities are facing. People with disabilities have human rights and deserve to be treated equally with those without disabilities ..."

#### DRD

opportunity for us to meet and talk about our thoughts and our work.

Some participants said that they already can do well in their work, but in order to make more effective use and implementation of policies for people with disabilities, DRD should organize similar training courses for leaders to have a better understanding and specific guidelines. **DRD**

### 2 25 staffs from Phu Cat District, Binh Dinh Province were trained on Equality and Integration for PWD

Under the project "Access for the Integration of People with Disabilities" - sponsored by the United States Agency for International Development (USAID) and Binh Dinh Department of Labor, War Invalids and Social Affairs, DRD organized a two-day training about "Equality and Integration for People with Disabilities" for 25 Social Protection Officers and People's Committee leaders of the communes of Phu Cat District, Binh Dinh Province. This training about "Equality and Integration for People with Disabilities" is one of the most important activities regarding the first objective of the project : to raise awareness of the community and people with disabilities and the rights of people with disabilities.

The training content was designed with a variety of activities, such as role play, painting analysis, short film analysis, group discussion, games, ... to help attendees participate and share, based on their work experience. From that, the trainer analyzed and provided relevant information such as: What is the integration? What rights do people with disabilities have? What can we do to create advantageous conditions for people with disabilities?

One participant shared: "When I was assigned to attend the training, I do not think that it will be fun but just like other trainings where I am just listening, reading, and copying. But after two days of training, I was surprised because I never attended this kind of training before. The training presented new contents, the trainers were very enthusiastic, the communication was very lively and everyone actively participated". Many people commented that: the communes are quite far away so people working in the same field have never met each other before. Thank you DRD for creating the

## Activity

### 4 SAMCO responded the recommendations of DRD about bus number 71

DRD has issued a dispatch numbering 02/KN/DRD-IL/2017 dated April 14, 2017, on the proposed survey of access of people with disabilities on bus No. 71, bus line An Suong – Phat Co Don. This request has been sent to Saigon Transportation Engineering Corporation.

On 28/04/2017, Saigon Transportation Engineering Corporation (SAMCO) has responded to the DRD dispatch. Accordingly, SAMCO responded as follows:

After receiving the recommendation from DRD, we conducted a survey and reassessment of the disability framework on the SAMCO bus, and we found that the comments of DRD Center are perfectly reasonable.

Therefore, in order to improve wheelchair mobility for people with disabilities to better meet the customer needs, we offer the following solutions:

- In the near future, the model will be developed in the form of low floor for better accessibility for people with disabilities. However, SAMCO has encountered some difficulties:

- + The price of Chassis – the low floor is higher than high floor.
- + The standards of the road and the curb are not synchronized.
- + Tides and floods often occur.

So low floor buses are difficult to use, therefore they should be considered operating in some appropriate routes.

- For high floor vehicles, SAMCO will offer the most innovative solutions such as:

- + Proper seating arrangement
- + Handrails, hooks, and wheelchairs arrangement
- + Space allocation for wheelchairs is more appropriate.

As a manufacturer of buses, and coaches, we wish to receive more comments to make



Group activities between the students with disabilities and the mentors

### 3 Exchange Program between students with disabilities of the University of Pedagogy and their mentors

The Coordination Committee of the project “Disability Access Route to Education” (DARE) organized an “Exchange Program between students with disabilities and their mentors” at the Ho Chi Minh City University of Pedagogy, on April 2, 2017, with the participation of more than 30 students with disabilities and mentors. The aim of this meeting was to create interaction, cohesion and sharing between them. In addition, some results regarding the support received by students with disabilities during the first quarter of 2017 have also been shared..

After a cheerful warm-up that made the atmosphere vibrant and

better products, and better serve customers.

Once again, we would like to thank you for your comments. DRD

full of laughters, some team-building games created an environment of interaction and complicity between students with disabilities and mentors.

This meeting was also an opportunity for the Project Board to listen to the difficulties of the students with disabilities in their studies and to the sharing of the mentors about their concrete difficulties when they participate in the project... This would help the Project Board to have a better overview understanding and be more able to present suitable supporting plan and proposals to stakeholders when they take part in the project.

This meeting was one of the regular activities organized between the project coordination unit at the University of Pedagogy, DRD and the group of students with disabilities and mentors. We hope that through this program, the University of Pedagogy and the students will continue to have such activities so they can get closer, have more common plans and implement the program as planned.

DRD



Entrance to the Examine area at Quy Nhon General Hospital

## 5 Handover of Public Works in Quy Nhon City

On March 30, 2017, the Accessibility for Inclusion Project, in collaboration with Binh Dinh's Department of Labor, War Invalids and Social Affairs (DOLISA), organized the event celebrating the completion and hand-over of 05 public works with improvement categories for people with disabilities. Attending the hand-over ceremony were representatives from the DOLISA of Binh Dinh Province; representatives of the 05 units with improved accessibility works: the People's Committee of Quang Trung Ward, the People's Committee of Le Loi Ward, the Sponsor Association, the City General Hospital, Quy Nhon National High School, DRD representatives, Binh Dinh television and broadcast, Binh Dinh online' media correspondents.

At the ceremony, Mr. Truong Huy Vu reported the results of the renovation during the period from March 2, 2017 to March 29, 2017, to the delegates; Mr Truong said, "During the renovation time, the project has received support and cooperation from different units, which facilitates the construction process. However, the subjectivity

of the contractor had delayed the construction progress for 13 days .. "

At the end of the reporting program, Mr. Phan Dinh Hoa - Deputy Director of Binh Dinh DOLISA was delighted when he learned that the renovated works met the construction and aesthetic standards. Mr. Hoa said: " There has been no organizations that implemented these activities in Binh Dinh to create more benefits for people with disabilities, many agencies need to renovate so that more people with disabilities will get more convenience. There have been many construction projects, but so far none of the organizations showed interested in this aspect. "

Mr Bui Trung Dung - Quy Nhon City Sponsor Association for the Disabled and Orphans said: "I recognize that it is a very necessary and practical part of the project. We are a Sponsor Association working with PWDs using wheelchairs. When the ramp has been built at the entrance for the accessibility renovation, we found it beautiful and solid. During the construction of the project ,in fact we had made suggestions for adjustments on the drawing, and the project participants had listened and made changes. The Sponsor Committee office was built a long time

## 6 Employment opportunities for people with disabilities at Land Talk company

In the morning of April 20, 2017, the Disability Research and Capacity Development Center (DRD) visited at Land Talk Real Estate Company, at 10 Luong Dinh Cua street, An Khanh Ward, District 2, Ho Chi Minh City. The meeting was attended by the company representative, Mr. Nguyen Tuan Anh - General Director of the consulting unit of Land Talk company and representatives from DRD Center.

At Land Talk, people with disabilities who have been successful after the interview will receive professional training and skills to take over Telesale employees (sales by telephone). In addition to professional skills, the company also requires people with disabilities to be active, hard-working, striving to assert capacity with business. With the supporting elevator system and the working room at Land Talk, DRD recognizes that this is a working accessible environment to people with disabilities, which can help people with disabilities work the best.

DRD hopes that this will be a working environment where people with disabilities have the opportunity to develop and validate their values in contributing to community. **DRD**

ago, the toilets are old, people with crutches have difficulties using them,, those with wheelchairs surrendered. We look forward to the project to further renovate the toilets to complete the support. "

Mr. Nguyen Dinh Tho - Representative of Quy Nhon National high school said: "The new ramps are just built so the use-value is not yet high, but observing the renovation activities during the past time, I saw the attitude and the working spirit of the project members and the construction side is very precious, very enthusiastic. "

The ceremony ended with the signing of the delivery records between DRD and representatives of the 05 units with renovation categories. **DRD**

## Activity

### 8 Shares from students with disabilities who participate in the 55th Mindset-Based Transformation course

I am lucky to be given the opportunity to participate in the 55th Mindset-Based Transformation course on December 14, 15, 16, 2017 by DRD. For me, the course is really useful, I am very satisfied, and very happy. I've never been to such a good program, and it suits me well. During the three days' training, I have different emotions - sadness, happiness, sinfulness, and particularly, I have done one thing that I always thought it was not necessary to do. That is, saying love to my mother

From the very first training-day, I thought about my family deeply, my father passed away early, my mother has struggled to raise our siblings. However, I was too heartless, too reticent in the way I expressed love to my mother. I always wanted to hear her concern for me, to hear her saying: "I love you so much", but I have never thought that she would like to hear the same from me. It's the selfishness of myself. I cried a lot on that day, crying for my sin, crying for my happiness as I have realized the wrong. Subjective perseverance in thoughts would make me regret all my life. Fortunately, the program has promptly corrected me and from now on I will use both words and actions to express my feelings with my family.

The second day I came to the training-room with eagerness. And on that day, I realized that I needed to change if I wanted to live a better, meaningful life. I was once depressed about myself, when I was teased by my friends about my disability, I was very angry and once thought that why my mother did not kill me when I was just born in such a shape, but kept raising me to make people laugh at me? I regretted so much about that stupid thought and now I realize that the happiest gift of human-beings is to live.

I realized I had too many shortcomings, thinking negatively and stupidly. I loaded myself with more concepts in thought but what I realized the most profound was the concept of identifying oneself. I do not know that I have used this definition very successfully but with the opposite nature. Always thinking that I could not do it and let



The students answering the questions of the reporter

### 7 Training program about "Laws and policies for people with disabilities"

This training is part of the Disability Access Route to Education project, supported by the Embassy of Ireland. With the desire to help students with disabilities to have a general overview of laws and policies for people with disabilities and also help them to enjoy their rights, DRD organized a training about "Laws and Policies for People with Disabilities" on April 22 & 23, 2017. More than 30 students with disabilities from the University of Pedagogy, the HCMC University of Social Sciences and Humanities and some other universities joined the program under the guidance of Dr. Tran Thi Thuy Duong - Lecturer at the Ho Chi Minh City University of

it go without regret, I'm too lenient with myself and it's all just a lie for my laziness. Therefore, I am always unchanged and undevelopable. I realize the truth that success does not come to those who try to pursue it but only to those who bravely overcome it. Changing yourself is a process, but I will try to change it and try to read more books for more knowledge and life skills. **DRD**

Law.

The training helped students with disabilities to understand and to distinguish the concepts of people with disabilities in the Law on People with Disabilities as well as in the International Convention on the Rights of Persons with Disabilities signed and ratified by the Vietnamese Government; the purposes and benefits of ratifying this convention in Vietnam; the rights related to people with disabilities should be protected as provided for in the Law ...

During the meeting, the lecturer and the students discussed, exchanged and shared many valuable and relevant knowledge about the content of the Vietnamese Law on PWDs as well as other relevant legal documents. The session was also including examples and concrete exercises.

In addition, the students are also raised their views and opinions as well as their proposals and expectations.

The training has been a great success and has achieved its goal. DRD believes that students with disabilities will use the relevant information in their real life in order to contribute to the implementation of laws and policies for People with disabilities. **DRD**



Performance of Singer Tuyet Trinh

## 1 The fundraising Musical Night Little Grace For Life in favor of the 3 wheel taxis service

On the morning of April 18, 2017, the representative of the organizers of the program "An Half is For Me" came to give DRD the money raised after the musical night "Little Grace For Life".

This Musical Night was held on April 15, 2017 at Hcafe, 59 Tu Xuong street, District 3, Ho Chi Minh City, and attracted 100 people. With the participation of singers with disabilities and without disabilities, the program created a common musical space for all.

Ms. Quynh Huong and her husband, MC Anh Luan said: "We love the values that DRD has brought back to the community of people with disabilities. These values are not material but they are developmental spiritual values. this 3-wheel taxis service really addresses the critical traveling needs of people with disabilities, so we are keen to share our strength with DRD to organize this monthly musical night."

From that thinking, the musical night "

Little Grace For Life" was created, "... It not just as a fundraising musical night. It really brings value to the listeners, every thing is thought to help you relax, drop into a Trinh lyrical music spacefull of humanity" – a spectator shared.

After deducting the costs, the sale of the tickets brought back to DRD the sum of 6,000,000 VND as contribution to the fund for the maintenance of this service.

The program organizer will continue to organize monthly musical nights to raise funds for DRD's 3-wheel taxis service in an effort to share the financial burden that DRD is facing to maintain this useful support for people with disabilities. **DRD**

the reasonable price of 150,000 VND. After deducting the costs, the money will be donated to the DRD companion scholarship fund!

Tickets are available at Bat Nha vegetarian food restaurant, 500 Ly Thai To, Ward 10, District 10 (at Ly Thai To - Su Van Hanh intersection) or you can call the (08) 668 08 780 .

Varied vegan dishes will be cooked by Mr. #VuongNgocThuận, the owner and cook of the restaurant . He promises to bring you good food. **DRD**

## 2 Employment opportunities for people with disabilities at Land Talk company

1 -buffet-for-change – How will a buffet ticket contribute to make changes to the community? Especially for students with disabilities?

According to a survey conducted by the Ministry of Labor, Invalids and Social Affairs in 2007, less than 0.1% of people with disabilities (PWDs) graduated from colleges and universities. Besides barriers due to a lack of access of the majority of university environments, economic difficulties will create a important risk for students with disabilities, to have to stop school. Many students have stepped into the doorway of the University, but many have to give up their dreams because they cannot afford fee tuition and living expenses when living away from home.

With the belief that if the opportunity is given, people with disabilities (even the most serious ones) can become useful citizens who can build up an effective community, DRD launched a scholarship program named "Companion Fellowship Program" in April 2008. As of December 31, 2016, this Companion Fellowship Scholarship Program provided scholarships for 373 students. The students who graduated have sufficient expertise, skills and stable employment. Some of them even hold high positions in companies, they have happy families and have a certain position in society; for example, Le Minh Duy (Young Director of Cogini Vietnam), Nguyen Minh Hao (Project Manager of Anable Code Company), PhanThi Rat (Project Officer), Hoang Van Thu (Pharmedic Officer) ... as well as many other successful cases.

One scholarship has made a lot of positive changes for youth with disabilities so that they will not only be able to achieve their dream, but also continue this beautiful journey by sharing with other children with disabilities.

DRD wants to call on the community to work together to create more meaningful scholarships.

On April 16, Bat Nha vegetarian food restaurant came with the idea to organize a vegetarian buffet to raise scholarships for students with disabilities. Each ticket is sold at



*Inclusive Colours photo exhibition featuring 150 photos taken by 30 photographers with disabilities is being organised at the Museum of Vietnamese Women. — VNS Photo Thái Hà*

## 1 Photo exhibition showcases works by Vietnamese with disabilities

A photo exhibition featuring 150 photos taken by 30 photographers with disabilities opened yesterday at the Museum of Vietnamese Women.

Titled Inclusive Colours, the art event is being held jointly by the Embassy of Finland in Hà Nội and Inclusive Development Action (IDEA) within the framework of activities celebrating the 100th anniversary of the Independence of Finland and Việt Nam's Disability Day (April 18).

Selected from over 1,500 entries, the photographs displayed at Inclusive Colours showcase many themes related to the realities people face in their daily life, employment, livelihood, countryside and family. Each photo presents a real, emotional, humble and diverse look into the life of people with disabilities and their will and aspiration to be included.

"We have some disabilities related to our body but no disability in mind and will. Each day goes by, we try to improve ourselves," Nguyễn Văn

Hòa, member of Phúc Trìu Commune's Association of People with Disabilities, under Thái Nguyên City, said.

"Through these photos, we wish everybody sees our determination and tireless efforts for a better life. We understand that through our spirit and will, along with encouragement from our family and support from the community and society, we will overcome all barriers to integrate," he added.

The photos were taken by members of Thái Nguyên City's Association of People with Disabilities following a five-month training programme organised as part of the project "Promoting Inclusion of Persons with Disabilities in Việt Nam," implemented by IDEA with financial support from the Embassy of Finland.

"Upon visiting the exhibition, you will realise 'each life is a novel.' We respect and adore Hiền, Sinh, Sơn, Hoa, Khai, Nhâm and others. They are the real artists, never retreating from their destiny but always confidently holding their heads high," Nguyễn Hồng Oanh, director of IDEA, said.

Inclusive Colours is on until April 23 and is free of charge.

Source: [VNS](#)

## 2 Job fair held for people with disabilities

Some 230 labourers have been hired for work and 340 for vocational training during a job fair for people with disabilities (PWD) held in Hà Nội yesterday.

Held on the occasion of the Vietnamese People with Disabilities Day (April 18), the event attracted some 1,000 participants and 61 enterprises, as well as members of the Hà Nội Disabled People Association and blind associations of the city's districts.

Products made by disabled people were displayed and promoted at several booths at the fair.

Workshops on taking care of disabled people's physical and mental health, on business models for disabled people, as well as on the national policies and regulations related to disabled people, were held at the fair.

Also, a festival was held in conjunction with the fair on the occasion of the 45th anniversary of the Hà Nội Blind Association.

Additionally, two collectives and 32 individuals were honored at the festival for their achievements in the fields of community service, production, arts and culture, study, and applied information technology.

Several activities were organised at the festival for participants to experience the life of blind people in order to encourage empathy from society for blind people, in particular, and disabled people, in general.

Hoàng Mạnh Cường, president of Đông Anh District's blind association, said the festival had created opportunities for members of the association to connect with the community.

Each type of disabilities has its own particularity that requires further attention, study and understanding from society, in order to provide disabled people with proper care and support, he said.

Source: [VNS](#)

## 1 Ogilvy & Mather Vietnam is recruiting a Receptionist

**Working address:** 12th floor Centec Tower, 72 - 74 Nguyen Thi Minh Khai, District 3, HCMC

**Working hours:** 8 hours/day from 8.30 to 18.00, 5 days/week (weekend off).

**Quantity:** 1 person (Male/female)

**Report to:** Group Office Manager

### Job descriptions:

Be responsible for handling incoming and outgoing calls in a professional and polite manner, take message properly if requested to the utmost satisfaction

Be responsible for meeting room booking and utilization, monitoring the facilities in meeting room: projector, LCD, Photocopiers

Maintain the guardianship during working hours, control access into the company.

Receive and dispatch overseas couriers, keep records properly, co-ordinate with messenger to ensure out coming couriers/mails will send to the relevant participants on time

Other admin tasks will be assigned by Group Office Manager / Group HR Director

### Job requirements:

Good English communication and computer skills are a must,

Well-presented and pleasant outlook with excellent communication skill, customer oriented and playful characteristic, Eye for details, positive thinking, hard-working and able to work under pressure

Experience as Receptionist for an international company in Service Industry is preferable

**Salary:** 8 million VND/month (Net pay)

**Other benefits (if any):** Insurances per as Government regulation, plus Health and Accidental insurances covered by company, 20 paid leaves per year

**Type of contract:** From a temporary contract to a permanent one

**Working environment:** It is accessible for people with disabilities who use

wheelchair or crutches

**The date of closing:** as soon as we will identify the candidate

### Interviews:

First round of interview: by phone, 15 minutes

Face to face interview: 45 minutes

## 2 Innovo JSC is hiring HR Supervisor position

**Working address:** 7th Floor, 42/37 Hoang Dieu, Ward 12, District 4, Ho Chi Minh City

**Working Hours:** 8:00am to 5:30pm with lunch break - 5 days a week

### Job requirements:

Education: Bachelor's degree in Business Administration, HR Management or related fields

### Experience & Qualifications

Four/Five+ years of experience in foreign owned/foreign managed companies

Excellent level of attention to details

In-depth knowledge of labor law and HR best practices is a significant plus

Self-confident forward-looking thinker with demonstrated proactive approaches to problem solving with strong decision-making capabilities

Expert written & verbal communication skills in English & Vietnamese

Strong organizational skills that reflect ability to perform & prioritize multiple tasks seamlessly

Strong interpersonal skills & the ability to build relationships with stakeholders, including staff, board members & external partners / clients

Proven ability to handle confidential information with discretion, be adaptable flexible to various competing demands, and demonstrate the highest level of customer service & response

Demonstrated ability to achieve high performance goals & meet deadlines in a fast paced environment.

Proficient in Microsoft Office (Outlook, Word, Excel, and Power Point).

### Job descriptions:

#### HR activities

Manage staff profiles, annual leave and staff induction

Follow upon labour, service contracts, contracts renewal & staff resignation

Maintains the work structure by updating job requirements and job descriptions for all positions

Maintains organization staff while handling recruiting, testing, and interviewing processes; counseling managers on candidate selection; conducting and analyzing exit interviews; recommending changes

Declare and register social & health insurance & unemployment Insurance for Vietnamese staffs and related reports

Maintains a pay plan by conducting periodic pay surveys; scheduling and conducting job evaluations; monitoring and scheduling individual pay actions; recommending, planning, and implementing pay structure revisions

Ensures planning, monitoring, and appraisal of employee work results by training managers to coach and discipline employees; resolving employee grievances; counseling employees and supervisors

Handles the tasks related to work permit, resident card, visa, benefits, team building activities and company trips

Ensures legal compliance by implementing applicable HR requirements

Maintains management guidelines by preparing, updating, and recommending human resource policies and procedures

Maintains historical human resource records.

#### Admin activities

Execute and coordinate overall administrative activities

Handle procurement: office supplies, stationery arrangement, asset management, suppliers, printing house, licensing, product life cycle,...

Manage printing shipments to Hanoi and distribution provider relations

Work closely with the Chief Accountant to manage accounting activities as needed: close/open account, receiving bank statement, cash collection, ...

**Salary:** Negotiation

**Working environment:** There is an elevator up to 6th floor but the staff have to work at 7th floor (working placement). Toilets are at the 6th floor

**The date of closing:** June, 2017

## Contact information:

**Employment Department – Disability Research and Capacity Development Center (DRD)**

Address: 311K8 Street 7, Thu Thiem Resettlement Area, An Phu Ward, District 2, Ho Chi Minh City

Phone number: 016 999 88 336 or (08) 62 67 99 22 (ext 113 or 114) meet with Tu Quyen or Phan Thi Rat

Email: [vieclam@drdvietnam.com](mailto:vieclam@drdvietnam.com)

## Contact us:

### **Disability Research and Capacity Development (DRD)**

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