ANNUAL REVIEW
// 2015

INDEPENDENCE, EQUALITY AND OPPORTUNITY FOR DISABLED PEOPLE LIVING IN POVERTY.
Imagine going to a clinic to be tested for HIV. You are deaf and cannot read or use formal sign language. The doctor gives you a thumbs-up. Does it mean 'yes, you have HIV' or 'yes, you are okay'? Disabled people are arguably the world’s largest minority. Globally, one person out of seven has a disability. However, they still face significant barriers – like going to a clinic for a life-changing health problem and being unable to access the appropriate treatment or information.

For many, exclusion, discrimination and even violence are experienced on a daily basis and, in particular, women and children with impairments often report unimaginable levels of abuse.

This is why ADD International is here. We work alongside disability activists and their organisations locally and globally, to fight for independence, equality and opportunity for disabled people living in poverty.

In this photo: a disability activist group for young people in Western Uganda. On the cover: disability activists from Sirajgonj, Bangladesh.
2015 was, without doubt, a historic year for the global disability movement. The joint efforts of a relatively small group of organisations, including ADD International, have culminated in the inclusion of disability issues in the Sustainable Development Goals. This, potentially marks the start of something transformational.

ADD International’s role in influencing this process should not be underestimated. We worked on this, behind the scenes, over several years along with a small number of other disability organisations around the world including the International Disability Alliance (IDA). We want to thank our long-standing supporters for believing that shifting attitudes is necessary and possible.

Four years of influencing the UN and other power-holders culminated in Barack Obama and the Pope both speaking about persons with disabilities in front of world leaders at the New York summit to adopt the Agenda. Mosharraf Hossain, our Head of Policy and Influencing spoke on behalf of the global disability movement, at the same summit, sitting on the platform with Bill and Melinda Gates.

Through the Sustainable Development Goals, in pledging to ‘leave no-one behind’, global leaders hint at equality and empowerment for disabled people. Now the world must deliver.

ADD International aims to be at the forefront of this. With the moral weight of the Goals and the legal guide of the Convention on the Rights of Persons with Disabilities (CRPD), we have the leverage to ask national and local governments to ensure the participation of disabled people in all levels of society.

The ‘My Story, My rights’ research project in Uganda is the first of many actions to inform national and local governments about what needs to be done in order to comply with the Goals and the Convention. The project gave disabled people in Uganda a platform to tell their stories and help identify ways to ensure their rights are respected.

We found out, for example, that 70% of the people we interviewed as part of the project had negative experiences with the health-care services, with many people encountering daily barriers in accessing them. A lady we met told us,

“I am physically disabled. In 2010 I conceived and when time for delivery came I went to hospital. I used a motorcycle for transport but they would stop at the gate and I was supposed to proceed to labour ward while walking. The pregnancy intercepted my mobility and my legs were very weak…. Upon arrival, I was told to climb into the maternity bed which was high and couldn’t be adjusted... Then I was told to take the baby for immunisation but the distance was far away.”

The inclusion of disability in the Sustainable Development Goals has opened the door for us to work with major international development organisations to ensure that disabled people are included in their actions. Leaving no-one behind means ensuring that schools are fully accessible, that education is inclusive, that HIV testing and information is available to all and that, when an emergency strikes, the needs and rights of all vulnerable people are considered in responses.

In 2015 we initiated new partnerships with world-leading organisations such as the Rockefeller Foundation, the Institute of Development Studies (IDS) and the Coady International Institute looking at market based solutions through the lens of disability; and with local organisations, such as the Ugandan National Youth Organization for Development and the Cambodian Human Rights and Development Association. In all this work, our aim is to ensure that our partners include disabled people in all their actions and projects.

Sometimes development work doesn’t go as fast as we’d like. But in recent years we have seen an amazing shift in how disability is perceived and this is thanks to the many people across the world who have campaigned for the inclusion of persons with disabilities in development and in all aspects of society.

We, at ADD International, will continue reminding global leaders and development organisations that we will only stand a chance of leaving no-one behind if persons with disabilities from the South are involved right from the start in plans to mainstream responses.

In 2016 we will be celebrating 30 years of ADD International, 30 years of supporting disability activists worldwide to advocate for equal rights. On behalf of all our staff and partners, thank you to everyone who has supported our work during this time.

Tim Wainwright
Chief Executive

Saghir Alam
Chair of Trustees
Disabled people have the right to live their lives as fully as they choose, without the limitations imposed by attitudes or by social and physical barriers.

Disability is not inability if disabled people are given the right tools, opportunities and support.

Change comes when preconceptions are challenged. This happens when disabled people are empowered and come together with a unified voice.

Disability is not inability if disabled people are given the right tools, opportunities and support.

WHY DISABILITY?

ONE BILLION PEOPLE WORLDWIDE ARE DISABLED. 80% OF THEM LIVE IN THE DEVELOPING WORLD.

A STRONG LINK BETWEEN POVERTY & DISABILITY.

POVERTY.

People experiencing poverty are more likely to become disabled. People in poverty have less access to healthcare and are more vulnerable to malnutrition and preventable diseases. They are also more likely to live and work in dangerous or polluted environments with low quality housing, reduced access to safe drinking water and sanitation; or in areas which are prone to the effects of natural disasters, dangerous traffic and higher rates of violence.

DISABILITY.

People who are disabled are more likely to be poor. Disabled people are more likely to be poor as they face multiple barriers to securing their livelihoods. Negative attitudes often severely limit their education, training, employment and income generation opportunities. Stigma and shame lead to isolation, therefore disabled people are less likely to be members of self-help groups, religious organisations or community initiatives.

AND THIS IS WHY ADD INTERNATIONAL IS HERE.

WE BELIEVE:

1. Disabled people have the right to live their lives as fully as they choose, without the limitations imposed by attitudes or by social and physical barriers.
2. Disability is not inability if disabled people are given the right tools, opportunities and support.
3. Change comes when preconceptions are challenged. This happens when disabled people are empowered and come together with a unified voice.

The injustice disabled people face often involves:

VIOLENCE.

Disabled people are disproportionately vulnerable to abuse, with children and women particularly affected.

DISCRIMINATION.

Disabled people face stigma and discrimination in their families and communities, mostly because of misconceptions about disability.

EXCLUSION.

Disabled people often live in isolation and are excluded from their communities, from the education system, from health care and other vital services. Sometimes, they’re even hidden away by their families.

DISABLED people living in poverty are among the most vulnerable, marginalised and discriminated people on earth.

Often, they have no access to basic human rights, education or the opportunity to earn a living.

ONE BILLION PEOPLE WORLDWIDE ARE DISABLED. 80% OF THEM LIVE IN THE DEVELOPING WORLD.
# WHAT WE DO.

1. **We support disability activists.**
   
   We provide them with the tools and resources to help disabled people achieve their full potential. We call this capacity building.

2. **We strengthen the disability movement in Africa and Asia.**
   
   We do this by supporting local groups of disability activists to build strong and sustainable organisations that can have an ever increasing impact. We then help these groups connect with each other to build wider movements and work with them to promote the rights of disabled people.

3. **We influence.**
   
   We work with disability activists and their organisations to influence governments, international development organisations and the private sector to design policies and services on a local and global scale which take into account disabled people and offer inclusive solutions.

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### NUMBER OF DISABLED PEOPLE SERVED BY COUNTRY IN 2015

<table>
<thead>
<tr>
<th>Country</th>
<th>Number of People Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bangladesh</td>
<td>10,072 people</td>
</tr>
<tr>
<td>Cambodia</td>
<td>10,394 people</td>
</tr>
<tr>
<td>Sudan</td>
<td>27,849 people</td>
</tr>
<tr>
<td>Tanzania</td>
<td>3,931 people</td>
</tr>
<tr>
<td>Uganda</td>
<td>1,024 people</td>
</tr>
</tbody>
</table>

Data relating to the number of disabled people supported through the work of 127 disabled people’s organisations (year five of the PPA).

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### SUPPORTING ACTIVISTS.

In Cambodia, 77 villages now have victim support systems.

Disabled women and girls experiencing violence often have nowhere to go for help. That’s why we’ve trained 77 disability activists to become ‘Village Volunteers’, the first point of contact for disabled women who have experienced violence. After only six months, 180 girls have received victim support and the choice and backing to report their perpetrators.

### STRENGTHENING THE DISABILITY MOVEMENT.

In Sudan, 4,900 disabled women have been empowered.

We proudly equipped a new generation of disabled women, over 4,900, with the skills to become active and effective campaigners and leaders, for the good of the disability movement as a whole.

### INFLUENCING THE DEVELOPMENT AGENDA.

The Sustainable Development Goals, agreed by global leaders mention disability 11 times.

For years, we backed the disability movement in its campaigning efforts. As a result, the 17 goals which will steer the development agendas of governments and NGOs, include 11 mentions of the inclusion of persons with disabilities.
AT OUR CORE: BUILDING CAPACITY.

Capacity building means supporting disability activists’ organisations with tools, skills and resources that can enable them to become functioning organisations and powerful movements for change.

At present, we are supporting 127 groups of disability activists worldwide.

Our capacity building support is specifically tailored to the needs of each organisation. Activists in Tanzania wanting to lobby the government to get more disabled children into school will need different capacity building support than a group of female disability activists in Cambodia who are forming to protect their rights.

Ultimately our purpose is to step away and leave behind disability activists who are leading functioning and sustainable disabled people’s organisations, and who are connected to the wider disability movement.

THE RIPPLE EFFECT OF OUR CAPACITY BUILDING WORK.

A note from our International Development team.

We know that you need a strong disability movement to achieve lasting change for disabled people. However, we have sometimes found it difficult to describe the impact that ADD International’s capacity building work has had over time in strengthening those movements.

So we commissioned an external evaluation of our capacity building efforts in Bangladesh and Cambodia to look at what we’ve achieved over the past 5-10 years, compare approaches and identify what we can do to reinforce our work.

The evaluators confirmed that capacity building is ‘in ADD International’s DNA’ – at the heart of everything we do. Together with our influencing and learning work, it brings about real improvements in the lives of individual persons with disabilities, as well as contributing to achieving a more inclusive society.

The reports found that our success lies in being responsive to the different needs of disabled people’s organisations. Some need technical and strategic support, others benefit from our ability to link them up with power-holders; and some disabled people’s organisations simply benefit from working closely with us in developing and implementing projects, and ‘learning-by-doing’.

The challenge now is to improve the way we work with disabled people’s organisations, and we are developing a new assessment tool to help us to better plan and evaluate this core part of our work in the years to come.

Emma Cain
Learning & Accountability Advisor
Kaddush Molla  
Disability activist, Bangladesh

Today I went to the police station to discuss one of our filed abuse cases. I was firm in expressing my desire as to how the police should perform the enquiry.

I can play my role of assertion because of my strength. What strength? I have the support of a large number of people behind me and this unity brings courage. My group contains nearly 4,000 members.

I may be disabled, but I have the right to live in this world. I wanted people to call me by my beautiful name. These rights, being called by my name, my survival rights, my education rights are important to me. I missed this consciousness earlier. ADD International has brought the message of freedom, the message of rights for the disabled, like me. ADD International has given every support to make us learn and ensure our rights.

Minnie Akter  
Disability activist, Bangladesh

Disabled women are more vulnerable to violence and abuse than disabled men.

We were trying to figure out something to do to help. When we told ADD International our idea they said, ‘you decide how you want to proceed and we will help’.

We decided to form ‘Women’s Councils’ to tackle the problem. I received trainings on account management, office management, IT, advocacy.

I was ignorant about these things before. Now I can use a computer, I can send email, make plans, use Excel, PowerPoint. I lobby different organisations at the government and non-government level. I give trainings to other grassroots organisations on account management.

Minnie Akter  
Disability activist, Bangladesh

Sabina Yasmin  
Disability activist, Bangladesh

ADD International is a milepost in fighting for the rights of disabled people in Bangladesh. Maybe one day it won’t be here anymore but it will not take away its teachings and those teaching will help us throughout our lives.

Arefa Parvin  
Disability activist, Bangladesh

ADD International’s approach is to make disabled people believe that they are human beings, that they have rights and are entitled to dignity.
4 AREAS OF FOCUS.

We work with disability activists and their organisations to eradicate the injustice and discrimination they face in the family, community and wider society. In 2015, the actions and projects we undertook focused on:

1. INCLUSIVE EDUCATION.
   The more disabled children enrol into school, the more attitudes towards disability change. Going to school gives them the opportunity to thrive. This tackles stigma in the family, in the school and in the community. In turn, more families will begin enrolling their children in the local schools and more teachers will advocate for inclusive education.

2. ECONOMIC EMPOWERMENT.
   Providing skills training and job opportunities build confidence and give disabled people more independence. As a result, they earn respect as valued members of their family and communities.

3. ACCESS TO SERVICES.
   Disabled people have the right to use and access services without being subjected to disability discrimination. This right is sanctioned by international law as it provides equitable redistribution of wealth in societies.

4. EQUALITY FOR WOMEN AND GIRLS.
   We tackle the double discrimination disabled women face, discriminated for having an impairment and for being women.

Keu Bech from Cambodia finds it hard to walk, even with a stick. In 2015 she received a $300 loan to buy pigs and some feed. With some training, she has now become a successful rearer and a local expert, advising fellow villagers on how to raise pigs. “People do not look at me strangely anymore because of my disability. I feel more confident.”
WHY EDUCATION?
Worldwide, 59 million children are out of school. The situation is especially grim for disabled children living in extreme poverty, who are disproportionately excluded from schools. This particularly affects girls with disabilities.

REACHING OUT.
Through local disability activists, we reach out to disabled children and we help their families to enrol them in local schools.

We provide teachers with the right training and materials to meet their students’ needs, such as Braille kits or Sign language training. We campaign for the importance of inclusive education with schools, local authorities and key institutions.

QUALITY EDUCATION.
THE KEY TO A BETTER FUTURE.
When we first started working on the Inclusive Education project, in the Sirajgonj region, Bangladesh, parents and teachers were asking us ‘how are these impaired children going to learn how to read and write?’ Some had cerebral palsy, some had speech and hearing impairments, some even have multiple impairments.

We explained there are ways, and convinced them. For example, a visually impaired child can read using Braille or, if they have low vision, see through a magnifying glass.

But in many schools, teachers are still not accepting students with disabilities as their own. They avoid them tactfully. So we know there’s still a lot of work to be done in terms of training and advocacy. However, it’s important to remember that at least we have begun. If we had not trained the teachers through this project, the education of many children would come to a halt.

A disabled child in Bangladesh is generally neglected in society. If they remain uneducated then they will be neglected more, they will be screened out. Education is therefore of utmost importance and it should be quality education. If we can achieve this, the future prospects of these children will change too.

Take Sabina for example; she is a girl who moves around using her knees. Her body is very lean. She was refused by the school at first, but we talked to the school committee and she was admitted. She worked hard and gradually improved her performance, particularly in science, which resulted in her increased acceptance in the school. She is now taking her exams and wants to become a banker. How could Sabina find her place in the society? It’s only thanks to education.

Allama Iqbal
Program Officer for the Inclusive Education project in Sirajgonj, ADD International Bangladesh
**WHAT IS ECONOMIC EMPOWERMENT?**

It's the capacity for disabled people to bring about economic change for themselves.

But disabled people worldwide still have to overcome huge social and physical barriers which prevent them from earning a living.

**TAKING ACTION.**

Through local disability activists, we provide disabled people with the tools and resources they need to earn a living, such as micro-loans, skills training and business start-up money.

Through these interventions, disabled people are able, for the first time in their lives, to earn regular income and become independent. People around them see that they are capable and have the potential to contribute to their families and the local economy. As a consequence, negative attitudes towards disabled people change within the community.

**IT’S NOT JUST ABOUT LIVELIHOODS. IT’S ABOUT LONG LASTING POSITIVE CHANGE.**

How do you ensure the full and equal inclusion of disabled people in society when barriers seem insurmountable?

ADD International’s answer is to strengthen the voices of disabled people themselves and support them to increase their participation in society.

Last year, in my country Uganda, we placed 45 graduates in internships with private companies and government bodies to prove that disability should be no barrier to employability. A small number, you’d say? Not if you consider the ripple effect this can have on society.

The project not only provided vital opportunities and work experience, but presented a positive image of disability in communities where the intern was the first disabled person people had interacted with professionally.

We were also able to produce general information about disability for employers explaining how to accommodate the needs of disabled people in the workplace.

It’s an example of how a small action can go a long way, and tells us why ADD International’s work is so effective. We don’t give direct support, but we are enabling persons with disabilities to participate in society, this way, they become the agent of change within their own community.

Joseph Walugembe
Country Director
ADD International Uganda

The data on the right relates to the 2016 Programme Partnership Arrangements Logframe Report 2016 for DFID. The data documents our achievements from 1 April 2011 to 31 March 2016.
ACCESS TO SERVICES

ACCESS TO SERVICES AS A HUMAN RIGHT?

Access to services is a critical aspect of any drive to challenge poverty and to reach a fairer, more equitable society.

However, disabled people worldwide still report huge barriers in accessing health-care, public transport, civil and criminal justice, banking and even basic information. In the long run, this creates huge inequality gaps between those who are disabled and those who aren’t.

BREAKING BARRIERS.

Negative attitudes, discrimination, physical barriers and a lack of adequate policies or legislation are some of the barriers in society which are limiting opportunities for disabled people.

We support disability activists who are challenging the status quo and breaking those barriers.

696 public services in the countries where we work are more accessible.

30,695 disabled people report being more satisfied with service providers in their areas.

“DISABLED PEOPLE CAN’T GET AIDS” AND OTHER BARRIERS TO HIV/AIDS SERVICES.

The World Health Organisation’s Constitution enshrines ‘the highest attainable standard of health as a fundamental right of every human being.’

It’s easier said than done. Whilst visiting Uganda this year, I heard many accounts of disabled people, mostly young people, being completely excluded from HIV treatment and awareness programmes, making them extremely vulnerable to being infected by HIV, and at risk of infecting others.

Communication difficulties, discrimination by health service workers and educators, and barriers in accessing health centres are some of the reasons why disabled people are less likely to be able to learn how to protect themselves.

Some people said to me they had been told, “how can you possibly be HIV positive? You’re disabled! Go home, and let us do our work”.

The little attention given to the unique challenges faced by disabled people in Uganda got our country team to focus on this issue. They are investing time and efforts in supporting disability activists who are reaching out to disabled people in their communities, raising awareness about HIV/AIDS and helping them access the services available in their area. It is truly inspiring work.

The challenges are great and change doesn’t happen overnight. But there’s a group of committed disability activists in Uganda, many HIV positive themselves, who deserve our attention – and I hope they’ll get more in years to come.

Virginia Tarozzi
Communications Manager
ADD International

Imagine going to a clinic to be tested for HIV. You are deaf and cannot read or use formal Sign language. The doctor gives you a thumbs-up. Does it mean ‘yes, you have HIV’ or ‘yes, you are okay’?

The data on the right relates to the 2016 ‘Programme Partnership Arrangements’ Logframe Report 2016 for DFID. The data documents our achievements from 1 April 2011 to 31 March 2016.
WHAT'S THE SITUATION FOR DISABLED WOMEN?

Women with disabilities are twice as likely to experience violence in their lifetime. Generally, perceived as powerless, because they’re disabled and because they’re women, they often experience exceptional levels of physical, sexual, and psychological violence, for longer periods of time and with worse physical and mental outcomes. We see this all the time.

TAKING ACTION.

We fund and work with disability activists who understand the unique challenges faced by women and girls. They work with women with disabilities, their families and communities, the police, health workers and governments to address:

- Sexual and physical violence, and the myths that uphold such practices.
- Psychological violence, such as threats, intimidation and manipulation, humiliation, mocking and controlling behaviour.
- Chronic exclusion from leadership, health-care services, education, and meaningful participation in decision-making processes.

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SUDAN

We provided evidence to ensure the inclusion of disability in the National Strategy on Women.

UGANDA

A research project has begun to analyse income-generating solutions people living in poverty, particularly women.

TANZANIA

Half of the disabled children enrolled as part of the inclusive education project were girls.

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WHEN THERE IS NO TOILET.

DIFFICULT CONVERSATIONS THAT NEED TO BE HELD.

The degrading practice of open defecation, a common practice in countries where the infrastructure for water and sanitation is limited, massively increases the risk for violence for women and girls, particularly if they are disabled and have specific accessibility requirements.

Often, they resort to coping mechanisms, such as limiting their consumption of food and drink to reduce the need to relieve themselves, or waiting until nightfall to retain modesty.

But our teams on the ground are always on alert and have been having those difficult conversations with authorities, communities and families.

For each workshop or meeting, our team in Uganda checks that toilets and washing facilities are clean, safe and accessible; sanitary towels are offered free of charge.

The Cambodia programme has successfully lobbied local authorities to provide wells closer to the homes of disabled people, reducing the immediate risk of sexual assaults.

Our teams working on inclusive education, like in Tanzania, lobby the government and local authorities to provide accessible and safe toilets to ensure girls with (and without) disabilities are protected at school.

And in Bangladesh a comprehensive two year project has improved access to water and sanitation for women with disabilities, by addressing all barriers – from social stigma, to sanitation policies.

Of course, it's only a small part of our work; but working for ADD International also means this – to constantly advocate for women’s rights, whenever we get the chance, and I’m proud to say that, slowly but steadily, we are transforming attitudes and changing behaviour.

Sylvie Cordier
Programme Quality Advisor

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“Many disabled women and girls have impairment specific difficulties relating to recognising and avoiding danger; this can make them an easy target.”
Over the past 30 years, ADD International has worked tirelessly to promote the inclusion of disabled people in development programmes. So the 11 explicit references of disability in the new Sustainable Development Goals (SDGs), under the overarching principle of ‘leave no-one behind’, didn’t come as a surprise. It was the result of tireless campaigning for the inclusion of disabled people in the new Goals, from the early consultations through to the final negotiations last year.

ADD International played a leading role in supporting the disability movement to seal the deal. In September, I was honoured to be invited to speak at the United Nations Sustainable Development Summit to mark this historic moment. On that occasion, I spoke about the importance of the inclusion and engagement of marginalised people within the implementation of the SDGs, placing particular value on the foundation of the disability movement ‘nothing about us, without us’.

Now we are working closely with our country teams to ensure that Agenda 2030’s commitments are put into practice. 2015 was just the start of ADD International’s SDG journey, but what a start it was!

Mosharraf Hossain
Director of Global Policy, Influencing & Research

GLOSSARY
DFID = Department for International Development, the UK government’s aid agency
UN = United Nations
SDGs = Sustainable Development Goals, i.e. a new, universal set of goals that UN member states will use to frame their agendas and political policies over the next 15 years.
With your help, we can continue fighting for independence, equality and opportunity for disabled people living in poverty in Africa and Asia.

**OUR PRIORITIES //2016**

**01 QUALITY & TARGETS.**
Raise the quality of our work and continue to deliver on targets. This includes bringing positive change to over 34,000 people in five countries by March 2016.

**02 GLOBAL COMMITMENTS.**
We’ll continue fighting on behalf of disabled people and ensure that the commitments on disability within the Sustainable Development Goals are fully embraced by decision-makers and development actors.

**03 REACHING MORE PEOPLE.**
We’ll explore options for low risk expansions into new countries, to amplify our reach and change more lives.

**04 DEVELOPING PARTNERSHIPS.**
We’ll develop our thinking on how best to partner strategically with international research organisations and build on existing relationships with major NGOs in the UK, to ensure their programmes are inclusive of disabled people.

**05 EFFECTIVENESS & SKILLS.**
We will build the effectiveness and skills of our staff in country programmes in the areas of Finance and HR, Monitoring and Evaluating, Programme Management, Funding, Communications, and Policy and Influencing.

**06 STRENGTHENING OUR CORE.**
By clarifying our core communications messages, consolidating relationships with our donors and continuing to improve IT, finance and HR systems, we will strengthen our own ability to operate.
MEET OUR BOARD.

ADD International’s team is made up of talented and passionate people who want to make a difference. Our board governs major decisions and offers input and guidance for organisational practices.

PASSION AND EXPERTISE.

Disability rights advocates, experts in policy-making and fundraising, ADD International’s governing board is made up of incredibly passionate people, working hard to make a real change.

Trustees are recruited internationally to reflect the diversity of our stakeholders.

TRUSTEES/2015

Ola Abu Alghaib
Saghir Alam OBE, Chair
A K Dube
Sarah Dyer
Iain McAndrew
Louise James

Stuart McKinnon-Evans, Treasurer
Sally Neville
Bob Niven CBE
Jillian Popkins
David Ruebain
John Tierney
Balakrishna Venkatesh

MEET OUR STAFF. UK AND OVERSEAS.

SHAFIQUIL ISLAM
Country Director, Bangladesh programme

KIERAN BREEN
Interim Country Director, Tanzania programme

MAJZOUB MOHAMED
Country Director, Sudan programme

VANTHON SREY
Country Director, Cambodia programme

JOSEPH WALUGEMBE
Country Director, Uganda programme

JASMINE O’CONNOR OBE
Director of International Development

MOSHARRAF HOSSAIN
Director of Global Policy, Influencing & Research

CLARE MCKEOWN
Director of Partnerships & Funding

ADIL SHAH
Director of Finance & Operations

GET IN TOUCH

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adduk
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STATEMENT OF FINANCIAL ACTIVITIES
YEAR TO 31 DECEMBER 2015

<table>
<thead>
<tr>
<th>Unrestricted funds</th>
<th>Restricted funds</th>
<th>2015 Total funds</th>
<th>2014 Total funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

**Income from**
- Donations and legacies: £1,999,321 → £1,985,996
- Interest receivable: £5,844 → £6,310
- Charitable activities, i.e. institutional grants: £1,168,777 → £922,020
- Other income: £3,883 → £47,479

**Total incoming resources**: £2,009,048 → £2,962,122

**Expenditure on**
- Raising funds: £476,844 → £464,261
- Support of the International Disability Movement: £1,507,971 → £2,743,059

**Total resources expended**: £1,984,815 → £2,743,059

**Net income and net movement in funds**: £24,233 → £219,063

**Fund balances b/f at 1 January 2015**: £816,329 → £1,352,790

**Fund balances c/f at 31 December 2015**: £840,562 → £1,352,790

**BALANCE SHEET**
31 DECEMBER 2015

<table>
<thead>
<tr>
<th>2014</th>
<th>2014</th>
<th>2015</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>£</td>
<td>£</td>
<td>£</td>
<td>£</td>
</tr>
</tbody>
</table>

**Fixed assets**
- Tangible fixed assets: £34,174 → £17,349

**Current assets**
- Debtors: £142,386 → £175,745
- Cash at bank and in hand: £1,793,748 → £1,844,113
- Creditors: amounts falling due within 1 year: £1,936,134 → £2,019,858

**Net current assets**: £1,532,790 → £1,410,084

**Total assets less current liabilities**: £1,984,815 → £1,984,815

**Represented by**
- The funds of the charity
  - Income funds
  - Restricted funds: £536,461 → £569,522
  - Unrestricted funds
  - General funds: £816,329 → £840,562

**Fund balances c/f at 31 December 2015**: £1,352,790 → £1,410,084
OPERATIONAL HIGHLIGHTS.

STRENGTHENING OUR CORE.

A note from our Operations & Finance team.

Our work with the disability movement in Africa and Asia has an undeniable long term impact. However, shifting attitudes within society, as we know, is lengthy and relentless work. It needs a clear vision for change. This is why, in 2015, our teams across the globe reviewed their past activities and, through consultations with internal and external stakeholders, produced strong and compelling documents which will direct ADD International’s work over the next five years:

- Five year strategies for each of the country programmes – Bangladesh, Cambodia, Sudan, Tanzania and Uganda.
- A five year strategy for our Policy & Influencing work, which focusses our attention on how we go about implementing the Sustainable Development Goals’ commitments globally.
- A five year strategy for Communications, which pays particular attention to our brand and to embedding a communications mindset throughout the organisation.
- A five year strategy for Funding, to ensure ADD International can continue having an impact in the years to come.
- Global policies for value for money, transparency, HR and environmental impact.

“I’m proud to be part of an organisation that is able to look back, learn from the challenges of the past, and create a clear vision for the future.”

Adil Shah  
Director of Finance & Operations

A SPECIAL THANK YOU TO OUR DONORS.

Thanks to you, we are supporting disability activists and their organisations to bring about social change. Whether you send your donations every month, organise events to raise money or fund specific projects, you’re making a difference. A special thank you goes to:

Asia Foundation  
AusAID  
CAFOD  
Comic Relief  
Commission for the European Communities  
Cordaid  
Department for International Development UK  
Disability Rights Fund  
DPA (Australian Embassy)  
Light for the World  
Manusher Janno Foundation  
National Children’s Bureau  
Pro Victimis  
Shiree  
The Headley Trust  
the innocent foundation  
The James Tudor Foundation  
The Rockefeller Foundation  
The Vitol Foundation  
USAID  
Other anonymous grant-makers

‘Asante’ means ‘thank you’ in Kiswahili. Mary* is an 11 years old girl with albinism who was able to enrol into school (and do well) because disability activists have been supporting her throughout her education.

* name changed to protect identity
A CHALLENGE, YOU SAY?
A note from our Partnerships & Funding team.

At the start of 2015, we knew we were facing a challenge. The disability activists that we work with have the potential to increase their impact exponentially but they need support. Yet in 2013/14, support from governments outside the UK had dwindled.

We urgently needed to change this. With commitment and passion, the Funding team managed to get more institutional donors on board and raised £1.7m in new contracts, well above our set target. We also set ourselves an objective of diversifying our funding base and were delighted to secure, for the first time, funding from USAID, to develop the emerging network of federations which speak on behalf of all people with disability, and the Rockefeller Foundation, for a pioneering research project aimed at identifying market-based solutions to extreme poverty.

But raising vital funds is also about building stronger relationships. Like the long-standing one we have with DFID, the government department that leads the UK’s work to end extreme poverty. Throughout the year, we worked closely with them to support the implementation of their Disability Framework and to demonstrate the effectiveness and impact of our work.

Whilst government and institutional donors are essential to carry out life-changing projects on the ground, it’s our everyday donors who are the heartbeat of our work. This year we looked at how to get more of these donors on board and how to engage with them, through our campaigning work and mind-blowing events, such as Tough Mudder.

We looked at how we talk to them, how we speak about our organisation, and how we communicate to a wider public the vital role disability activists play in the five countries where we work.

In 2016 we will celebrate ADD International’s 30th birthday. For us, this means celebrating a generation of disability activists who have transformed the lives of persons with disabilities worldwide. This also means celebrating the long-term donors, ex staff and volunteers who have helped make this possible over the years. Thank you all.

Clare McKeown
Director of Partnerships & Funding

“BE TOUGH, BEAT TOUGH.”
GETTING MUDDY FOR ADD INTERNATIONAL.

My name is Tasha, and I work for ADD International. On a daily basis I hear stories about the lives of disabled people living in extreme poverty throughout Africa and Asia. These guys know what tough means.

Tough is being beaten because you can’t walk. Tough is being sexually abused with the excuse that you are blind. Tough is being hunted for your body parts because you have albinism.

Horrifically, all these things do happen. So, in September, I gathered a team of ADD heroes who were prepared to face one day of tough to raise awareness and money for ADD International.

And what a day it was! For 12 miles we waded through mud, plunged into skips of ice water, jumped off of man-made cliffs, pushed and pulled each other over walls and ran until we couldn’t run anymore. Did I forget to mention running through live electric wires?!

It was the hardest thing I have ever done in my life, but probably the one I’m most proud of. And knowing who I was doing it for made it all worth it!

In these photos: snapshots of the team that battled mud, fire and ice at Tough Mudder in 2015. Together, they raised £4,649.22, enough to train disability activists in 308 villages to support women who were victims of violence.

£32 could provide a piglet to a disabled woman living in extreme poverty. By providing piglets to disabled women we are helping them work their way out of poverty.

£430 could fund training for a teacher in Sign language and Braille, so more deaf and blind children can have the opportunity to go to school.

£1,078 is the cost of training disability activists in 77 Cambodian villages to support disabled women who were victims of violence.

Tasha Knight
Fundraising team

GET IN TOUCH FOR INFORMATION ON HOW TO HELP
Phone 0300 303 8835 – Email supporter care@add.org.uk – Website www.addinternational.org
We’d be delighted to hear from you.

34 35
ADD International is a disability rights organisation with 30 years of experience in supporting disability activists in Africa and Asia to bring about social change.

Working as an ally of the global disability movement, we tackle discrimination to ensure every disabled person gets a fighting chance at living their best life.