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WORKSHOP REPORT

TRAINING OF LEADERS OF PERSONS WITH DISABILITIES IN GULU AND AMURU DISTRICTS HELD 18TH TO 19TH FEBRUARY 2009

VENUE: sports view Hotel - Gulu



Submitted by:

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1.0 INTRODUCTION

The following is a report of a two - day training workshop conducted for leaders of persons with disabilities in Gulu & Amuru Districts. The training was conducted by Community Based Rehabilitation Alliance {COMBRA} a non Government organisation involved in building capacity of communities in Disability / Community Based Rehabilitation (CBR). CBR is a strategy within community development for the rehabilitation, equalization of opportunities, poverty reduction and social inclusion of all persons with disabilities.

COMBRA was contracted by Gulu Disabled Persons Union (GUDIPU) to conduct the workshop. The workshop was held on 18th to 19th February 2009 at Sports View Hotel in Gulu.

2.0 WORKSHOP PURPOSE AND OBJECTIVES

2.1 Purpose of the workshop

To equip leaders of persons with disabilities in Gulu and Amuru with knowledge, skills, and attitude in regard to common disabilities and leadership to enable them make informed decisions for better quality of life of persons with disabilities.

2.2 Objectives

By the end of the training, leaders should be able to:

- Identify and differentiate common disabilities in the community.
- Identify needs of persons with disabilities in their communities.
- Make informed decisions in regard with planning for persons with disabilities
- Facilitate the inclusion of needs of persons with disabilities in sub counties and district work plans and budgets.
- Lobby and advocate for disability related issues.

3.0 PARTICIPANTS

A total of 39 participants registered for the workshop; of these 23 were female and 16 were males. They were drawn from different sub counties of Gulu and Amuru districts. They included executive committee members of GUDIPU at district and sub county levels, councillors and leaders of other DPOs. The group comprised of people with different disabilities; majority of whom were of physical disabilities due to polio, landmines and leprosy; others included those with visual and hearing impairments. There was one sign language interpreter. *(See Appendix 11 for list of participants)*

3.1 Participants Expectations

Below is a summary of participants' expectations of the workshop;

- Get Knowledge.
- Better learning on PWDS.
- Sitting Allowance.
- Good services.
- Certificates.
- Learn our roles and responsibilities.
- Language (translation) of content in Luo.
- Active participation
- Resettlement package be discussed
- Handouts good.

3.2 Participants' Workshop Leaders

Participants selected the following to be their leaders during the workshop;

Course leader Olum Justin

Time Keeper Abalo Jack

Welfare Monica

Spiritual leader Aciro Florence

3.3 Participants Workshop Norms

Participants agreed on the following norms to ensure the smooth running of the workshop.

- Phones in silence.
- No smoking in class.
- Strict time keeping.
- No unnecessary movements in class.
- Respect for each persons views.
- Raising up hands to air out any views.
- No entering the workshop room when drunk.

4.0 FACILITATORS

The training was facilitated by COMBRA staff; namely Barbara Batesaki and William Baluku. The facilitators were of a medical and social background with long experience working with PWDs and facilitating trainings in relation to disability and CBR at various levels including community.

5.0 SESSIONS

The following topics were covered during the two day training: disability concepts; causes & prevention of disabilities, Normal Child development ,

Cerebral Palsy, Birth defects, poliomyelitis, Spinal Cord injuries , Leprosy, Leadership and Roles of leaders. (See Appendix 111 for Timetable)

5.1 Teaching Methodology

In view of the short duration allocated for the training the facilitators took participatory approach for the training to ensure the active involvement of all participants. Modified lectures with power point presentations, brainstorming and group discussions with presentations in plenary were used. The methodology used enabled participants to acquire new knowledge whilst sharing experiences and learning from one other including the facilitators. Being a residential training; it gave participants an opportunity to share more even after the sessions.



Participants during group work

5.1.1 Group work

Working in groups greatly facilitated the learning process and information sharing. It enabled the participants to air out their views for discussion to a smaller group and the ideas were exhaustively discussed than it would be in a full class. The group work presentations also enabled the facilitators to grade the participants' knowledge base. This gave the facilitators an opportunity to decide on where to concentrate and how deep to go in terms of proving knowledge and skills. The following are some of the group work presentation;

Group work on the topic: Causes and prevention of Disabilities

Group work questions

- What do we say are causes of disabilities in our communities?
- How can we overcome/prevent them?
- What are the roles of leaders in disability prevention?

Responses from Group 1

What brings disability in our area:

War

Accident

Measles, polio, Meningitis

Diseases (trachoma)

Falling off from the tree and tall buildings

Lack of proper parental care (Burning)

Prevention of disabilities

Immunization

Sensitizing people on disability causes

Stop war

Following health advice

Stop over speeding when driving

Response from Group 2

Causes of Disability

Polio

Landmine

Accident

Poor parental care

Malaria

War

Medical

Physical Torture

Domestic Violence

Natural

Physical barriers

Prevention of disabilities

Peace talks

Proper use of roads
Love for the child (Proper care)
Early treatment
Proper training of health service provider
Sensitization on human rights
Sensitization on the dangers of domestic violence
Testing the health status of the couple before marriage

Response from Group 3

Causes of disabilities

Accident
Stroke
Wars
Malaria can also cause disability

Prevention of disabilities

Sensitization the community
Immunization
Training local leaders

Group work on common disabilities in Gulu

Group work questions

- What are the common disabilities in Gulu and Amuru ?
- What challenges are faced by people with the disabilities listed above?
- What has been put in place in Gulu district to meet the challenges faced by PWD?

Response from Group 3

Common Disability

Mental health problem
Deaf
Blind
Polio
Spinal cord injuries
Epilepsy

Leprosy
Land mine

Challenges of disabilities listed above

Mental Health Problem

Difficult to understand/slow learner.
Low capacity to access e.g. food, water etc
Negative attitude from community

Deaf

Lack of information and communication
Lack of access to health and social services
Negative attitude from the community

Blind

Lack of access to public information e.g. Notes board
Difficult to health and social services
Difficult access to primary health/sanitation
Negative attitude from the community

Polio

Difficult in movement
Lack of access to primary health
Lack access for employment
Negative attitude from the community

Spinal Cord Injuries

Difficult in movements
Not able to sit for long
Difficult in understanding and realizing waste
Negative attitude from the community

Epilepsy

Difficult in movement
Difficult in movement
Difficult to access health services
Marriage divorce is the greatest problem

Response from Group 4

What has been put in place in Gulu district to meet the challenges faced by PWD?

Provision of assistive devices such as:

White canes.

Wheel chairs

Ramps

Suggestions towards meeting the challenges faced by PWD

Aids

Women with disability are being left out by men.

Response from Group 5

List common disabilities in Gulu and Amuru

Polio

Blind

Rebel victims (Landmine survivors)

Leprosy in Aswa

Mental cases

What challenges are faced by each category of PWD listed?

Negative attitudes

They are isolated

Lack of access to social services

Response from Group 6

What has been put in place to meet challenges faced by PWDs

Disability structures have been put in place from national, districts to the village

Representatives in various decision bodies were put in place.

Mobility devices distributed although in small quantity.

Suggestion towards improving quality of life of PWDs

Building capacity of PWD Leaders from district, Sub County to villages

Support economical status of PWD to improved house hold income.

Integration of disabilities into Donors, NGOS work plan

Accessibility for PWDs be given attention

Group work on Leadership

Introduction to leadership group work

A leader is simply described as one who accepts responsibility of looking after interest of people he or she there for directs and influences activities of those leaders.

Leadership is a quality in an individual that enables him or her get work done effectively, while maintaining good relationship with the people he is working with.

Group work questions

Group 1 - What are the qualities of a good leader?

Group 2 - What is a leader expected to do?(Roles and responsibilities)

Group 3 - After this training what steps should we take as leaders towards improving qualities of life of PWD in our communities?

Response from Group 1

Qualities of a good leader

- A good time keeper.
- A good listener.
- Volunteering spirit.
- A bright person.
- Analytical skills, assesses before taking decisions.
- Cooperative with his/her people.
- A trusted person, not corrupt.
- Not a drunkard.
- Cares for the people he leads.
- Respectable person, tolerant.
- Should like his or her responsibilities.
- Should be generous to his or her people.
- Creative.
- Should be transparent.
- Honest, faithful.
- Can lobby for development.
- GOD fearing person, courageous.

Response from Group 2

Roles and responsibilities of leaders

- Mobilization for issues and information.
- Lobbying and Advocacy.
- Collecting electorate problems.
- Be close to electorate problems.
- Be close to electorate (quantity).
- Have consultations with the electorate from time to time.

- Representing needs of electorate.
- Guiding and counseling.
- Flexible to electorate (quality).
- Open eye/thinking beyond.
- Initiating.
- Planning.
- Controlling.
- Supporting/encouraging.
- Writing reports.
- Monitoring/evaluation

Response from Group 3

Steps that should be taken by leaders towards improving qualities of life of PWD in our communities

- Mobilization.
- Sensitization.
- Find out the problems of PWD left home.
- Make data collection of various types of disability.
- We shall call on a meeting in our parishes as us leaders to be example of the activities after our training.
- Leaders must be tolerant, honest and able to answer all questions forwarded by the community.
- Refer clients to the hospital whenever applicable.
- Try to unite PWD to get together to form groups and self reliance.
- We shall tell the community the role of PWD, CWDS and their rights.
- Councilors will bring up the motion and budget estimate for PWDs day.
- We shall start lobbying for the rights of PWD to various NGOs and government.

Issues highlighted for emphasis during plenary

Role of Leaders on Disability

Give enough education on disability to the community.

Mobilizations of people on disability awareness in the villages

To lobby and advocate for persons with disability with government and NGOS.

To make contacts with the health, education and environment technocrats on disability

Roles of leaders of PWD on disability prevention

- Advise parents to take the children for vaccination against polio.

- Sensitization of parents on proper care of children
- Educating children on proper use of roads and other things that cause disability
- Advising parents of PWD to take the children with disability in the hospital for treatment
- Sensitizing the parents to take their children for treatment in case of emergency sickness that can cause disability.
- Make the community aware of the causes of disabilities. For example as people resettle back to their communities should be aware of land mines.

6.0 RECOMMENDATIONS

6.1 Participants recommendation

A similar training should be conducted for District Union leaders.

6.1 Facilitators recommendation

Issues highlighted as steps towards improving quality of life should be given attention. Work plans at the various levels can be based on those issues.

The report should also be shared with the district leaders to facilitate inclusion of issues of persons with disabilities in district development programmes.

7.0 WORKSHOP EVALUATION

The facilitators conducted evaluation of the workshop against participants' expectations and objectives. The table below indicates results of the evaluation in relation to expectations:

Expectation	Evaluation comment
Get Knowledge.	Achieved
Better learning on PWDS.	Achieved
Sitting Allowance.	Happy with the transport allowance
Good services.	The hotel services were good
Certificates.	Not achieved. the Union does not give certificates for two day
Learn our roles and responsibilities.	Achieved
Language (translation) of content in Luo.	Very nicely done
Active participation	Very good
Resettlement package be discussed	Not discussed. Clarity was given that knowledge and skills acquired will facilitate the related lobbying as necessary
Handouts	Received

Despite the short duration, the workshop objectives were met. Participants expressed that with the knowledge and skills acquired they can:

- Identify and differentiate common disabilities in the community and also identify their needs.
- Actively participate in planning and make informed decisions; at their levels to facilitate the inclusion of needs of persons with disabilities work plans and budgets.
- Lobby and advocate for disability related issues.

8.0 CLOSING CEREMONY

The closing ceremony was mainly characterized by speeches from the various representatives. The following are summaries of the speeches given.

Participants' leaders

The chairperson of the participants thanked the facilitators for the good facilitation and the participants for their active participation during the training. He recommended that a similar training should be conducted for the District Union leaders. He ended thanking God for the whole training.

Facilitators

The facilitators thanked the Gulu District Union for entrusting COMBRA to conduct the training. The facilitators highlighted their previous involvement in building capacity of PWDs and health workers in disability/CBR through the SCORE (Scaling up of Rehabilitation) services in northern Uganda project supported by the Italian Government and the training of parents of children with disabilities under the PACT /Omega project by USAID . The facilitators appreciated the collaboration initiated by GUDIPU and looked forward to further collaboration.

District Union Leader

The Vice chairperson of GUDIPU who represented the district union chairperson, emphasized the commitment of the district leadership towards building capacity of the lower level leaders. He further mentioned that the union wants to equip the leaders with knowledge and skills:

- In regard to roles and responsibilities
- For PWDs to be self reliant and not beggars.

He also highlighted the management of the project under which the training was implemented that; the district union works with two project staff with a project management committee chaired by the district rehabilitation officer who officiated at the closing ceremony of the training. He went ahead to clear up some of the participants expectations as follows:

- He informed the members that the union does not provide certificates for 1 -2 days training so that expectation will not be met.

- Resettlement package: in relation to the resettlement package the union leader informed members that even the training just completed is towards building their capacity to be able to lobby and bugain for a package towards resettlement of PWDs.

He further mentioned that as leaders they are expected to participate in planning and budgeting meetings at the sub county level mentioning that in one sub county a councilors for PWDs successfully lobbied for construction of a a ramp at one school.

He encouraged participants to attend the sub county planning meetings and contribute towards inclusion of PWDs in plans and budgets.

He also agued them to transfer knowledge and skills acquired to the communities mentioning that; as the war has ended many development agencies are moving to Gulu therefore Union leaders must be equipped with relevant knowledge and skills to lobby for inclusion of disability issues into the various programmes starting.

He also briefed members on how funds flow from the district to the sub counties.

Chief Guest

The district rehabilitation officer officiated as chief guest at the closing ceremony. She started off by thanking the Gulu District Union leaders for giving her the honour to close the training and then went ahead to introduce herself. She noted that; she had also assessed the need for the sub county leaders to be trained to ably perform their roles at the sub county levels.

She thanked COMBRA for honouring the invitation while commending the quality of training COMBRA offers. She informed participants that she was also trained by COMBRA in 2004 and the training has enabled her to perform her duties as a District rehabilitation officer.

She informed participants that; knowledge is wealth and that as leaders they have been brought together to acquire wealth through the training. She emphasized that; leadership is not by title but by performance and achievement and that; achievement calls for collective responsibility and collaboration by the leaders. Therefore, Gulu Union does not succeed alone; as the union takes the lead the same spirit should continue from the union down to the grassroots level. She further noted that there can be no success without leaders at the lower levels; therefore she urged the leaders not to take the training as a tour but that results are expected.

She repeated that results are expected and ended by thanking every body present for sacrificing the two days and for the active participation with an applaud that ; **'that's the spirit'** and immediately declared the workshop closed.

9.0 CONCLUSION

The two - day workshop for leaders of persons with disabilities in Gulu and Amuru that was facilitated by COMBRA ended successfully. The workshop took a participatory approach to ensure that each participant was actively involved. The training enabled participants to interact and to come up with key issues in regard to; common disabilities and challenges faced by persons with disabilities, their roles and responsibilities and steps to take towards improving quality of lives of persons with disabilities. This report creates a good background towards strategic planning for persons with disabilities in Amuru and Gulu.

COMBRA appreciates the opportunity given to facilitate the training and looks forward to continued collaboration with Gulu Disabled Peoples Union.

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