

**Report on**  
**The CBR course for Community Development**  
**Assistants (CDAs) and Representatives of**  
**Persons with Disabilities (PWDs).**

Venue: COMBRA Training Centre  
Duration: 21<sup>st</sup> May – 17<sup>th</sup> August 2001.



*A client with club feet identified for corrective surgery*

© September 2001

*Barbara Batesaki,  
Ag. Executive Director,  
COMBRA,  
P.O. Box 708,  
KAMPALA,  
UGANDA.*

Tel: 256-041-290803  
E-mail: [combura@infocom.co.ug](mailto:combura@infocom.co.ug)

## TABLE OF CONTENTS

Table of Contents	.....	i
Executive Summary	.....	ii
<b>1.0 INTRODUCTION</b>	.....	<b>1</b>
1.1 Background Information	.....	
<b>2.0 THE COURSE</b>	.....	<b>2</b>
2.1 Purpose of the Course	.....	
2.2 Objectives	.....	
2.3 Training Methodology	.....	
2.4 Participants	.....	
2.4.1 Participants profile	.....	3
2.4.2 Participants expectations	.....	4
2.4.3 Participants agreed norms	.....	
<b>3.0 THE COURSE PROCESS</b>	.....	<b>5</b>
3.1 The Opening Ceremony	.....	
3.2 Course leadership	.....	
3.3 The Course content	.....	6
3.4 Facilitators	.....	7
3.5 Field visits	.....	7
3.6 Fieldwork	.....	8
3.6.1 Fieldwork Assignment	.....	
3.6.2 Fieldwork supervision	.....	9
<b>4.0 COURSE EVALUATION</b>	.....	<b>10</b>
4.1 Participants assessment	.....	
4.2 Participants Evaluation	.....	
<b>5.0 PARTICIPANTS RECOMMENDATIONS</b>	.....	<b>13</b>
<b>6.0 CLOSING CEREMONY</b>	.....	<b>13</b>
<b>7.0 CONCLUSION</b>	.....	<b>14</b>
<b>8.0 ACCOUNTABILITY REPORT</b>	.....	<b>15</b>
<b>APPENDIXES</b>		
I Opening Ceremony Speech		
II Course Timetable		
III Fieldwork assignment		
IV Closing speech		
V Students speech		
<b>TABLES</b>		
Table 1:	Indicates participants profile .....	3
Table 2:	Summary of participants evaluation.....	11

## ACKNOWLEDGMENT

COMBRA, the Community Based Rehabilitation Alliance was entrusted to train community workers for Ministry of Gender Labour and Social Development in Community Based Rehabilitation skills.

The second training of Community Development Assistants CDAs and Representatives of PWDs, which started on the 21<sup>st</sup> May 2001 and ended on the 17<sup>th</sup> August 2001 was duly completed. This led to the production of this report.

COMBRA takes this opportunity to acknowledge the support of the Norwegian Association of the Disabled (NAD), which has made it possible for this course to take place and the continued collaboration between COMBRA and the Ministry of Gender, Labour and Social Development.

## 1.0 INTRODUCTION

### 1.1 Background Information

COMBRA, the Community Based Rehabilitation Alliance is an indigenous Non-Government Organisation committed to facilitating sustainable development of persons with disabilities at all levels. COMBRA started training rehabilitation workers in a 16-week course in Community Based Rehabilitation as an approach to reach the grass root persons with disabilities.

COMBRA has continued to run tailor made courses for her partners. Through this process, Ministry of Gender, Labour and Social Development with financial support from NAD contracted COMBRA to train another set of Community Development Assistants (CDAs) and representatives of Persons with Disabilities (PWDs) who operate at the sub-county level. COMBRA looks at this as a positive step that enhances the delivery of quality rehabilitation services to persons with disabilities.

**COMBRA Vision is:**

*A world where all people with disabilities have access to equal opportunities in society.*

**COMBRA Mission is:**

*To empower and advocate for and with persons with disabilities for their sustainable development through community based rehabilitation.*

COMBRA has endeavored to achieve her set mission and objectives through the following complimentary components:

- *Training*
- *Community programmes*
- *Institutional Development*

## 2.0 THE 10-WEEK CBR COURSE FOR COMMUNITY WORKERS

The course attracted 19 participants of whom 12 were Community Development Assistants (CDAs), one was a District Rehabilitation Officer (DRO) and six were representatives of Persons with Disabilities (PWDs). They comprised of four women and 15 men from the Districts of Kanungu, Mayuge, Tororo, Mbale, Sironko, Iganga, and Rukungiri. It should be noted that some of these Districts are new and are set to start CBR programmes while others need to expand to other sub-counties.

### 2.1 Purpose of the course was:

***To build the capacity of Community Development Assistants (CDAs) and representatives of Persons with Disabilities (PWDs) to enable them organise and implement Community Based Rehabilitation (CBR) programmes at community level.***

### 2.2 Objectives:

*By the end of the course, participants were expected to be able to:*

- ☐ Explain the different approaches in rehabilitation of PWDs.
- ☐ Demonstrate skills in identifying impairments, assessing and planning programmes for an individual at family level.
- ☐ Demonstrate social work skills.
- ☐ Demonstrate skills in mobilising and planning with communities.
- ☐ Explain how to mobilise PWDs for income generating activities.
- ☐ Describe and apply monitoring and supervision tools.

### 2.3 Training methodology

Participants were introduced to theory, practical work and fieldwork using the following methodologies:

- Case studies
- Modified lectures.
- Self-discovery learning.
- Audiovisual aids.
- Practical demonstrations.
- Group discussions
- Field visits and fieldwork.

## 2.4 Participants

### 2.4.1 Participants profile

No.		Sex	Responsibility	District	Sub-county
1	Bankyaye Paul	M	Councillor for PWDs	Mayuge	Buwanga
2	Banobi Herbert	M	Assistant Community development Officer	Kanungu	Kayunza
3	Gizamba Francis	M	Community development Assistant	Sironko	Buhugu
4	Kabi Grace	F	Community development Assistant	Iganga	Irongo
5	Kansiime Wilberforce	M	Community development Officer	Kanungu	Kihihi
6	Kibuwo David	M	Community development Assistant	Mbale	Bukiigai
7	Kyempasa Christopher	M	Councillor for PWDs	Tororo	Kachonga
8	Mberenge Phoebe	F	Councillor for PWDs	Iganga	Nakigo
9	Mulera Harmonie	F	District Rehabilitation Officer	Rukungiri District	
10	Obbo Ben Francis	M	Community development Assistant	Mayuge	Imanyiro
11	Olege Christopher	M	Community development Assistant	Tororo	Nagongera
12	Oloka Richard	M	Councillor for PWDs	Tororo	Iyowa
13	Otim .R. Victoria	M	Community development Assistant	Mbale	Nakalonke
14	Makai Nangosya.	M	Community development Assistant	Mbale	Bungokho-Mutoto
15	Masandha Amini	M	Councillor for PWDs	Mayuge	Baitambowe
16	Nabalaya Ziita	F	Representative, PWDs	Sironko	Bakhal
17	Tenywa Paul	M	Community development Assistant	Iganga	Ivikula
18	Wesonga Philemon	M	Community development Assistant	Sironko	Buteza
19	Yaaka Mabala	M	Community development Assistant	Mbale	Bumpoto

**Table 1: Indicates Participants profile**

This set of students consisted of enthusiastic community workers who were ready to transform their respective communities after training.

#### 2.4.2 Participants Expectations

- Know more about COMBRA.
- Know how to set up Organisations that benefit PWDs.
- Learn how to write project proposals.
- Learn the causes of disabilities.
- Learn the types of disabilities.
- Learn how to make appliances.
- Learn how to initiate income-generating activities.
- Learn how to assist disabled persons.
- Know the meaning of Community Based Rehabilitation and the Government policy on disability.
- Learn how to integrate persons with disabilities in the main stream
- Learn how to identify different kinds of disabilities and where to refer them for further management.
- Learn how to write better reports.

Glancing at the training objectives, it can be confidently concluded that the participants expectations were fulfilled by the course content.

#### 2.4.3 Participants agreed norms

- Attend all sessions.
- Respect one another.
- Keep the class and hostel tidy.
- Keep time.
- Respect staff & facilitators
- Be sober in class
- Speak one at a time
- Observe table manners
- Inform the course leader when leaving the centre
- Be tidy
- Know your leadership roles and responsibilities.

## 3.0 THE COURSE PROCESS

### 3.1 The Opening Ceremony

The Minister of State for Disability and the elderly affairs in the Ministry of Gender, Labour and Social Development was represented by the Commissioner for disability and elderly affairs to officially open the course on 26<sup>th</sup> May 2001.

In her speech read by the Commissioner she noted that the Ministry was pleased and aware that the training aims at strengthening and enhancing the potentials of Community Development Assistants (CDAs) and representatives of Persons with Disabilities (PWDs) so as to internalise needs and issues of persons with disabilities. She appealed to the CDAs and representatives of PWDs to be committed through out the course to equip them selves with a combination of skills that will enable them serve all PWDs in their respective communities.

The Guest of Honour further noted that Uganda today is rapidly moving along the line of integration, this is the way forward for any type of development in today's world. She appealed to COMBRA to keep up this noble venture of training community workers and thanked NAD for providing the financial support. *(See Appendix I for the Opening speech).*

In brief remarks, the Acting Executive Director COMBRA welcomed participants to the course. She gave a brief outline of the training and COMBRA as an organisation. She appreciated the close collaboration with Ministry of Gender, Labour and Social Development that has grown stronger over the years. She thanked the Ministry for entrusting COMBRA to train CDAs and representatives of PWDs. She noted that this relationship will continue to bear healthy fruits and extended her appreciation to NAD for the support that has enabled COMBRA carry out the training.

Finally participants were encouraged to utilise this opportunity to enrich their knowledge because COMBRA has got a conducive environment that will enable them transform further. The workshop was then declared open.

### 3.2 Course Leadership

Noting that participants were adult learners, the course adopted a programme that was flexible and could be adjusted according to participants' needs. To enable the smooth course administration, participants selected their own leaders to undertake the following roles:

- Course Leader - was the over-all leader for participants.
- Welfare officer - whose duty was to ensure that the welfare of participants was well catered for.
- Secretary - whose duty was to make a summary of each day's session for presentation the next morning. The secretarial duties were carried out in turns to build participants communication skills.
- Time keeper - responsible for time management.
- Health welfare - in charge of maintaining the first aid kit and giving administration an update on the participants health.

### **Morning evaluations**

Participants and COMBRA management together agreed to carry out daily evaluations. This was done every morning before sessions. It was through these evaluations that daily adjustments were made depending on what has been raised and discussed between the two parties.

### **3.3 The Course Content**

*The course covered the following topics:*

- |  |   |
|--|---|
| <ul style="list-style-type: none"> <li>▪ Introduction to disability.</li> <li>▪ Introduction to community. Based rehabilitation. CBR</li> <li>▪ The National CBR Programme.</li> <li>▪ Primary health care.</li> <li>▪ Community mobilisation and participation.</li> <li>▪ Human rights.</li> <li>▪ Attitudes.</li> <li>▪ Social work principles and skills.</li> </ul> | <ul style="list-style-type: none"> <li>▪ Community development.</li> <li>▪ Project management.</li> <li>▪ Income generating activities.</li> <li>▪ Child development and early stimulation.</li> <li>▪ Impairments.</li> <li>▪ Care of older people.</li> <li>▪ Appropriate technology.</li> <li>▪ Teaching and learning.</li> <li>▪ Action plans.</li> <li>▪ Fieldwork.</li> </ul> |
|--|---|

*(Course Timetable See Appendix II).*

### **3.4 Facilitators**

COMBRA internal trainers and external resource persons worked hand in hand to carry out the training.

*The external resource persons were drawn from:*

Ministries of: Education Health and Gender, Labour and Social Development, Education. District Rehabilitation Officers from Mbarara and Mukono Districts were also used.

*Other Government Institutions included:*

- Butabika National Psychiatric Hospital.
- Nsamizi Institute of Social Development.
- Uganda National Institute for Special Education (UNISE).
- Educational assessment and resource services (EARS).
- Mulago Hospital

*COMBRA also drew facilitators from the following NGO's and Agencies:*

- African Development Foundation (ADF)
- German Leprosy Relief Association (GLRA)
- National Union of Disabled Persons of Uganda (NUDIPU)
- Uganda National Association of the Blind (UNAB)

### **3.5 Field visits**

As part of the training, participants visited the following Institutions:

#### *Butabika Hospital*

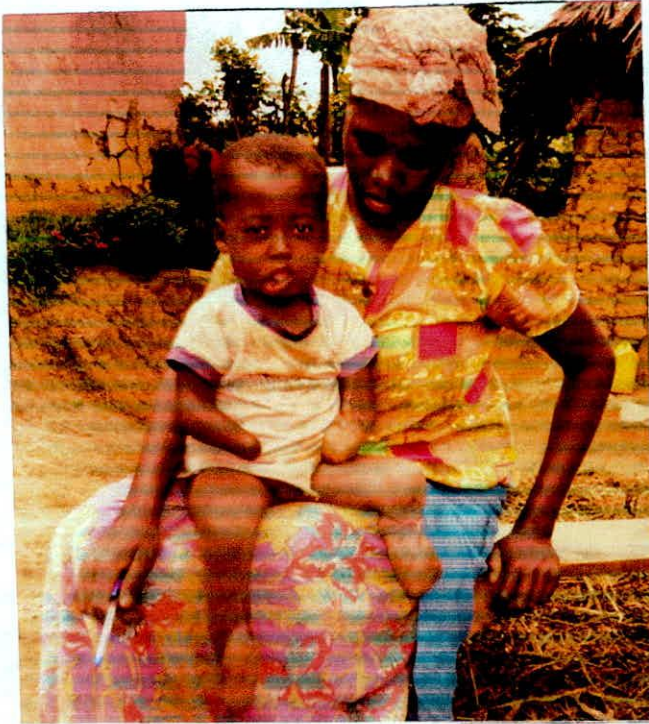
Participants visited Butabika National Psychiatric Hospital where they were exposed to services available for people with mental health problems. The visit was very stimulating as the majority of participants were not aware of problems of people with mental health and the available services. Participants noted that this visit demystified their hidden fears.

#### *World Confederation for Physiotherapy Africa Region Congress*

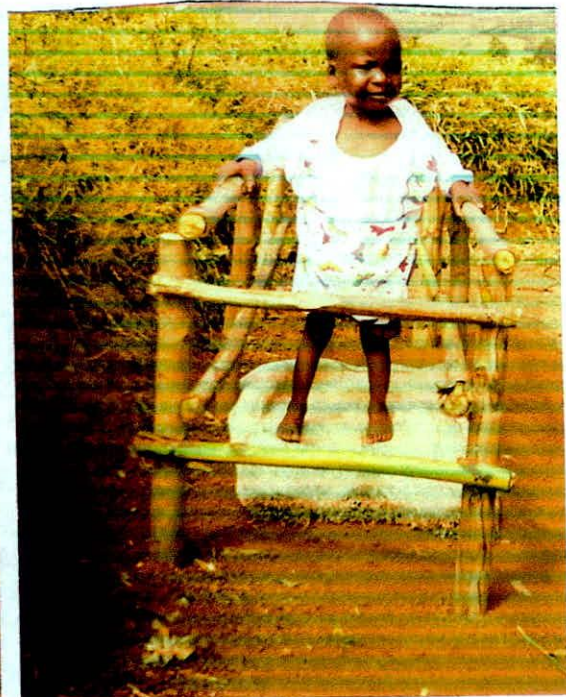
The Uganda Association of Physiotherapy hosted the 4<sup>th</sup> World Confederation for Physiotherapy Africa Region Congress in August 2001. Before the Congress was a 2-day CBR pre-congress which was funded by NAD. The CDAs and representatives of PWDs had the opportunity of attending this pre-congress. This enabled them to share and learn more about CBR practice from other countries.

### Bwaise CBR Project

Participants also visited the Bwaise CBR project. The visit was planned to enable them practically witness how the project activities are carried out and borrow ideas of implementing them to their communities. They visited some homes of PWDs in Bwaise, which enlightened them on the appropriate management of some disabilities.



*A client identified for corrective surgery*



*Client practicing how to use parallel bars*

## **3.6 Fieldwork**

### *3.6.1 Fieldwork Assignment*

In preparation for fieldwork, participants were introduced to the Ministry of Gender, Labour and Social Development assessment form and participatory learning action (PLA) tools for collecting information. (See Appendix III fieldwork assignment).

During the fieldwork, participants were also required to use PLA tools to map resources for rehabilitation, identify problems faced by PWDs, prioritise them and discuss solutions to solving the problems with the community. They also had to identify and assess ten clients with disabilities and develop an appropriate plan of action for each client.

### 3.6.1 Fieldwork Supervision

During fieldwork, teams comprising of COMBRA staff and officials from the Ministry of Gender, Labour and Social development traveled to the field to supervise and provide technical support to participants.

*During the visits, the team made the following observations:*

- All participants had gone into the field and collected data. However, few had not worked as expected.
- The leaders at sub-county level became aware of CBR work as a result of participants intervention.
- The DROs were supportive to the students.
- The District executives were aware of disability issues.
- Parents had trust in students and followed their guidance.
- It was noted that sub-counties were far apart and many feeder roads were in poor condition thus time allocated for each student was not enough.

On return from the field, participants were expected to present their findings and list down their achievements and challenges in the field.

### Achievements

*The following are some of the students achievements from the fieldwork*

- Managed to acquire skills in assessing PWDs, identify their problems and plan action.
- Held sensitization sessions for community leaders.
- Gained practical experience in working with PWDs.
- Developed registers for PWDs for their sub-counties.
- Registered and assessed clients with various disabilities.
- Managed to take photos for PWDs and filled in all the forms.
- Made assistive devices for clients.
- Referred some clients to referral networks, which included Hospitals and Schools.

Participants returned to the Centre with a lot of practical experiences and new knowledge tested in the field that guided them towards completion of the Course.

### Challenges

*The following are some of challenges individual participants presented:*

- Parents of children with disabilities and some PWDs had high expectations.
- Some clients homes were distantly located.
- Most PWDs who were referred for Hospital services lacked funds for transport and later meet the hospital bills.
- Some CDAs had so many other programmes awaiting them.

## 4.2.1 Participants Evaluation

No.	Topic	Excel lent	Good	Fair	N/A
1.	Introduction to disability (Situational analysis)	7	12	-	-
2.	Introduction to disability (Classifications)	5	14	-	-
3.	Causes of disability	4	15	-	-
4.	Introduction to CBR	8	11	-	-
5.	Concepts & Principles of CBR	5	14	1	-
6.	Models of CBR	5	9	5	-
7.	Primary Health Care	7	12	-	-
8.	Community mobilisation & participation	2	12	5	-
9.	Leadership skills for PWDs	5	14	-	-
10.	Attitude	6	13	-	-
11.	Social work principles & skills	5	14	-	-
12.	Human rights & equalisation of opportunities	2	16	1	-
13.	Counseling	7	12	-	-
14.	Groupwork methods	4	15	-	-
15.	Community Development	6	10	3	-
16.	Developing a constitution	7	12	-	-
17.	Child development & early stimulation	3	15	1	-
18.	Epilepsy	6	9	4	-
19.	Hearing impairments	7	12	-	-
20.	Introduction to appropriate technology	5	14	-	-
21.	Moving difficulties (cerebral palsy)	7	12	-	-
22.	Leprosy	9	10	-	-
23.	Social economic rehabilitation	4	10	5	-
24.	Mental illness	1	15	3	-
25.	Visual impairments	3	15	1	-
26.	Birth defects	2	13	4	-
27.	Mental retardation	2	10	7	-
28.	PRA	5	11	3	-
29.	Assessing PWDs	-	7	12	-
30.	Poliomyelitis	6	11	2	-
31.	Report writing	3	11	5	-
32.	Introduction to action plans	4	10	5	-
33.	Presentation of action plans	1	12	6	-
34.	Preparation for field work	6	9	4	-
35.	Presenting fieldwork experiences	13	6	-	-

No.	Topic	Excel lent	Good	Fair	N/A
36.	Appropriate technology	10	8	1	-
37.	Introduction to IGAs	5	10	4	-
38.	Disability & functional literacy	-	2	15	2
39.	Care of older persons	2	10	7	-
40.	Adult learning skills	3	12	4	-
41.	Project planning & implementation	3	10	6	-
42.	Multi-sectoral collaboration (DRO Mbarara)	8	9	2	-
43.	Multi-sectoral collaboration (MOH)	2	10	7	-
44.	Multi-sectoral collaboration (EARS)	3	11	5	-
45.	Gender & disability	4	15	-	-
46.	Theatre for development	-	-	-	-
47.	Marginalisation in disability	4	15	-	-
48.	Multi-sectoral collaboration (NUDIPU)	-	-	-	-
49.	Action plans	-	17	2	-
	<b>TOTAL SCORES</b>	<b>213</b>	<b>546</b>	<b>130</b>	<b>02</b>

Table 2: Shows a summary of Participants evaluation

As reflected above, participants found most of the topics excellent or good and of those, 23.9% was excellent and 61.3% good. Only a few found some sessions fair as reflected by the 14.6%. A few found sessions not applicable as reflected by the 0.2%.

These results represent participants opinions and were a good indicator to the course organisers for planning future training sessions.

Although all topics were important, the following were most appreciated by participants:

- Introduction to CBR.
- Appropriate technology.
- Social work principles & skills.
- Management of children with Cerebral palsy.
- Project planning and implementation.
- Mental illness

#### Other Areas

**Accommodation:** Most participants commended COMBRA for her good facilities. They appreciated COMBRA's efforts to give them treated mosquito nets and insecticide, which reduced the risks of getting malaria at the Centre.

**Meals:** Similarly the meals were rated as excellent and no complaints were noted.

**Facilitators:** Both internal and external resource persons were commended for their time and skills in facilitation on their respective sessions.

*Participants observed the following areas that need attention in future:*

- Improve COMBRA entertainment facilities for out-door games i.e. volleyball, table tennis e.t.c.
- Need for a fence for participants security.

## 5.0 PARTICIPANTS RECOMMENDATIONS

- In future COMBRA should organise refresher courses to continue building the capacity of CDAs and representatives of PWDs.
- COMBRA and the Ministry of Gender, Labour and Social Development should follow-up participants in the field even after completion of the course to give them guidance and technical support.
- The district rehabilitation officers should continue to supervise CDAs in the CBR programmes.
- CDAs should be involved in making budgets and consequently controlling the CBR budget at sub-county level. Funds should therefore be brought down to sub-county level since it is the core of implementation.
- Similar courses should be organised for other CDAs to get such knowledge and skills.
- More time should be allocated for fieldwork supervision.

## 6.0 CLOSING CEREMONY

The Minister of State in charge of the elderly and disability affairs, Ministry of Gender, Labour and Social Development Hon. Florence Naiga Ssekabira, officiated as the Guest of Honour.

In her speech, the Minister thanked COMBRA and participants for successfully completing the course. She highlighted the current Government policy of addressing disability issues at community level. She advised graduands to put the acquired skills into use and use UN standard rules as a guiding principle for implementation of CBR activities. She thanked NAD for the financial support and COMBRA for spearheading the training of community development workers.

The Minister encouraged graduands to go back to their communities and make use of the available resources. She later handed over certificates to participants. *(See Appendix IV for the Minister's closing speech).*

The Acting Executive Director COMBRA extended her gratitude to the participants for the hard work and the exemplary performance exhibited. She informed the Guest of Honour that participants had successfully completed the course and looked forward to implementing CBR in their communities. She appealed to the CDAs to utilise every opportunity in their Districts to address needs of PWDs and cautioned them not to over promise but to handle what they can manage. She appealed to the Ministry to give the new graduands some logistical support to successfully implement their community programmes.

On behalf of participants, the course leader thanked COMBRA for the knowledge and hospitality accorded to them through out the course. They pledged to deliver services to PWDs at grass root level once they settle in their respective communities. *(See Appendix V for the students speech).*

## 7.0 CONCLUSION

The second CBR course for Community Development Assistants (CDAs) and representatives of Persons with Disabilities (PWDs) that COMBRA undertook on behalf of the Government was successfully completed. The close partnership with Ministry of Gender, Labour and Social Development made it easy for COMBRA to organise the course. COMBRA extends her sincere appreciation to facilitators who made the course a success.

COMBRA takes this opportunity to acknowledge the support of the Norwegian Association of the Disabled, which made it possible for this training to take place. COMBRA looks forward for continued support and collaboration with NAD.

## ACTIVITIES FOR THE LAST QUARTER OF 2001

- Develop a CBR Curricular for in-service training for Community Health workers and primary school teachers.
- Participate in in-service training for Community Health workers and primary school teachers.
- Participate in the training of CBR actors for Tororo modal District.

## 8.0 ACCOUNTABILTY REPORT

Submitted to Ministry of Gender, Labour and social development and NAD

ACCOUNTABILTY REPORT SUBMITTED TO NAD FOR FUNDS RECEIVED  
TO TRAIN CDAS, PRIMARY SCHOOL TEACHERS AND COMMUNITY  
HEALTH WORKERS  
*(In Uganda shillings).*

Balance B/F	(-561,450)
Receipts from NAD (April 2001)	33,891,046
Receipts from NAD (August 2001)	<u>37,102,162</u>
<b>Total Receipts</b>	<b><u>70,431,758</u></b>

Less Expenditures.

Training CDAs

Opening ceremony	103,000
Closing ceremony	199,600
Accommodation and meals	11,970,000
*Facilitators allowances	1,248,000
Photocopying handouts	376,500
*Transport refund	940,000
*Incidental Allowances	2,768,000
*Fieldwork Allowances	3,990,000
Participants Stationary	567,400
Communication	46,000
Appropriate Technology	567,400
Medical Care	156,500

Community visits	136,400
Field supervision	2,298,300
<b><u>Sub Total</u></b>	<b><u>25,367,100</u></b>
Uganda Association of Physiotherapists(WCPT-A)	4,512,000
<b>Total Expenditures</b>	<b><u>29,879,100</u></b>
Balance C/F	40,552,658

*\* Although we expected 20 participants, only 19 turned up and one did not complete the course, this affected the general expenditure.*

*\* The districts where the participants came from were close (Initially they were one district) thus low expenses during the field supervision.*

*\*The participants attended a two- day CBR pre congress for the World Confederation for Physiotherapist (WCPT-A) thus reducing facilitation expenses.*

  
.....  
Submitted by  
Barbara Batesaki  
Acting Executive Director  
**COMBRA**

**SPEECH BY HON. NAYIGA FLORENCE SSEKABIRA,  
MINISTER OF STATE FOR GENDER, LABOUR AND  
SOCIAL DEVELOPMENT IN CHARGE OF DISABILITY  
AND ELDERLY AFFAIRS AT THE OPENING CEREMONY  
OF THE TRAINING PROGRAMMES FOR CDAS AND  
REPRESENTATIVES OF PWDS AT COMBRA ON 26<sup>TH</sup>  
MAY, 2001.**

---

**The Board of Trustees**

**The Ag. Director, COMBRA**

**Staff of COMBRA**

**In-coming students.**

I wish to express my pleasure to be here today to witness the opening of this 6 week training course in this Institution for the Community Development Assistants and representatives of persons with disabilities.

I am well aware that this training is aimed at strengthening and enhancing your potentials so that you internalise needs and issues on disability and also improve on management of impairments accordingly.

I wish to thank COMBRA for ~~the~~<sup>its</sup> commitment towards the development of skills for improving on independent living among PWDS and their effective participation in life. This is a commendable spirit especially as the disability movement in Uganda today is rapidly moving along the line of integration. Infact, that is the way forward for any type of development in todays, world, so COMBRA, please, keep it up.

On the part of course participants, I feel very privileged to welcome you to this training. I believe that your presence will enrich the entire training exercise with a lot of experience from your respective communities. I also wish to urge you to be committed so that at the end of it, you will be equipped with a combination of ideas and skills that will enable you to serve all PWDs in our communities.

As CDAs, you are the key contact persons at the grassroots. For that reason, I would like to appeal to you to actively participate so that you can be able to carry out comprehensive assessment of the needs of PWDs and thereafter, make plans and implementable programmes that Government will sell to our partners both local and international for sustainable support. It is important to note that our work today is to be measured by services we deliver (Rom) and not by the certificate or diplomas and degrees we hold. Please remember that PWDs in Uganda are in need of many essential items hence the necessity for us to be practical and need centred.

Finally, let me once again sincerely thank COMBRA and our funders of this training programme. I also thank everyone present for having endeavoured to attend this programme in person and I wish you a successful course for more results oriented service when you go back to your respective stations.

With these few remarks, I wish to declare the training programme open.

***For God and my Country.***

**WEEK 1****TIMETABLE FOR THE 2<sup>ND</sup> TEN-WEEK TRAINING FOR COMMUNITY DEVELOPMENT ASSISTANTS AND REPRESENTATIVES OF PERSONS WITH DISABILITIES AT COMBRA TRAINING CENTRE**

DATE	8.30 - 11.00 A.M		11.20 -1.00 P.M.		2.00 - 4.30 P.M
<b>MON.</b> <b>21/05/01</b>	Introduction, Expectations & Course outline  <i>Ms. Ntegyereize -MGLSD</i> <i>Ms. Batesaki -COMBRA</i>	<b>B</b>	Introduction to Disability <i>Situational Analysis</i> International Classification  <i>Ms. Batesaki -COMBRA</i>	<b>L</b>	Introduction to CBR <i>- History &amp; Evolution</i>  <i>Mr. Masiga - MGLSD</i>
<b>TUE.</b> <b>22/05/01</b>	Concepts & Principles of CBR  <i>Ms. Katende -GLRA</i>	<b>R</b>	Cont....	<b>U</b>	Models of CBR  <i>Ms. Katende -GLRA</i>
<b>WED.</b> <b>23/05/01</b>	Primary Health Care  <i>Ms. Batesaki -COMBRA</i>	<b>E</b>	Cont....	<b>N</b>	CBR Management & Sustainability  <i>Mr. Masiga - MGLD</i>
<b>THUR.</b> <b>24/05/01</b>	Leadership Skills for PWDs  <i>Mr. Mwesigye - NUDIPU</i>	<b>A</b>	Cont....	<b>C</b>	Causes of Disability  <i>Mr. Bashasha –Mulago</i>
<b>FRI.</b> <b>25/05/01</b>	Community mobilisation & participation  <i>Ms. Ntegyereize -MGLSD</i>	<b>K</b>	Cont....	<b>H</b>	Attitude  <i>Mr. Kanya– NUDIPU</i> <b>Official Opening (4:30 p.m.)</b>
<b>SAT.</b> <b>26/05/01</b>	Communication Skills  <i>Ms. Mukisa - UNAPD</i>		Cont....		

## WEEK 2

DATE	8.30 - 11.00 A.M		11.20 A.M-1.00 P.M.		2.00 P.M – 4.30 P.M
<b>MON.</b> <b>28/05/01</b>	Social Work principles, skills & roles  <i>Mr. Obbo - Nsamizi</i> <i>Ms. Rubarema – COMBRA</i>	<b>B</b>	Cont....	<b>L</b>	Cont....
<b>TUES.</b> <b>29/05/01</b>	Counseling  <i>Ms. Rubarema – COMBRA</i>	<b>R</b>	Cont....	<b>U</b>	Cont....
<b>WED.</b> <b>30/05/01</b>	Counseling  <i>Ms. Rubarema – COMBRA</i>	<b>E</b>	Cont....	<b>N</b>	Cont....
<b>THUR.</b> <b>31/05/01</b>	Groupwork Methods  <i>Mr. Obbo - Nsamizi</i>	<b>A</b>	Cont....	<b>C</b>	Human Rights & Equalisation of opportunities  <i>Hon. Ndeezi –NUDIPU</i>
<b>FRI.</b> <b>1/06/01</b>	Community Development  <i>Mr. Obbo - Nsamizi</i>	<b>K</b>	Cont....	<b>H</b>	Developing a Constitution  <i>Mr. Obbo - Nsamizi</i>
<b>SAT.</b> <b>2/06/01</b>	Child Development & early stimulation  <i>Mr. Njuki – UNISE</i>		Cont....		

### WEEK 3

DAY	8.30 - 11.00 A.M		11.20 -1.00 P.M.		2.30 - 4.30 P.M
<b>MON.</b> <b>04/06/01</b>	Moving difficulties <i>Cerebral Palsy</i>  <i>Ms. Batesaki - COMBRA</i> <i>Mr. Kiwanuka - COMBRA</i>	<b>B</b>	Cont....	<b>L</b>	Epilepsy  <i>Ms. Wakida – Butabika Hosp.</i>
<b>TUE.</b> <b>05/06/01</b>	Mental Retardation  <i>Mr. Njuki - UNISE</i>	<b>R</b>	Cont....	<b>U</b>	Appropriate Technology  <i>Mr. Kiwanuka-COMBRA</i>
<b>WED.</b> <b>06/06/01</b>	PRA <i>Mapping</i> <i>Mr. Kiwanuka-COMBRA</i>	<b>E</b>	<i>Pair wise ranking</i> <i>Mr. Kiwanuka-COMBRA</i>	<b>N</b>	Problem tree Venn diagram <i>Ms. Batesaki - COMBRA</i>
<b>THUR.</b> <b>07/06/01</b>	Introduction to Action Plans  <i>Mr. Obbo -Nsamizi</i> <i>Ms. Ampaire -DRO Mukono</i>	<b>A</b>	Cont....	<b>C</b>	Appropriate Technology  <i>Mr. Kiwanuka-COMBRA</i>
<b>FRI.</b> <b>08/06/01</b>	Assessing PWDs  <i>Ms. Ampaire - DRO Mukono</i>	<b>K</b>	Presentation of Action Plans  <i>Mr. Obbo -Nsamizi</i> <i>Ms. Ampaire - DRO Mukono</i>	<b>H</b>	Preparation for fieldwork / Evaluation  <i>Ms. Ntegyereize -MGLSD</i> <i>&amp; Ms. Kaggya –MGLSD</i> Departure for field work
<b>SAT.</b> <b>9/06/01</b>	Birth Defects  <i>Mr. Bashasha –Mulago</i>		Cont....		

## WEEK 4

DATE	8.30 - 11.00 A.M		11.20 - 1.00 A.M		2.00 - 4.00 P.M
MON. 11/06/01	Poliomyelitis <i>Mr. Bashasha - Mulago</i>	B	Cont....	L	Appropriate Technology <i>Mr. Kiwanuka-COMBRA</i>
TUE. 12/06/01	Hearing Impairment <i>Mr. Kiwanuka -COMBRA</i>	R	Cont....	U	Appropriate Technology <i>Mr. Kiwanuka-COMBRA</i>
WED. 13/06/01		E	Cont....	N	Cont....
THUR. 14/06/01					
FRI. 15/06/01					
SAT. 16/06/01	DEPARTURE FOR 4-WEEK FIELDWORK				

## WEEK 5

DATE	8.30 - 11.00 A.M		11.20 –1.00 PM		2.00 - 4.00 P.M
MON. 6/8/2001	CBR CONFERENCE AT Makerere University	B	Cont...	L	Visit of Bwaise CBR Project
TUE. 7/8/2001	CBR CONFERENCE AT Makerere University	R	Cont...	U	
WED. 8/8/2001	Mental illness Bothouwk- Butabika hosp.		Cont....	N	Tour of Butabika Hospital
THUR. 9/8/2001	Leprosy Dr. Kawuma –GLRA	A	Cont....	C	Social Economic Rehab. Phoebe Katende -GLRA
FRI. 10/8/2001	Hearing impairment <i>Moses Kiwanuka - COMBRA</i>	K	Cont....	H	Marginalization &Disability Anguyo-UNAB
SAT. 11/8/ 2001	Project Planning and implementation  <i>Ms. Mabisi – ADF</i>		Cont....		

## WEEK 6

DATE	8.31 - 11.00 A.M		11.20 –1.00 PM		2.00 - 4.00 P.M
MON. 13/08/01	Multi-sectoral collaboration  <i>Mr. Sam Masaba - DRO Mbarara</i>	B	Cont.....	L	Appropriate technology Kiwanuka moses- COMBRA
TUE. 14/08/01	<b>EXAMINATIONS</b>	R	Collaboration MOH  <i>Dr. Alice Nganwa -MOH</i>	U	Gender and Disability  Mr. Mabuya - MGLSD
WED. 15/08/01	Introduction to IGAs  <i>Mr. Moses Kiwanuka</i>	E	Cont.....	N	
THUR. 16/08/01	Collaboration EARS  <i>Mr. Olok – EARS</i>	A	Cont.....	C	Disability &functional literacy Ms. Mirembe -MGLSD
FRI. 17/08/01	Action Plans Presentations  Mr. Masiga MGLSD	K	Cont.....	H	<b>EVALUATION &amp; CLOSING CEREMONY</b>
SAT. 18/08/01	<b>DEPARTURE</b>				

## **FIELD WORK ASSIGNMENT**

### **FIELDWORK OBJECTIVES:**

During the four week fieldwork COMBRA students will be expected to develop experiences and meet challenges of Community- Based Rehabilitation in their communities. By the end of the four weeks, students should have achieved the following objectives:

- Gathered information about disability issues in their communities, which will facilitate them make-informed decisions.
- Screened at least two clients with different disabilities, planned and carried out home programmes and any other interventions.
- Filled two assessment forms for these clients.
- Practiced two PRA tools that have been learnt during training.

### **FIELDWORK PROCESS:**

1. Identify, assess, plan and carry out home programmes for two clients in your community .
2. Using participatory approach, develop a Venn (chapati) diagram for your community listing all social services/institutions that should help disabled people in your community. Draw varying sizes of circles (chapatis) according to the importance of the services/institutions to persons with disabilities.
3. Together with the community, identify one problem-affecting people with disabilities using pairwise ranking tool. Using the problem tree analysis tool, identify the core problem, causes, effects, determine solutions and plan action.

### **ASSESSMENT**

You will be required to write a report on your fieldwork, which will include the achievements, challenges, concerns, and possible solutions. You will also be expected to write a report on the two clients you worked with and present them to the class when you return.

**COMBRA WISHES YOU A NICE FIELDWORK.**

**SPEECH BY HON. MINISTER OF STATE FOR ELDERLY AND  
DISABILITY AT THE OCCASION OF CLOSING A COMMUNITY  
BASED (CBR) TRAINING WORKSHOP FOR COMMUNITY  
DEVELOPMENT ASSISTANTS (CDAS) AND REPRESENTATIVES  
OF PWDS AT KIREKA 4.00 P.M. ON FRIDAY 17<sup>TH</sup> AUGUST 2001**

**MANAGEMENT & STAFF – COMBRA**

**PARTICIPANTS (TRAINEES)**

**INVITED GUESTS**

**LADIES & GENTLEMEN**

With great humility and pride, I feel greatly privileged to merit your invitation as Chief Guest tonight at this noble occasion. Besides the special significance and due respect I attach to this occasion, COMBRA is held in very high esteem in the Disability Movement generally and by myself specifically. This is because among other reasons, COMBRA's 'mission and 'vision' is very similar to that of Government in the direction of liberating and empowering the Disabled.

To the best of my knowledge, the central objective of COMBRA is to increase accessibility to rehabilitation services, reduce attitudinal and physical barriers, and increase community participation through Community Based Rehabilitation.

This is quite like Government whose Democratisation Policy is geared towards creation of a world where all PWDS have equal opportunities in society. Government has gone ahead to underline its resolve in this regard

by endorsing an affirmative action in relation to PWDs. The Rights of all citizens of Uganda are duly enshrined in the 1995 Constitution. Also in all major legislation such as the Local Government Act, special consideration is reserved for representation of PWDs.

However, to 'actualise' these rights, Government can not do it alone. There is need for all stakeholders, individuals plus the private sector to join hands and work together.

On this note, I pay special tribute to the Donor community especially NAD for their selfless efforts and support in this cause.

Already the PWDs themselves have succeeded in registering the fact that they are a force to be reckoned with, a vital asset not liability in the socio-economic development of the country. Unlike any other marginalized groups, the PWDs vigilance and collectivity, has achieved relatively much in unbelievably short period.

However, the situation is far from ideal. For instance the UN estimates PWDs in the world at 600 million, 80% of which live in LDC's.

In LDCs, 98% PWDs have no access to Rehabilitation services; they are generally regarded as a residual population and unproductive by the local communities. Hence, there has generally been no Human Resource Investment in them to increase their productivity and income.

Already Government has made reasonable effort in improving the plight of PWDs as attested by the appointment of a Minister of State for Disability & Elderly affairs.

Government has been aware of the Global trend or shift from institutional mode of delivering services to PWDs a Community Based approach.

In light of this, between 1990 – 1991 the Ministry of Gender, Labour & Social Development started planning the implementation of CBR – which is entails delivery of services to PWDs at community level using available resources. It is a Community Based programme which targets PWDs. Their parents and the community at large.

In 1991, Government entered an agreement with NAD to start a National programme piloted in three districts of Mbarara, Bushenyi and Kabale. This has since risen to 10 districts.

Government is currently soliciting more funding for this programme to have a National coverage like Functional Adult Literacy (FAL).

Finally, I wish to make a special appeal to the Trainees. They need to be aware of the delicate role they are going to play and should be strategic in doing that, because they will have to get information to the community. Besides the skills learnt, personality in this kind of work is very important. This is because one of the major objectives of your work is to change the attitudes of both the community and the PWDs which is not an easy thing.

It is my hope that you will do this satisfactorily like your colleagues that you shall find there.

I congratulate you upon successful completion of this workshop and thank everybody who contributed towards its success.

On this note, I have the pleasure to declare this workshop closed.

Thank you.

***For God and my Country.***

## Appendix V

The Guest of Honour Hon. Minister of State for Disability and Elderly, Ministry of Gender, Labour and Social Development, the Commissioner Disability and Elderly Affairs, the Acting Executive Director COMBRA the facilitators, the invited guests, ladies and gentlemen.

### RE: MEMO FROM CBR COURSE PARTICIPANTS

On behalf of the participants and on my own behalf, I take this opportunity to welcome you to this centre.

I would also like to thank you for coming to share with us this important occasion of graduating the CBR Workers who are the agents of social change within the grassroot communities.

We thank the Ministry of Gender, Labour and Social Development in collaboration with COMBRA for organising such a valuable course for the stakeholders of CBR programme. We wish to assure you that a lot has been covered during the course work, fieldwork practicals and sharing of experiences.

The knowledge and skills acquired from here shall enable us to effectively and efficiently implement CBR programmes in our various areas of work.

However, we have the following remarks and recommendations:

Refresher courses for CBR workers trained at this centre be regularly organised by COMBRA to enable them share experiences and update their skills for improved performance and evaluation.

COMBRA in conjunction with the Ministry should develop an in-service CBR diploma programme and phase it into short semester terms for CBR certificate graduates.

COMBRA in collaboration with the Ministry should liaise with NAD to revive facilitation of CBR workers with bicycles and field allowance to enable them reach the grassroot PWDs.

The period for the CBR certificate course is too short to cover the entire course package. For instance, Appropriate Technology was not completely covered as planned. Lastly, we extend our heartfelt appreciation to COMBRA management and staff for their generosity, cooperation, and good facilitation rendered to us during our stay here.

We again thank the Ministry and COMBRA for organising this valuable course for us.

**Thank you, for God and my Country**

By CBR Certificate course participants  
May – August 2001.