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**A REPORT ON CAPACITY BUILDING, DEMOCRACY AND  
RIGHTS OF DISABLED PEOPLE IN THE NORTH AND SOUTH**



**Globaline students with their facilitators at closing ceremony.**

**VENUE: EGMONT HOSJKOLEN- DENMARK**  
**DURATION: 10<sup>TH</sup> AUGUST - 19<sup>TH</sup> DECEMBER 2008**

**Submitted by:**  
**Stephen Muhumuza**  
**Assistant Training Officer**  
**COMBRA**

## **1. 0 Introduction**

### **1.1 Background about Egmont Højskolen**

Egmont Højskolen is traditional Danish Folk High School for Persons Multiple Disabilities. Originally it was for the physical disabilities but now accommodates all categories of disabilities, it situated at verge of Kategatt Sea north of odder town in Hov north of Denmark. The school accommodates both Danish and non Danish students between age of 18-48 years who come to attend different courses according to ones capability and acquire different skills.

## **2.0 THE 19- WEEK GLOBALINE COURSE FOR COMMUNITY WORKERS**

The Global Line at Egmont Højskolen is a course for leaders at community and District level, focusing on Democracy and Rights for people with disability in the North and the South. The students are selected by Disabled Peoples Organizations of Denmark (DPOD) together with its Danish member organizations and their partners in the South. After 19 weeks in Denmark, the students go home to make a difference, using what they have learned in organizations and programmes, including those supported by DPOD's Mini Programme.

This course I attended entitled: "Capacity building, Democracy and Rights of Disabled People in the South and the North started on 10<sup>th</sup> August and closed 19<sup>th</sup> December 2008, we were eight participants from three Developing countries, 2 from Uganda, 2 from Nepal and four from Ghana. 3 females and 5 males. We were of different background in terms of education and cultures. Representing Disability organizations like us from Uganda were representing Uganda National Action on Physical Disability, while those of Ghana were representing associations of physical disabilities and Blind and those from Nepal representing associations of Deaf- blind and Mental retardation respectively.



## **2.1 Purpose of the course**

The overall purpose of the course was to equip the participants with the knowledge and skills for empowerment and the capacity building of community workers in human rights and democracy for countries in south.

## **2.2 Objectives of the course**

- The course was aimed at providing us with skills of implementing the organizational work in our disability organization for persons with disabilities both at local and District level.
- To get broader understanding of Democracy and how it can be implemented on personal and organizational level
- To gain the knowledge and understanding of rights and possibilities of Persons with disabilities and how they can be included in the participatory society.
- To strengthen individual participants in his/her capacity development , confidence/ social interaction

## **2.3 EXPECTATIONS FROM THE COURSE**

Participants on this course had the following expectations:  
To acquire knowledge in Computer.

- To gain knowledge of handling persons with Brain injury and Cerebral palsy.
- To get potential donors for the project.
- To get a certificate.
- To get more friends
- To gain knowledge in the following, proposal writing, Fundraising, lobbying and advocacy.
- To gain knowledge in Human rights

## **2.4 Training methodology:**

During the training at Egmont school, a number of methodologies were used by our two facilitators to impart knowledge to us and these included the following:

- Group discussions. During our training, we were grouped into groups sharing ideas since we were from different Disability organizations. This was important because we shared our experiences.



- Group exercises. This was done by each organization given assignment and after the exercise; the group presents to other members for comments from others members.
- Cases studies. Since the participants, we were representing different organizations so we found it of great value to share how different categories of disabilities are handled in our communities. This gave us practical experience of how different disabilities handled especially in developed countries like Denmark.
- Field visits. After some sessions like Democracy, Human rights and Denmark for beginners, we visited number of places to acquire practical experience of those topics covered in their communities

### **3.0 COURSE CONTENT**

- Strategic planning, here we introduced how to formulate, the Vision, Mission, the Objectives, and Goals of the Organization and how to carry out Strength, Weakness, Opportunities and threats analysis (SWOT) of the organization and this was important because I learnt how plan for the success for our organization.
- Learning and listening skills: here we looked at how we can use different parts of the body such as eye contact, use of gestures and the percentage in which can perceive the information and retrieve it in short or long term memory. This helped us to build self- confidence when you are delivering information to the public.
- Democracy, we introduced what is Democracy, how is democracy is practiced starting from our families, societies and in our organizations. We also learnt that Democracy is based on the following principles such as Accountability, tolerance, responsibility, transparency and respect for divergent views and we shared our principles can put into practice in our communities/ organizations.
- Human rights, we covered the following Background of Universal declaration of Human Rights, Background of UN-Convention of Persons with Disabilities, and we analyze all articles and some questions asked related UN - Convention of persons with disabilities.
- Fundraising: We covered what is fundraising? Why fundraise? How to fundraise and how to attract people to fundraise?



- Disability sports: we covered reasons why disabled people engage in sports, some relevant sports and games for the Disabled people to engage in.
- Accounting. We covered cash book, book keeping, and ledger book. Balance sheet. This will help me analyses the book of accounts and how small business start and how to calculate the profit and loss after every transaction carried out.
- Logical frame work( LFA) We introduced on how analyze our problems with stakeholders , identifying both immediate and Development goals, from these we activities to undertaken to achieve our goals
- Lobbying and Advocacy. Here we introduced what is lobbying and advocacy? How lobbying and advocacy is important to our organization and how to identify people to lobby?
- Journalism Course; We introduced how to write good article, features of newsletter, some tips of writing article.
- Introduction to Computers, we introduced Microsoft word, Microsoft excels, PowerPoint presentation, Adobe reader and introduction to Website design.
- Monitoring & Evaluation: We covered what is monitoring, why monitoring, how to evaluate, tools used in Evaluation.
- Communication skills: We covered what is communication? What are communication skills and how these relevant to our organizational development
- Leadership skills covered what is leader? What are Leader skills and how these relevant to our organizational development
- Conflict resolution : we covered ways of resolving conflict in organizations

During the course, we had practical sessions which include the following:

- Physical Education ( P.E) .This was good for physical exercises
  - Swimming. This was also good for physical exercises
- attached timetable annex 1**

### **3.1 FIELD VISITS:**

We visited number of places to get practical experience of how Democracy is practiced in Denmark and how they respect Human Rights in Danish communities so that we can copy from



them as we come back to our countries and these includes the following:

- 1 *SOLUND Rehabilitation center*. During our visit to the center for all categories of Disabilities .We learnt how different categories of persons with disabilities are handled and how create good environment between the clients because they also deserve respect and dignity like any other human beings
- 2 . *City Council Odder*, here we lectured how the democracy is practice in Denmark so that we emulate this example in our countries.
- 3 *Place of voluntary work* in Odder. We were told how voluntarily work supplements government efforts in assisting other people in the community like elderly people and disabled people.
- 4 *Visit to church*, we discussed with how Danish practice their religion. Danish only go to churches only on Christmas, Baptism, Confirmation, Marriage and when they loose their beloved one.
- 5 *Visit to Danish Parliament*, we were told how Democracy is practice in Denmark.
- 6 *Visit to Danish prison*, it was after the session of democracy that we visited the open prison whereby we learnt that respecting people rights is not theory but real because prisoners are given chance to visit their homes, they are paid and they acquire education while they are in prison.
- 7 *European Cultural meeting at Kong Folk high school*. We joined other students in Europe and discussed issues relating global warming and related effects.

### **3.2 Partnership Visits**

#### **Danish Brain injury association in Copenhagen**

We visited Danish Brain injury association in Copenhagen, our Partners welcomed us and we had good time with them. We discussed number of issues relating to the development of our project and organization as whole. They cited some way forward to project, they informed us that they are finalizing for the



Labour market project which supposed to start early January 2009. This visit was important because to us because it strengthened our relationships with our partners. We even identified other partners at local level that we shared with on how to form associations and how to support our fellow members in our organization.

#### **Danish Brain injury association in Aarhus**

Here we shared many issues regarding the formation and management of self-groups of our organization. During this meeting, we shared our problems with our partners. We learnt that when members are in groups it become easy for them to realize their potential because they experienced similar problems hence living a meaningful life.

**Danish Disabled Peoples organizations:** This is the umbrella organization for all disabled organizations in Denmark. It does fundraising for all organizations through Danish government. We discussed our different organizations in developing can access funds from this organization. The member partner's organizations have meetings at school to evaluate what is going at school and also to discuss with students about the future plan of their organizations in the south.



**Members of Danish Disabled organizations with Globaline students**



#### **4.0 Challenged faced**

- Communication between us and Danish speaking people was not easy.
- Weather was not conducive
- Danish culture was different from our culture
- Meals were not conducive

#### **5.0 ACHIEVEMENTS:**

- Gained more confidence in addressing public gatherings.
- Gained skills in computer like Power point presentation.
- Shared vast experience with disability human Right activists.
- It equipped me with skills of how carry out strategic planning for my organisation.
- It was important to me because I learnt how formulate the vision, mission and how formulate objectives and to make them SMART (Specific, Measurable, Achievable and Time bound).
- I learnt how to fundraise, importance of fundraise and how to develop fundraising strategy for my organisation.
- I learnt that Logical Frame work Approach is good approach it involves all partners to plan together as joint because all partners participate to develop problem tree analyses the their problems, causes and effects and later develop development objective, immediate objectives and plan for together.
- I learnt how to develop lobby strategy, how to generate lobby messages among our stakeholders and I have learnt that in lobbying and advocacy we need to work as team work order to achieve a desired mission. However it was short and we were rushing and I recommend that in future participants from the same organisation should work as one group to enable them to practice what they have learnt in order for their organisation to benefit.
- Collaboration and network between our partners strengthened.
- I learnt that PWDs may also involve in sports like any



other person for leisure for physical fitness.

- Shared experience with my fellow Persons with Cerebral palsy.
- I learnt how to write good articles and good news letter

#### **6.0 Recommendations:**

- Students selected for the course should be orientated about Danish culture so as to go prepared.
- Students should be facilitated before they leave their organisations
- More time should be given to some topics like fundraising, lobbying and advocacy .e.g.

#### **7.0 Closing ceremony**

The official closure was conducted by the Principal of the school and it was attended by members of Danish Disabled organisations of Denmark (DPOD), our Facilitators and fellow Danish friends. In his closing remarks, the Principal thanked Danish partners for lobbying funds to sponsor their members in the South. He encouraged the participants to put into practice what they studied whilst at school.

One of our partners who represented others partners thanked the school for imparting knowledge and skills to us and encouraged to us to use the skills acquired in our organisations so that our members can have a meaning life.

Finally we were awarded a certificate for completion of the course. *See annex 2 for copy of the Certificate*

#### **6. 1 Conclusion**

I would like extend my Sincere thanks to COMBRA Management and UNAPD for allowing me to go and attend the course and UNAPD for selecting me among many persons with disabilities to attend the course. More thanks goes Danish Brain Injury Association as our partners for both financial and morale support extended to us while were attending this course. May that spirit be maintained for the good of our organization and I am of optimistic that the knowledge and skills acquired during the course would be great of value and shall benefit the two organisations and Disability movement as whole.



Signature                     *Stephen Muhumuza*                    

**MUHUMUZA STEPHEN**

**Annex 1 timetable**

Week 33	Monday 11/8	Tuesday 12/8	Wednesday 13/8	Thursday 14/8	Friday 15/8	Saturday 16/8	Sunday 17/8
9.00-10.30	Introduction week						
11.00-12.30							
14.00-15.30							
Week 34	Monday 18/8	Tuesday 19/8	Wednesday 20/8	Thursday 21/8	Friday 22/8	Saturday 23/8	Sunday 24/8
9.00-10.30		Presentation of study tour	Prepare international evening	Presentation skills TA	Computer training		
11.00-12.30		How do we learn? A	Prepare international evening	Presentation TA	DK for beginners Talk about school history by OL TS		Visit the training center for the Blind
14.00-15.30		How do we learn? Tot TA	free	Swimming	DK for beginners What is Denmark? TS		Visit the training center for the Blind
			Evening program at 20.00				
Week 35	Monday 25/8	Tuesday 26/8	Wednesday 27/8	Thursday 28/8	Friday 29/8	Saturday 30/8	Sunday 31/8
9.00-10.30	Computer training	Human rights TS	Human rights, visit from Amnesty	Human rights TS	Computer training		



			International TS				
11.00-12.30	Individual counselling	Human rights TS	Human rights TS	Human rights TS	DK for beginners Visit city council Odder TA		
14.00-15.30	P/E	Human rights TS	free	Swimming	DK for beginners TA		
					Århus Culture festival	Århus Culture festival	Århus Culture festival
Week 36	Monday 1/9	Tuesday 2/9	Wednesday 3/9	Thursday 4/9	Friday 5/9	Saturday 6/9	Sunday 7/9
9.00-10.30	Computer training	Strategic planning TA	Preparation for study tour	Strategic planning TA	Computer training		
11.00-12.30	Individual counselling	Strategic planning TA	Strategic planning TA	Strategic planning TA	DK for beginners Visit women's museum TA		
14.00-15.30	P/E	Strategic planning TA	free	Swimming	DK for beginners Visit Women's museum TA		
			Evening program at 20.00				
Week 37	Monday 8/9	Tuesday 9/9	Wednesday 10/9	Thursday 11/9	Friday 12/9	Saturday 13/9	Sunday 14/9
9.00-10.30	Para Olympic games	Strategic planning TA	Strategic planning TA	PTU delegation Strategic planning TA	Computer training	Trip to Copenh agen	Trip to Copenhag en
11.00-12.30	Para	Strategic	Strategic	Strategic	DK for	Trip to	Trip to



	Olympic games	planning TA	planning TA	planning TA	beginners Religion TA	Copenh agen	Copenhag en
14.00-15.30	Para Olympic games	Strategic planning TA		Swimming	DK for beginners Religion TA	Trip to Copenh agen	Trip to Copenhag en
			International evening, program at 20.00		Trip to Copenhagen		
Week 38	Monday 15/9	Tuesday 16/9	Wednesday 17/9	Thursday 18/9	Friday 19/9	Saturda y 20/9	Sunday 21/9
9.00-10.30	Partner visits TS	Conventio n for rights for PwD TS	Visit DH TS	Democracy TS	Computer training		
11.00-12.30	Partner visits TS	Tour of rehabilitati on unit TS	Visit DH TS	Democracy TS	DK for beginners visit to centre for voluntary work in Odder 11.15-12-15 TS		
14.00-15.30	Visit town council in Copenhag en TS	Visit Danish parliament s	Return to Egmont TS	Swimming	DK for beginners Discussion TS		
			Evening program at 20.00				
Week 39	Monday 22/9	Tuesday 23/9	Wensday 24/9	Thursday 25/9	Friday 26/9	Saturda y 27/9	Sunday 28/9
9.00-10.30							
11.00-12.30	Studytrip	Study trip	Studytrip	Study trip	Study trip		
14.00-15.30							
Week 40	Monday 29/9	Tuesday 30/9	Wensday 1/10	Thursday 2/10	Friday 3/10	Saturda y 4/10	Sunday 5/10
9.00-10.30	Computer	Local	Local	Visit to	Computer		Race



	training	democracy TS	democracy TS	prison TS	training		running
11.00-12.30	Individual counselling	Local democracy TS	Local democracy TS	Visit to prison TS	Dk for beginners School visit? TS		
14.00-15.30	P/E	Local democracy TS	Free Mid term evaluation meeting	Swimming	Dk for beginners School visit? TS		
			Evening program at 20.00				
Week 41	Monday 6/10	Tuesday 7/10	Wednesday 8/10	Thursday 9/10	Friday 10/10	Saturday 11/10	Sunday 12/10
9.00-10.30	Computer training/self study	Disability sport LI	Disability sport LI	Disability sport LI	Computer training		
11.00-12.30	Individual counselling	Disability sport LI	Disability sport LI	Disability sport LI	Denmark for beginners Disabled situation in Denmark TA		
14.00-15.30	P/E	Disability sport LI	Free	Swimming	Denmark for beginners Disabled situation in Denmark TA		
			Evening program at 20.00				
Week 42	Monday 13/10	Tuesday 14/10	Wednesday 15/10	Thursday 16/10	Friday 17/10	Saturday 18/10	Sunday 19/10
9.00-10.30	Journalism course	Journalism course	Journalism course	Journalism course	Journalism course		
11.00-12.30	Journalism course	Journalism course	Journalism course	Journalism course	Journalism course		

14.00-15.30	Journalism course	Journalism course	Journalism course	Journalism course	Journalism course		
Week 43	Monday 20/10	Tuesday 21/10	Wednesday 22/10	Thursday 23/10	Friday 24/10	Saturday 25/10	Sunday 26/10
9.00-10.30	Computer training	Conflict management TS	Fundraising TS	Accounting s	Computer training		
11.00-12.30	Individual counselling	Fundraising TS	Fundraising TS	Accounting TS	Fundraising TS		
14.00-15.30	P/E	Fundraising TS	free	Fund raising TS	Fundraising TS		
			Evening program at 20.00				
Week 44	Monday 27/10	Tuesday 28/10	Wednesday 29/10	Thursday 30/10	Friday 31/10	Saturday 1/11	Sunday 2/11
9.00-10.30	Computer training	Mid term evaluation TA TS	LFA TA	Accounting s	Theme day Out of house activity	European culture meeting Kongs Folk High School	European culture meeting Kongs Folk High School
11.00-12.30	Individual counselling	Conflict management TA	LFA TA	Accounting TS	Theme day Out of house activity	European culture meeting Kongs Folk High School	European culture meeting Kongs Folk High School
14.00-15.30	P/E	Conflict management TA	free	Conflict management TA	Theme day Out of house activity	European culture meeting Kongs Folk High School	



			Evening program at 20.00	Dinner at Tine A home		Europe an culture meetin g Køng Folk High School	
Week 45	Monday 3/11	Tuesday 4/11	Wednesday 5/11	Thursday 6/11	Friday 7/11	Saturday 8/11	Sunday 9/11
9.00-10.30	Computer training	LFA TA	LFA TA	Accounting TS	Computer training		
11.00-12.30	Individual counsellin g	LFA TA	LFA TA	Accounting TS	LFA TA		
14.00-15.30	P/E	LFA TA	free	LFA TA	LFA TA		
			Evening program at 20.00				
Week 46	Monday 10/11	Tuesday 11/11	Wensday 12/11	Thursday 13/11	Friday 14/11	Saturday 15/11	Sunday 16/11
9.00-10.30	Computer training	LFA TA	LFA TA	Accounting TS	Computer training		
11.00-12.30	Individual counsellin g	LFA TA	LFA TA	Accounting TS	LFA TA		
14.00-15.30	P/E	LFA TA	free	Global ??	LFA TA		
			Evening program at 20.00				
Week 47	Monday 17/11	Tuesday 18/11	Wensday 19/11	Thursday 20/11	Friday 21/11	Saturday 22/11	Sunday 23/11
9.00-10.30							
11.00-12.30	Theme week	Theme week	Theme week	Theme week	Theme week		
14.00-15.30			free				
			Evening program at 20.00				
Week 48	Monday	Tuesday	Wensday	Thursday	Friday	Saturday	Sunday

	24//11	25/11	26/11	27/11	28/11	y 29/11	30/11
9.00-10.30	Computer training	Lobby & Advocacy TA	Lobby & Advocacy TA	Convention pilots Ekstern oplægsholder	Computer training	Life skills w visitor from Uganda	Themeday on Youth DRC
11.00-12.30	Individual counselling	Lobby & Advocacy TA	Lobby & Advocacy TA	Convention pilots Ekstern oplægsholder	Lobby & Advocacy TA	Life skills w visitor from Uganda	Themeday on Youth DSI Ungdom??
14.00-15.30	P/E	Lobby & Advocacy TA	free	Convention pilots Ekstern oplægsholder	Lobby & Advocacy TA	Life skills w visitor from Uganda	
			Evening program at 20.00				
Week 49	Monday 1/12	Tuesday 2/12	Wednesday 3/12	Thursday 4/12	Friday 5/12	Saturday 6/12	Sunday 7/12
9.00-10.30	Computer training	Lobby & Advocacy TA	Lobby & Advocacy TA	Accounting TS	Computer training		
11.00-12.30	Individual counselling	Lobby & Advocacy TA	Lobby & Advocacy TA	Accounting TS	Lobby & Advocacy TA		
14.00-15.30	P/E	Lobby & Advocacy TA	free	Global??	Lobby & Advocacy TA		
			Evening program at 20.00				
Week 50	Monday 8/12	Tuesday 9/12	Wednesday 10/12	Thursday 11/12	Friday 12/12	Saturday 13/12	Sunday 14/12
9.00-10.30	Computer training	Monitoring & evaluation TS	Monitoring & evaluation TS	Accounting TS	Computer training		
11.00-12.30	Individual	Monitoring	Monitoring	Accounting	Monitoring		



	counselling	g & evaluation TS	& evaluation TS	TS	& evaluation TS		
14.00-15.30	P/E	Monitoring & evaluation TS	free	Evalueringssmøde m DSI TA TS	Monitoring & evaluation TS		
			Evening program at 20.00	Good bye party			
Week 51	Monday 15/12	Tuesday 16/12	Wednesday 17/12	Thursday 18/12	Friday 19/12		
9.00-10.30	Computer training	Buffer??	Global line evaluation TA TS				
11.00-12.30	Individual counselling	Buffer??	Global line evaluation TA TS				
14.00-15.30	P/E	Buffer ??					
Week 52	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
9.00-10.30							
11.00-12.30							
14.00-15.30							
			Evening program at 20.00				



# Certificate

## Mr. Stephen Muhumuza

Has participated on a capacity building course at  
Egmont Højskolen, Denmark  
In the period 10.08.2008 to 20.12.2008

Stephen Muhumuza has participated in school activities including weekend arrangements, lectures, music, sports, socializing and friendship making from different cultures.


On this global line program there were participants from Nepal, Uganda and Ghana

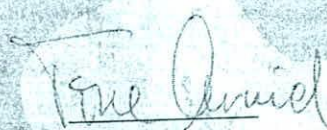
During the course Stephen Muhumuza has participated in and successfully passed the following subjects:


Strategic planning  
Democracy  
Logical Framework  
Approach  
Monitoring & Evaluation  
Computer studies

Advocacy  
Human rights  
Fund raising  
Accounting  
Disability Sports

Hou on the 11th. of December 2008.

  
Mr. Ole Lauth  
Principal

  
Tine Arvid  
Lecturer

  
Tine Schmidt  
Lecturer