

# Annual Report 2014

## Enablement









# 1. Introduction by Huib Cornielje, Director.

*“There is a time for action and a time for reflection”*

In August, Enablement celebrated 15 years of work. We held a small party with staff, associate members and relatives. We were proud of what we had achieved in those 15 years: the development, the rich variety of work we have been involved in, the trust placed in us by so many clients, and the achievements of these clients which were many times greater than we had ever imagined they would be.

The year 2014 was also remarkable in other ways. For many years our team consisted of just two people, but by the middle of the year, new demands, initiatives and alliances required more staff. So our number doubled. Our legal status changed as well. For 15 years we had been a privately owned consultancy, but from August 2014 Enablement became a limited liability company, Enablement Ltd. This does not imply large profits. Enablement has never been a profitable business. We are an agency that has proven to be sustainable, but we remain a not-for-profit agency: all surplus funds are used for innovations. But since responsibilities have changed over time, we cannot permit ourselves to run projects on a shoestring. 2015 will be a year in which we hope to strengthen the financial basis of Enablement Ltd.

Those who follow developments within and about Enablement know that in 2014 great efforts were made to establish a new foundation in Nepal. I am very pleased that, with the enormous commitment of Kiran Wagle and other executive board members, Enablement-Nepal has become a reality. It won't be just a hub for Enablement to offer training programs. Instead, Enablement-Nepal is an independent NGO, registered in Nepal and offering CBR research and capacity-building services throughout South Asia. It aims to become a regional centre for CBR training and research, and works with an institute for higher education in Nepal towards the institutionalisation of its training programmes and improved career perspectives for CBR field staff.

Looking back and reflecting on the past is always useful as it helps us to learn from the mistakes we made, and to realize how blessed we have been during the past year. Enablement is developing well. We have many partners in the field of development cooperation as well as academic partners and individuals who support us in various ways. I would like to thank all those who made Enablement what it is and I hope 2015 will also be a successful year, in which we face many challenges but continually build towards a future where people with disabilities have equal opportunities and their exclusion is no longer tolerated.



## 2. What we are, value and want

Enablement is a training, research and development institute specialised in Community Based Rehabilitation (CBR) and disability inclusive development. We see CBR as a strategy for improving the quality of life of persons with disabilities. It involves working closely with these persons and their families, as well as with stakeholders at all levels for the inclusion of people with disabilities in every domain of community life.

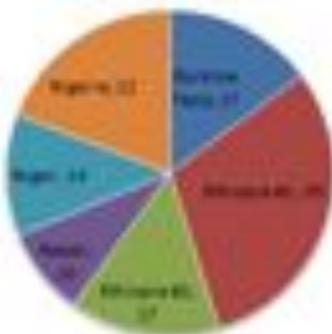
We believe this strategy can only be effectively developed and implemented when CBR workers are trained to be agents of change, networkers and creative problem solvers. We focus on reflective reasoning, which we regard as the core learning principle in building capacity. We try to contribute to innovation in educational approaches, tools and materials for anyone involved in CBR, from the grassroots to the top management level. We are not satisfied with our interventions until persons with disabilities have improved quality of day-to-day lives.

## 3. 2014 in a nut shell

During 2014, Enablement was involved in (long- and short term) projects in:

Malawi	Burkina Faso
Niger	Ethiopia
Nepal	DR Congo
Tanzania	Nigeria
Bosnia	Aruba
Timor-Leste	

In 2014, Enablement held 6 courses in 5 different countries. The pie chart shows the number of course participants per country:



In 2014, Enablement carried out assignments for and with a number of agencies. Most of our work depends on trust in our capacities on the part of donor and partner organisations, including the following:





## 4. The team

Enablement saw a doubling of its staff in 2014. But we also continue to work with a variety of associates based in the Netherlands and elsewhere.



**Huib Cornielje (Director)** was trained as a physical therapist in The Netherlands and worked for 10 years in various rehabilitation programs in South Africa. He holds a Higher Diploma in Adult Education from the University of Witwatersrand, as well as a Masters in Public Health earned in The Netherlands. He is involved in training, research and development in the field of disability and development. His main area of interest is Community Based Rehabilitation.



**Evert Veldman** has a background in occupational therapy, which he has practiced in The Netherlands, Sri Lanka, India and Nepal. He has been working with Enablement for the past five years, conducting English- and French-language CBR courses in Africa and Asia. He is enthusiastically engaged in innovation, including the creation of publications, curricula, tools and mobile technology.



**Joyce den Besten** is a nurse with an MSc in Public Health from the Free University (VU) in Amsterdam and an Advanced Masters in International Development from the University of Nijmegen. She has been appointed to oversee and manage research activities.



**Marije Cornielje** is specialised in anthropology and rural sociology and has experience in qualitative sociological research. She has a research Masters from Wageningen University, working experience in Nepal, Bangladesh, Ireland and Malawi, and she is interested in health-related topics and elderly-care. Marije is mainly occupied with administration and supervising students, developing papers based on earlier Enablement-related studies, and writing Enablement's funding proposals, with the disability inclusive village project in Nepal. She is also involved in collaboration with MetaMeta in the field of disability-inclusive water management and agriculture.



## 5. Training and Education Activities

Six formal training programmes were offered in five different countries: four in English and two in French. The need for capacity building in CBR is still of great importance. CBR managers and supervisors need to be prepared for their job and, even more importantly, more trainers in CBR are needed so they can offer training in their own language, taking into consideration local contexts. Enablement is pleased to have been able to offer training courses at all necessary levels in 2014: for managers as well as for trainers. In addition, Enablement has been instrumental in making it possible to offer institutional education for CBR field staff in Timor-Leste and Nigeria.

**Eleventh International CBR Course (Nepal):** Enablement conducted in March its 11th International Course in CBR in Pokhara, Nepal. Participants from Pakistan, India, Nepal, Nigeria, South Africa and Zambia took part. This was the last time the course would be offered at BIKASH in Pokhara. From 2015 it will be organised in collaboration with Foundation Enablement-Nepal.

**Disability Inclusion Training (Bosnia Herzegovina):** In April, Huib Cornielje was co-facilitator at a three-day disability inclusion training in Bosnia Herzegovina organised by Light for the World (Netherlands).

**CBR Introduction Course and Master Class (Ethiopia):** Huib Cornielje and Enablement Associate, Marieke Boersma (Light for the World Austria), delivered in July a CBR introduction course for Ethiopian managers of partner organisations of Liliane Foundation, staff of Terre des Homme's partners, and Foundation Kinderpostzegels. ALERT Training Centre in Addis Ababa hosted the course. In November, a two-week Master class in CBR was given at ALERT as well.

**Tailor-made CBR Course (Burkina Faso):** Together with Soumana Zamo Pate (CBM), Veldman conducted in July a successful week-long CBR workshop with Light for the World Burkina Faso. The main objective was to find between the activities of the Ministry of Social Action and the CBR Projects of the Catholic Church that contribute to inclusive development. A variety of participatory methods were used as stones for the creation of local and regional conceptual protocols for collaboration.

**Formation des Formateurs (Niger):** In November, we conducted Enablement's first Training of Trainers programme in French. In collaboration with CBM Niger, this programme was organised in Niamey, Niger. Participants from disability-related organisations in 5 African countries engaged in a variety of practical assignments. They designed and provided training sessions for their peer students, and displayed the skills they had gained at a training course for physiotherapy students.

**Tailor-made Training of Trainers (Tanzania):** In December 2013 Enablement delivered a two-week Training of Trainers programme at CCBRT in Dar es Salaam, Tanzania. This continued in April 2014, when Roelie Wolting and Annemieke Adams followed up with an assessment to discover to what extent the CBR supervisors and field workers had become better able to equip parents of children with cerebral palsy with competencies needed to establish and run parent support groups.



## **6. Research and Organisational Development**

### **Disability Rights Course**

In 2014 Enablement worked on a curriculum for an advocacy course in Disability Rights. This is part of an agreement with the Liliane Foundation. The aim of this course is to provide local NGOs and DPOs with hands-on skills to advocate for various issues at a local community level. Like other courses Enablement runs, it will be very practical, with ample opportunity to work on real-life cases based on videos, newspaper articles and fieldwork experiences.

### **Pilot West Africa Liliane Foundation**

We had hoped to start this project in 2014 but it has been rescheduled for 2015. It focuses on capacity building in CBR in eight strategic partner organisations of the Liliane Foundation located in Benin, Burkina Faso, Cameroon, Nigeria, Ghana, Ivory Coast, Togo and Sierra Leone. It will comprise a kick-off workshop and training program, and the development of country-specific action plans to roll out CBR in the various countries.

### **Participatory model and tools for impact evaluation of CBR**

In the past two years, Enablement has been contributing to a study to develop a participatory model and tools for impact evaluation of CBR in collaboration with University College London, the University of Cape Town and the Royal Tropical institute in Amsterdam.

The overall objective is to design a conceptual model for impact evaluation and toolkit for Community Based Rehabilitation programs in diverse contexts. In the context of new international and local disability policies, these should enable projects to evaluate the performance of the CBR program and its impact on the wellbeing of disabled people and their families. The evaluation will focus on the contributions of both service delivery and inclusive community support. The toolkit was piloted in 2014 in Uganda and Malawi in partnership with relevant government ministries, NGOs and national umbrella organisations of people with disabilities.

The core team reviewed existing evaluation approaches that might inform our model including Outcome Mapping/Harvesting, Better Evaluation (Rainbow), PADEV, Most Significant Change, Sensemaker, the Five Capability Framework, and participatory/community appraisal techniques. Literature was reviewed on monitoring and evaluation of CBR and of other development arenas.

The emphasis of this evaluation approach is that it is actor-focused in the sense that it explores roles and responsibilities in the CBR programme, as well as different perspectives on performance. It has turned out to be a challenge to design a model that would be comprehensive, in-depth and yet easy to use. Several draft models and a range of tools for use with different stakeholders were developed at participatory workshops with in-country teams and subsequent field trials.



## 6. Research and Organisational Development

### **Evaluation of the project 'Let's enable the MDGs!'**

During the period March – April Context International Cooperation in collaboration with Enablement evaluated the project 'Let's enable the MDGs!' This project was implemented by Light for the World Austria, Light for the World Netherlands, Svetlo pro Svet, eRko and the Dutch Coalition on Disability and Development (DCDD), from March 2011 to March 2014.

### **Inclusion in the field of Agricultural Water Management**

Enablement conducted in August a research on inclusion in the field of Agricultural Water Management together with MetaMeta - a research and consultancy organisation in water governance (see: <http://metameta.nl>). Part of this joint research is the launch of our new website: <http://mmenable.wix.com/inclusionandwater>. A position paper based on this study can be downloaded from the website.

### **Documentary on CBR**

By the end of 2014, a 15-minute documentary on the role of field staff in CBR was ready for release. Thomas Koopman, a Dutch filmmaker, developed the documentary, while the Karuna Foundation in Nepal hosted the video recording.

See: <https://vimeo.com/125773428>

### **Flashcards**

Enablement created a series of flashcards that allow for the identification of disability, as well as for the provision of basic interventions and appropriate referral. These were field-tested in Timor-Leste and Ethiopia; a revision and additional cards will become available in 2015.

### **Publications**

Hees van S, Cornielje H, Wagle P, Veldman E, Disability Inclusion in Primary Health Care in Nepal: An Explorative Study of Perceived Barriers to Access Governmental Health Services Disability, CBR & Inclusive Development, Vol 25, No 4.

Lange-Vrooland F, Lange de C, With His Eyes, with contributions by Huib Cornielje, Seismos, ISBN: 9780957528673.



## 7. Activities per Country

### Nepal



**Disability inclusive village.** This project is the result of our dream of an inclusive society. Enablement believes that CBR is an effective, low-cost and sustainable strategy for promoting disability-inclusive societies. But there is little evidence to illustrate the effectiveness of CBR in promoting inclusion. We therefore want to set up an experiment where, in one year's time, with minimum donor resources, existing communities are made inclusive. Enablement has decided to set up a project like this in the Far-Western Region of Nepal, which is one of the most neglected and least-developed regions of this poor country. We believe that, especially in this region, people with disabilities and their relatives will benefit from a CBR program. Together with the local NGO, Nepal National Social Welfare Association (NNSWA), we are seeking an opportunity to set up this one-year experiment in one of the VDCs (smallest administrative units). In 2014 we submitted joint proposals to at least three funding organisations. As soon we generate the necessary resources for this project we hope to build on our dream.

**Foundation Enablement-Nepal** was registered in Kathmandu on the 1<sup>st</sup> October 2014. It offers services in the field of disability and development at both national and international levels. Its Executive Board consists of well-known Nepali experts in these fields. Due to current developments and our positive experiences in offering international courses in Nepal, we are convinced that there is great potential to develop a sustainable and flexible organisation that can provide training, research and consultancy activities in the entire Asian region.

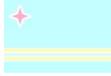
### Timor-Leste



In 2013 the University National Timor-Leste (UNTL) and Asosiaun Defisiensia Timor-Leste (ADTL) formed a partnership to build CBR capacity in the country. The National Strategy for Community Based Rehabilitation had been established in 2010. NGOs and DPOs started CBR programmes but there was no coherent approach to CBR development and delivery, let alone synchronisation of the training of field staff. Stakeholders therefore formed the Disability Working Group (now called ADTL) and asked Enablement to look into the feasibility of setting up a one-year diploma course at the UNTL. We developed a very practical curriculum in collaboration with UNTL, laying the emphasis on fieldwork (one week of training followed by three weeks of fieldwork). The first batch of students qualified in June 2014 and a new batch started in February 2015. We realised that even more emphasis should be put on generic skills such as problem-solving and reflective reasoning, and that experiential learning should form the basis of appropriate training. This type of training is largely unknown at UNTL and thus forms a basis for discussions and continuous reflection amongst all parties involved.

## 7. Activities per Country

### Aruba



The Caribbean node of the CBR Network of the Americas was organised on the 30<sup>th</sup> of April at a first CBR Conference in Aruba. Huib Cornielje was one of the keynote speakers and held meetings with the Minister of Health and the Minister of Social Welfare in the days that followed.

In Aruba, the needs of people with disabilities and the elderly are expected to increase while budgets for health and social welfare decrease annually. Residents have grown up in years of prosperity, with rights-based systems that made them empowered but demanding citizens. In such a situation – similar to those in many welfare states – citizens demand advanced, high-tech (rehabilitation) services provided by specialists. But the current global and local economic situation demands alternative models and strategies that make use of generalist (rehabilitation) workers and focus on essential packages of care and rehabilitation. This requires a change in attitude from its citizens: a shift from being passive receivers of the best possible care and rehabilitation into becoming active and responsible participants in their own integration into society. The required changes also demand a change of attitude among the current professionals. The challenge of the government of Aruba would be to ‘sell’ a new way of thinking in rehabilitation and care. Much resistance can be expected from various corners. Yet there seems to be no alternative to focusing on cost control and reducing the burden of exploding (health) care costs.

With a new model of care and rehabilitation, Enablement may play a role in developing more community-based services and a model/strategy that suits conditions in Aruba.

### Nigeria



The Department of Special Education and Rehabilitation (SERS) of the University of Jos in Plateau State (Nigeria) started a two-year Community Based Rehabilitation diploma course in June 2014. This is an important development in the history of Nigeria and will hopefully ensure that CBR field workers - the backbone of CBR – are formally trained. This is something that has been missing for many years and has hampered further development of CBR in Nigeria. This development may also enable the Disability Rights Commission (DRC) of Plateau State to roll out CBR in Plateau State.

## 8. Outlook 2015

This is a year for forming and consolidating partnerships. A very fruitful partnership with the Liliane Foundation is taking shape and important developments are happening in the field of capacity building, research and development. Together with the Liliane Foundation, we will establish a Knowledge Centre to generate more quality and evidence-based knowledge on Community Based Rehabilitation. Enablement will be the knowledge broker and the Liliane Foundation the lynchpin with a large network of (strategic) partner organisations. Having access to this network will give Enablement opportunities to share its knowledge of CBR and learn from the experience of partners who implement it.

The partnership with the University National Timor-Leste (UNTL) and Asosiaun Defisiensiia Timor-Leste (ADTL) resulted in increased capacity building for some UNTL and ADTL staff in January 2015, and the revision of 12 manuals. It is expected that this partnership will be consolidated in the period 2015/2017.

A new partnership will be formed with Village of Peace, a Dutch private initiative that aims to bring about long-term change in Afghan society through establishing socially-responsible, sustainable economic projects in Afghan communities that are expected to multiply. CBR will form an important strategy in ensuring that people with disabilities benefit optimally from these developments.

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