

# Networking for Community Based Inclusive Development (CBID)



## Participant Manual National/Regional/District Level



NAD - The Norwegian  
Association of Disabled





# ACKNOWLEDGEMENTS

The Norwegian Association of the Disabled (NAD) have developed this Universal *Networking for Community Based Inclusive Development (CBID)* Training Package at the request of many stakeholders working in this sector.

The package draws on a range of CBID packages developed and rolled out in Malawi, Zambia, and Zanzibar between 2016-2021. NAD worked in collaboration with Flourish Development Consulting UK, the Malawi Council for the Handicapped (MACOHA), the CBR Zambia Support Programme, the Madrasa Early Childhood Programme Zanzibar (MECPZ) and many of their partners and collaborators in all three countries. The Universal package was piloted in Uganda in collaboration with NAD Uganda and other stakeholders who gave valuable feedback. Our grateful thanks to the Governments in all four countries, and to all of the individuals and organizations that have contributed to the development of this training package, or whose resources have been drawn on for the sessions.

Our grateful thanks are also extended to the World Health Organization (WHO). The CBR Guidelines are the primary resource for the training, along with the UN Convention on the Rights of Persons with Disabilities (UN CRPD) Most of the illustrations within the training package are reproduced with the kind permission of WHO.

## Other credits

**Cover and non-WHO illustrations:** Warren W Turner  
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The logo used throughout the CBID training package represents inclusion: the diverse elements are included equally in the whole.

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## FOREWORD: NORWEGIAN ASSOCIATION OF DISABLED

The perception as well as the content of CBR, Community Based Rehabilitation, has changed substantially over the years. When initiated in the 1970s, the strategy had a medical focus. CBR workers were trained to, and largely expected to respond hands on to the various disability related needs of persons with disabilities in the community. Since then CBR has evolved to become a broader and more holistic developmental approach with the aim of fulfilling the human rights of persons with disabilities, whether it is about accessing good education, getting appropriate health services, earning an income, being included in society or actively contributing to the development of society. This transition is reflected in the emergence of **CBID**, Community Based Inclusive Development, as a new name of the strategy to reflect its broader scope. CBID is implemented by a broad network of stakeholders including organizations of persons with disabilities (OPDs), social workers, volunteers, community members, service providers, persons with disabilities and their family members, and others who mobilize resources and support within the community for the purpose of developing a disability inclusive society.

In order to secure a harmonized development of CBID aligned with the CBR Guidelines (2010) and the UN CRPD and Agenda 2030, it was considered important to develop CBID training packages that could be used by all stakeholders using CBID as a strategy for their intervention. Building on experience gained in the field of CBID across the African continent, a set of training packages has been developed for staff and volunteers engaged in CBID in Africa and beyond, covering all levels from management through workers to volunteer level.

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## ACRONYMS

The following acronyms are used throughout the package:

CBID	Community Based Inclusive Development
CBMI	CBM International
CBID TP	Community Based Inclusive Development Training Package
CBR	Community Based Rehabilitation
CRC	Convention on the Rights of the Child
IDDC	International Disability and Development Consortium
IE	Inclusive education
ILO	International Labour Organization
LTP	Long Term Plan
NAD	Norwegian Association of Disabled
NGO	Non-Governmental Organization
OPD	Organization of Persons with Disabilities
PHC	Primary Health Care
PWD	Persons with disabilities
PWID	Persons with intellectual disabilities
SDGs	Sustainable Development Goals
UN CRPD	United Nations Convention on the Rights of Persons with Disabilities
UNICEF	United Nations Childrens Fund
UDHR	Universal Declaration of Human Rights
UN	United Nations
WHO	World Health Organization



# INTRODUCTION

This *Networking for Community Based Inclusive Development (CBID)* Training Package has been devised in line with, and draws on, the World Health Organization (WHO) Guidelines on Community Based Rehabilitation (CBR) and the United Nations Convention on the Rights of Persons with Disabilities (UN CRPD). The Norwegian Association of Disabled (NAD) funded its development.

This CBID Training Package was developed with the aim of facilitating the mainstreaming of disability issues in all sectors. CBID is a rights-based and development-oriented approach to enhance the quality of life for persons with disabilities and their families. The approach aims to ensure their right to inclusion and active participation in their families and communities through the programmes, networking and collaboration of a range of stakeholders.

The need to develop a comprehensive training package was identified to train personnel from various disciplines and service providers and to orient decision makers at all levels on strategies for promoting disability as an integral component of development at national, regional, district and community levels.

By delivering training and championing the capacity building of the health, education, livelihood, social and empowerment sectors, stakeholders will be better equipped to mainstream disability in their sectorial policies, programmes, budgets, resource mobilization and allocation, planning, implementation, monitoring and evaluation, and reporting routines. They will also be empowered to establish CBID Networks to promote and increase collaboration to achieve inclusive development.

This package has been modified from the country-specific packages developed for Malawi, Zambia and Zanzibar as a Universal package which can be delivered in any appropriate setting. It was piloted in Uganda. It has been developed in response to a demand from stakeholders in many African countries for training materials on CBID and is relevant for many African countries as well as some contexts outside of Africa. The *Networking for CBID* Training Package will be strengthened by the training team enriching and domesticating the sessions with local information, case studies, statistics, laws and policies, and cultural considerations.





## FROM CBR TO CBID

The shift in language from Community Based Rehabilitation (CBR) to Community Based Inclusive Development (CBID) has been widely discussed over recent years. This summary presents the benefits of promoting CBID over CBR.

Originally, when the World Health Organization introduced CBR in the 1970's it was focused on medical treatments and related interventions, and rehabilitation was its cornerstone. Through basic and specialized health services, rehabilitation reduced the consequences of disease or injury and improved health, function and quality of life<sup>1</sup>. Health personnel provided service provision for rehabilitation. Over time CBR has evolved to become a strategy that promotes inclusion, participation and empowerment of persons with disabilities, and facilitates access to existing services and a range of coordinated interventions across the health, education, livelihood, social and empowerment sectors for persons with disabilities and their families<sup>2</sup>. These interventions are summarised in the CBR Matrix within the CBR Guidelines<sup>3</sup>. While provision of rehabilitation services remains a critical aspect of CBR, it is one of many interventions of the holistic interventions provided not only by health personnel, but also by a range of other personnel from all sectors.

CBR increases participation and social inclusion of persons with disabilities through rehabilitation, equalizing opportunities and poverty reduction<sup>4</sup>. It is a rights-based and development-oriented approach for promoting inclusive development. It is a strategy now implemented by more than 100 countries as an effective tool to achieve the rights of people with disabilities in line with the UN Convention on the Rights of Persons with Disabilities (UN CRPD).

Although CBR is now much more than just rehabilitation, the use of the word in the CBR title may imply that interventions are still focused only on clinical interventions, and that persons with disabilities must be 'rehabilitated' in order for them to lead full and dignified lives. CBR is a term that some development stakeholders, including many Organizations of Persons with Disabilities (OPDs), may not understand in its current sense, as they view it as a medical strategy. There are also CBR actors whose approach remains very traditional and does not promote or facilitate the empowerment of people with disabilities, who further fuel this perspective. Furthermore, some stakeholders working in specific areas of the CBR Matrix such as inclusive education, access to justice, inclusive sports, culture and arts, may not be aware of the CBR Matrix and do not associate themselves as CBR stakeholders. This can limit their support of CBR, their collaboration with other actors, and their recognition of the relevance of CBR to them and their work.

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<sup>1</sup> World Health Organization (2014)

<sup>2</sup> NAD (2010)

<sup>3</sup> World Health Organization, UNESCO, International Labour Organization & International Disability Development Consortium. (2010). Community-based rehabilitation: CBR Guidelines. World Health Organization.

<sup>4</sup> ILO, UNESCO and WHO (2004)

This transition of CBR to a broader based strategy was reflected in the emergence of CBID, Community Based Inclusive Development, as a new name to reflect its broader scope.

In contrast to the term CBR, the term CBID is more recognised as a strategy that is relevant to all. It is seen as focusing on outcomes for persons with disabilities in the wider community.

CBID is achieved when barriers are removed at different levels of society, enabling active participation in development work across all sectors. Inclusive development results from the adoption and implementation of rights-based development approaches that respect differences and acknowledge and accept diversity as part of human life. Inclusive development engages society to remove all barriers that exclude persons with disabilities. It builds capacity and supports people with disabilities to lobby for their own inclusion.

Inclusive development respects equality of human rights for persons with disabilities and promotes their full participation in, and access to, all aspects of society<sup>5</sup>. Inclusive development is a global strategy that development stakeholders identify with and see as their responsibility.

It should be emphasised that the term CBR is not wrong or outdated, and some stakeholders may prefer to continue to use the term CBR. However, by using the term CBID in place of CBR, NAD and other stakeholders involved in developing this training package feel that we can more strongly encourage everyone to take responsibility for the inclusion of all. CBID emphasizes that persons with disabilities are an integral component of the Sustainable Development Goals (SDGs) that *'leave no one behind'*.



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<sup>5</sup> CBM (2012)



# CONTENTS

	<b>Page</b>
Understanding disability	13
The UN CRPD	27
The 2030 Agenda	29
Introduction to CBR/CBID	41
Barriers to participation	49
Disability and gender	55
Policy and legal instruments	57
Integration, mainstreaming, inclusion and inclusive development	67
CBID component successes and challenges	73
Accessibility	85
Disability terminology and appropriate language	99
Training skills	103

