STAFF TRAINING ON SELF RELIANT PARTICIPATORY DEVELOPMENT (SRPD) METHODOLOGY.

As part of its capacity building program, UCAA organized a training for staff in SRPD methodology. During thetraining, the Self-reliant Participatory Development (SRPD) methodology was well defined`.

The aim of the methodology is to promote self-reliance participatory development through conscientization(awareness raising) among communities.The methodology was started in Asia 1976 and 80's and was introduced to Uganda in 1980 by ACORD rural development program in Gulu, Nebbi and Mbarara districts. This was done through Change Agent Trainings in 1990. The UCAA trained change agents in the whole country are now over 4,000and are working with development groups countrywide.

Thefacilitators therefore emphasized that UCAA empowers rural men and women who can initiate development processes themselves.

The facilitator explains the thematic areas of UCAA operations

One of the facilitators said that UCAA programs run from livelihoods, governance and conflicts transformation and put people in class to attain knowledge and skills in self-reliance, community dialogues and to strengthen capacities of communities in governance and accountability in order to improve service delivery.

In education, UCAA carries out sensitizations for school management committees and parents to know their roles, in Self-reliance, self-sufficiency, self-standing.He added that self-reliance means having confidence in what you decide to do alone.

Explained that participation means providing an opportunity for individual's participation and when you participate you own the process and the ownership.

Transformation refers to the process of people changing their minds,behaviors, attitudes from bad to positive attitudes e.g. over drinking.

The facilitator said that there are four stages of transformation ie **translation** changing from one to another.

There is **rotation** and non-rigid transformation and emphasized that staffs of UCAA as family should move together in implementing the self-reliance through aparticipatory approach.

It was added that UCAA should not do things for the people that they can do for themselves but rather facilitate the process for the team to do them by themselves.

The female facilitator explained to the participants that are implementing development projects but as development workers should first believe in the conceptand later take it to the community.

The methodology requires that you go to the people, work with them, build on what they have and leave them to stand alone.

The facilitator encourages the staff to always have a feeling of self-reliance while working with communities.

She mentioned that the people will always remember UCAA for the work done with their methodologies.She added that sometimes we may not see the people the people of UCAA but

there is especial unique linkage and are proud to say they are change agents because of the belief they have from the methodology.

She therefore asked the participants the percentage of SPRD methodologies that they apply to their areas of work?

She also went ahead to explain the meaning of the Golden rule;

''Do not do things for people, let them do them do by themselves ''

The program director UCAA gave more light on the SPRD that all activities being implemented by UCAA such as VSLA and others are designed in respect to the methodology.

The executive Director- UCAA added that let us all try to interpret the golden rule as we work in our communities to make people lead and come up to promote development .

The male co- facilitator said when you are facilitating development process, you allow the people to take lead and do themselves.

The female facilitator said that as you serve your communities have people at heart and you will see transformation.

Key terms in the Methodology

The female facilitator explained the meaning of **self-reliance**; as being able to do things and make decisions by yourself without requiring other people for help them.

Participation;said that it means to take part in or becoming involved in an activity or also providing the opportunity for the individual to participate.

Transformation; she said it refers to change of attitudes and methods of approach, it is also a process and starts with you or an individual in relation to the way you work , eat, behave , spend, talk and do things .

Empowerment; she said it is a process by which one develops the ability to think critically about issues of power in relation to privileges and oppressions.

Critical thinking;this is to analyze own situations and find solutions, develop trust and confidence andthat development starts from personal initiatives, economic, political, and social and community development.

The facilitator also explained the gender concept and issues and said that for any sustainable development in families, communities gender issues are to be articulated and addressed, teamwork is required with cooperation.

What we focuson as change agents is related to all what every one of us is doing in our area stations and to empower people in decision making.

She finally advised and encouraged the staff to work together but not in isolation because everybody is important in idea sharing.

The training was conducted by group discussions of different questions which facilitated the process of learning.

The program officer for child protection giving appreciation to the facilitators for the good work done.

And then went ahead to invite the Program Director to close the training. The Programme Director said that the staff should be proud of the change agents who are all over the districts of Uganda like Napak, Kisoro, Tororo, Lira, Luwero etc and like the facilitator, he added that change agents are incredible, respected people in their communities, they can speak and the people listen and are also known on the ground.

He said that training instills self-reliance thinking to the people to be empowered. On behalf of the Executive Director , he thanked the facilitators and staff for their active participation

The program director UCAA giving closing remarks