

Village Based Rehabilitation Initiative is a derivative of the **Village Based Rehabilitation** (VBR) program. It is a part of our overall **Valley for the Disabled**, which is a concept whereby physically/mentally challenged persons live in a pro-active society where equality prevails irrespective of physical, mental, or other challenges with the rest of the society. It is a futuristic vision whereby Amar Seva Sangam plays the role of an enabling agent to get the physically/mentally challenged equality of status, equality in opportunities and equality in access. It is a Society where people are identified as differentially abled.

Village Based Rehabilitation Initiative as the name indicates is an initiative undertaken by Amar Seva Sangam to try and work out a model to achieve the above vision. It is part of Village Based Rehabilitation called in short form as VBR, in which delivery of services to bring equality among the differentially abled persons (among the physically/mentally challenged and others in the society) is ensured by creating an Infrastructure Base. This infrastructure base becomes the resource center for society in meeting its needs for various rehabilitation aspects of physically/mentally challenged persons.

VBRⁱ attempts to involve local communities by creating village level forums in planning, decision-making and executing the rehabilitation needs of the physically/mentally challenged members of the society.

Village Based Rehabilitation Initiative is an innovative attempt born out of the experiences gained in the VBR program. While more than 1000 villages are covered under the purview of the VBR program, Village Based Rehabilitation Initiative is being tried on a Micro level in three selected pockets. Experience tells us that more focused attention is required at small group levels and the rehabilitation requirements at individual levels need personal attention. Secondly, for the groups, if they must be active, a common platform addressing the basic requirements of physically/mentally challenged persons viz. the rest of the community must be identified and established. Thirdly the groups must be made independent to investigate the needs on a regular basis.

The process starts right from demographic mapping, classification of differentially abled, identification of the needs and categorizing them into employment, educational, therapy and skill needs and initiating the process of group formation. The initiative ends with creation of assets within the groups and makes them independent in resource planning, generation, and utilization. This initiative is within a time frame and deadline set for various goals and events.

Main activities

- Program activities
 - Sensitizing the community, families, and persons with disabilities about disabilities.
 - Promoting the Self-Help Groups for development and forming Federations – wider level networking.
 - Organizing people with disabilities into Self Help Groups.
 - Initiating comprehensive rehabilitation measures.
 - Enabling the Persons with Disabilities (PwDs) to access various government schemes.
 - Promoting advocacy work and campaigning for the protection of rights and equal opportunities for PwDs.
 - Strengthening human resources for the effective implementation of the process.
- Project proposal writing and mobilising funds for the program
- Monitoring, evaluation and learning through systematic data collection and reporting for action
- Technology to leverage the program management system providing end-to-end case management with built-in scheduling, monitoring and data for action with features for planning, budgeting, and executing the program by connecting community workers with service users and program managers so that high-quality, high-fidelity services can be provided to PwDs and their families.

Other activities

- Advocacy
 - Ensuring that appropriate legislation and policy frameworks are in place to support the rights of people with disabilities.
 - Ensuring people with disabilities and their family members can access all public programmes, services, and facilities.
 - Developing CBR as an operational methodology or service delivery mechanism for providing rehabilitation services across the country.
 - Advocating for improved accessibility and inclusion of people with disabilities by contacting health centers, schools, and workplaces.
- Empowerment
 - Disability issues should concern all levels of government and all government sectors, e.g., the health, education, employment, and social sectors. Their roles and responsibilities might include:
 - Address other barriers that may prevent people with disabilities and their families from participating in the life of their communities.
 - Protect their communities and address the causes of disability.
 - Provide support and assistance where needed for people with disabilities and their families.
 - Advocating and lobbying for action to ensure that governments and service providers are responsive to these rights, e.g., implementation of programmes in compliance with the Convention on the Rights of Persons with Disabilities.
 - Provision of information about services to people with disabilities.
 - Supporting the development of referral networks between stakeholders.
 - Supporting CBR programmes to build the capacity of other stakeholders.
 - Mainstreaming disability into existing programmes and services.
- Awareness and sensitization
 - Change their beliefs and attitudes that may limit opportunities for people with disabilities and their families.
 - Providing advice about the needs of people with disabilities.
 - Educating people with disabilities about their rights.
 - Raising awareness in the community about disability to encourage the inclusion of disabled people in family and community life.
- Training and capacity building
 - Participate in training opportunities to learn more about disability.
 - Providing technical assistance, resources, and training for CBR programmes.
 - Educating and training family members to support and assist people with disabilities.

- Providing information about services available within the community and linking people with disabilities and their families with these services via referral and follow-up.

- **Skills required**

1. Ability to develop and implementing CBR programmes where there is limited government support.
2. Situation analysis involving the following steps.
 - a) Collecting facts and figures.
 - b) Stakeholder analysis.
 - c) Problem analysis.
 - d) Objectives analysis.
 - e) Resource analysis.
3. Result framework
4. Proposal writing
5. Good Command over English written and spoken language

- **Personal characteristics.**

- Must possess an understanding and caring attitude towards persons with disabilities and must display willingness to be available to the Service of such people.
- Ability to handle stressful situations.
- Ability to meet deadlines.
- Ability to follow directions and work together as a team player.
- Ability to establish and maintain working relationships with co-workers, supervisors, other personnel, and the public.
- Willing to volunteer and do all the nature of work.
- Demonstrate Service mind.

- **Personal Attributes**

The incumbent must maintain strict confidentiality in performing the duties of the Community Based Rehabilitation-VBR D and the incumbent must also demonstrate the following personal attributes:

- ✓ Be honest and trustworthy.
- ✓ Lead by example and include people with disabilities and their families in activities.
- ✓ Be respectful.
- ✓ Possess cultural awareness and sensitivity.
- ✓ Be flexible.
- ✓ Demonstrate sound work ethics.

The incumbent would normally attain the required knowledge and skills through completion of office procedures coursework combined with related financial and administrative work.

- **Demands of the Work.**

- a) Will spend long hours.
- b) Faced with constant interruptions and must meet with others on a regular basis.

Job Description VBR-D Co-ordinator

- c) There are several deadlines associated with this position, which may cause significant stress.
 - d) Alert and advise the superior / management on existing and anticipated issues
 - e) Ability to interpret and escalate information to various levels.
 - f) The incumbent must also deal with a wide variety of people on various issues.
- **Maintain records.**
 - ✓ Ensure filing systems are maintained and up to date.
 - ✓ Ensure protection and security of files and records.
 - ✓ Ensure effective transfer of files and records.
 - ✓ Ensure personnel files are up to date and secure.

ⁱ Village Based Rehabilitation