SOCIAL DEVELOPMENT

CAPABILITY STATEMENT

Centre for International Development and Training (CIDT)
MISSION STATEMENT

We are a team of experienced Social Development practitioners working to provide support and management of development programmes and projects in the following key areas:

- ensuring access to development for the poor, vulnerable and marginalised groups
- promoting gender awareness and gender equity
- participatory processes
- education, health and community development
- promoting sustainable livelihoods
- involving key stakeholders in decision-making
- conflict management and transformation
HOW DO WE WORK?

Practical application
• we provide practical, realistic solutions responsive to clients’ needs
• we use participatory approaches in all areas of our work in research, training and project management
• we provide flexible approaches to learning, including mentoring, self-study, distance learning packages and multi-media

Communication
• we are experienced in facilitating communication among social development and technical specialists
• we maintain links with projects and build on these in future in-country work
• we can work through different languages
• we have experience of running training and development events bilingually

Unity in Diversity
• we find it effective to work in multidisciplinary teams
• we can provide carefully selected teams to meet the diverse needs of a project, providing a range of necessary skills and knowledge
• we have developed a multinational team of Associates and include third country nationals in our project teams

Follow-through
• we have experience of supporting all stages and aspects of development programmes
• we can help to develop action plans
• we can provide support for the implementation of action plans through
  • strategy development
  • developing and delivering training in-country
  • materials development
  • specialised study visits in the UK
  • UK training courses

For me the highlights of the induction course were gender planning frameworks and CRDT’s project cycle management tools, as these were presented in detail and with clear approaches for their implementation. The use of a case study for getting hands-on practice in preparing a project concept note proved very useful and stimulated innovative thinking.

Feedback from the Social Development Advisers Induction Course, March 1999

The impact of the first seminar has been to immediately raise commitment amongst staff for this initiative... I would like to pay tribute to your staff's personal influence on the high level of interest raised by this contribution to our change management.

Feedback on the UNESCO training course, September 1999

It was indeed a pleasure working with you. We were all enriched by our experience of working together and we look forward to developing our fruitful relationship further.

Feedback from the Christian Rural and Urban Development Association of Nigeria relating to the Capacity Building for Decentralised Development Project for Non-Governmental Organisations in Nigeria, 1999
AREAS OF EXPERTISE

We can provide carefully selected multi-disciplinary teams of experienced consultants and trainers to carry out a range of activities in project support and development.

**Project Management**
- national reform programmes
- sector development plans
- project appraisal and design, monitoring and evaluation
- community development projects with governmental or non-governmental organisations
- institutional development
- aid missions
- curriculum and materials development
- human resource development

**Social Appraisal**
- social appraisal to underpin long-term national education and health planning
- social impact analysis
- stakeholder analysis and development of stakeholder processes
- research into social and gender context of development interventions
- analysis of poverty, equity and vulnerability
- socio-economic surveys and feasibility studies
- advising on social development strategy to address access and equity issues
- social development advice for agricultural, economic, infrastructure, natural resource, emergency / refugee, health and education projects
- evaluation of social development outputs / outcomes
- capacity building / training for social development advisers and consultants

**Gender**
- mainstreaming a gender perspective into development policy and planning
- strategies and materials for implementation and evaluation
- different approaches to gender planning
- gender analysis, gender impact assessment
- gender awareness training and gender trainer training
- gender and organisational change
- capacity building for women’s groups and organisations
- advice for and appraisal of women’s income-generating projects
- nonformal education for women
- developing access to, and achievement in, formal education for girls/ women
- integrating a gender perspective into the school curriculum
- developing strategies for the inclusion of boys in formal education where necessary
- equity for women from linguistic / ethnic minorities
- Women’s Studies and feminist research
Community Participation
- identifying types and levels of participation
- identifying different interest groups and individual interests within ‘communities’
- stakeholder analysis and processes
- integrating participatory learning and action approaches into community development
- capacity building for Civil Society Organisations
- developing strategies for individual empowerment: informal / non-formal learning linked to development projects
- participatory rural appraisal
- inclusion of the most marginalised and vulnerable groups in development projects
- developing strategies for managing change
- training in facilitating participation and participatory methodologies for development personnel
- training in communication skills, conflict management and change management
- research into and evaluation of effectiveness of different approaches to community development; eg. extension practices
- environmental education and community participation

Capacity building
- integrating social analysis, stakeholder processes and gender equity into capacity building
- strategies for managing personal, organisational and institutional development
- support for institutional strengthening
- planning and implementation of human resource development strategy
- training needs analysis in natural resources, rural development, health and education fields
- project development and evaluation
- training in project management integrating social perspectives
- training for consultants to integrate social perspectives

Creative conflict management
- practical conflict analysis
- developing strategies and approaches to conflict management
- materials and methods for conflict management training
- developing negotiating, mediation and brokering skills

LANGUAGE EXPERTISE
We can offer services in the following languages:

<table>
<thead>
<tr>
<th>Arabic</th>
<th>English</th>
<th>Bahasa Indonesian</th>
</tr>
</thead>
<tbody>
<tr>
<td>French</td>
<td>Italian</td>
<td>Kiswahili</td>
</tr>
<tr>
<td>Portuguese</td>
<td>Spanish</td>
<td>Polish</td>
</tr>
</tbody>
</table>
COUNTRY EXPERIENCE

We have carried out short-term assignments in 70 countries covering all regions of the world.

- **Africa**
  Botswana, Burundi, Cameroon, D.R. Congo, Ethiopia, Eritrea, Gambia, Ghana, Kenya, Lesotho, Malawi, Mozambique, Namibia, Nigeria, Sierra Leone, Somalia, South Africa, Sudan, Swaziland, Tanzania, Uganda, Zambia, Zimbabwe

- **Asia**
  Afghanistan, Bangladesh, Brunei, Burma, China, India, Indonesia, Malaysia, Nepal, Pakistan, Philippines, Sri Lanka, Sarawak, Thailand

- **Central America and the Caribbean**
  Belize, Costa Rica, Cuba, Dominica, Guatemala, Guyana, Honduras, Jamaica, Mexico, Nicaragua, St. Lucia, St. Vincent, Trinidad

- **Central and Eastern Europe and the Former Soviet Union**
  Belarus, Hungary, Kazakhstan, Lithuania, Poland, Romania, Slovakia, Ukraine

- **Latin America**
  Argentina, Bolivia, Brazil, Colombia, Ecuador, Paraguay, Uruguay, Venezuela

- **Mediterranean and Middle East**
  Cyprus, Egypt, Jordan, Libya, Palestine, Oman, Syria, Turkey, Yemen

- **South Pacific**
  Fiji, Vanuatu, Papua New Guinea, Solomon Islands
RECENT INPUT INTO PROJECTS

Gender policy and strategy in Ghana 1997-8
Through a number of consultancy visits to Ghana in 1997-8 CRDT provided support and advice to the Ministry of Education for the development of a gender policy and strategy to ensure improved access for girls was built into the Basic Education Sector Plan. In addition to policy and strategy formulation, the support included capacity building, gender trainer training and participatory learning activities.

Human Resource Development in India 1999
As part of the development of an HRD strategy, CRDT has provided capacity building support to Himachal Pradesh Forest Department for the development of an Equity and Gender Strategy. This has included consultations and awareness-raising with a wide range of stakeholders; advocacy with political representatives; and the establishment of an Equity and Gender Working Group.

Social analysis in the Caribbean 1999
During 1999 CRDT has provided social development specialist input to DFID support provided to the Ministries of Education in a number of Caribbean countries for the development of 5 to 10 year Education Sector Strategic Plans. Our support has included social appraisal and social analysis; capacity building of local staff; and the development of community participation strategies included in the Plans.

Intercultural curriculum in Nicaragua 1999
This project involved strategy development for the integration of bilingual intercultural gender-sensitive perspectives into the curriculum of the University of the Atlantic Coast of Nicaragua which serves 6 ethnic / linguistic community groups. This included participatory diagnostic research with different stakeholders; training workshops for staff; development of guidelines for classroom methodology and curriculum development.

Conflict management in the South Pacific 1998-99
CRDT has been involved in conflict management training and research in Fiji, Papua New Guinea and Vanuatu and is currently working with the coordinators of a South Pacific Conflict Management Training Project, providing capacity building to support continued development of the organisation. The focus is on customary institutions, local knowledge and belief systems, and how these may be reconciled through local initiatives. We also are working on “best practice” research for community mediation.

Gender support for literacy in Egypt 1996-97
CRDT provided strategic gender support and advice to the DFID funded Adult Literacy Training Programme on the development of gender policy and strategy within the social mobilisation component of the project. This included policy and strategy formulation, gender-awareness raising and gender and PLA training, as well as a Study Visit to the UK for senior literacy organisers.

Capacity Building for Non Governmental Organisations in Nigeria
This involved a training needs analysis followed by a variety of organisational strengthening and capacity building workshops delivered in-country for NGOs and community-based organisations, to facilitate the growth of participatory approaches to rural development, as part of DFID's poverty focused bi-lateral strategy for Nigeria.
CRDT has recently been responsible for providing project management and long-term technical assistance to the following projects.

<table>
<thead>
<tr>
<th>Year</th>
<th>Country</th>
<th>Donor</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1997 onwards</td>
<td>Malawi</td>
<td>EU</td>
<td>Management of curriculum development programme to establish in-country in-service training courses and a Masters degree programme. Provision of seconded full-time CRDT staff (three years) and short-term consultancy staff.</td>
</tr>
<tr>
<td>1997 onwards</td>
<td>Bolivia</td>
<td>DFID</td>
<td>Institutional strengthening of research centre, training inputs and development of Human Resources Development strategy. Establishment of project office and team of long-term (3 years) and short-term consultancy staff for the project.</td>
</tr>
<tr>
<td>1994 – 98</td>
<td>Solomon Islands</td>
<td>DFID</td>
<td>College of Higher Education Institutional Strengthening Project including mentoring and competence-based teacher development programme, educational management strengthening and distance learning. Provision of 48 months consultancy inputs to the project.</td>
</tr>
<tr>
<td>1995 – 97</td>
<td>Lithuania</td>
<td>EU</td>
<td>Management of Educational Reform programme including school-improvement planning, improved teaching and learning and community participation.</td>
</tr>
<tr>
<td>1990/91</td>
<td>Montserrat</td>
<td>ODA</td>
<td>Management of Montserrat Education Aid Mission: reconstruction of schools (University of Wolverhampton)</td>
</tr>
</tbody>
</table>
SOCIAL DEVELOPMENT TEAM

CRDT staff have a wide range of experience in social development work relating to Education, Natural Resources and Health Sectors. Our core Social Development Team consists of the following:

Mary Surridge: Social Development, Education and Gender Specialist

Mary is an experienced international trainer and consultant in gender, social issues, participatory approaches and interpersonal communications and is a PLA/PRA practitioner. She is experienced in project appraisal, design, monitoring and evaluation. She is the CRDT Social Development Coordinator; MSc module designer and leader of Social Perspectives in Development Planning: gender, poverty reduction and participatory processes; designer and co-director of Facilitating Participation in Rural Development short course. Recent social development consultancies include social appraisals for Education Sector plans in a number of he Caribbean countries, community participation strategy development for the Guyana Education Access Project and team leader for the design and appraisal of a reproductive and sexual health project for young persons in Ghana. She is experienced in needs assessment, project appraisal, design, monitoring and evaluation and strategic planning.

Patricia Daniel: Social Development, Education and Gender Specialist

Pat has particular expertise in education, training and social development in bilingual / intercultural situations, with women and ethnic minority communities as well as management of social projects with children, young people and families at risk. She is the Centre’s Gender Coordinator. Before joining CRDT she ran the MEd in Gender, Education and Development at the University of Manchester, working with professionals from governmental and non-governmental organisations in Africa from the fields of health, education, human and natural resource management. She also ran the MA Women’s Studies course at University of Wales and developed modules on Women and Development, Women and Social Action. She can work through French and Spanish. Recent work overseas includes strategy development for an intercultural gender-sensitive curriculum at the community university of the Atlantic Coast of Nicaragua; training needs analysis for fieldworkers with the Bangladesh Rural Advancement Committee and capacity building for environmental educationalists from Uganda. She is experienced in project appraisal, design, monitoring and evaluation.

Sarah Thomas: Social Development and Education Specialist

Sarah’s areas of expertise include training methodology, facilitation and communication as well as educational policy and planning. She is Tutor on the MSc in Development Training and Education, Overseas Technical Trainers Award and Facilitating Participation for Rural Development courses. She can work through French and English. Recent experience includes preservice and inservice training in China; curriculum development and materials development for the national secondary school upgrading project in Namibia; research on the DFID project Secondary Education and Poverty in Kenya and Tanzania; research into education and development in Cuba; design and facilitation of pre-departure training courses for VSO volunteers.

Rachel Roland: Human Geographer and Gender Specialist

Rachel is a consultant and trainer in gender, social analysis and planning as well as needs analysis using participatory techniques and capacity building. She places emphasis on participation, communication skills, gender equity and the appropriate use of resources. Her experience includes
rural development and community participation in Nigeria and Tanzania and she is fluent in **Kiswahili**. She is CRDT coordinator for trainer training programmes, including the **Gender Trainers Award**. Social Development consultancies include social and gender analysis training for education officials of the Education Sector Development Programme in Tanzania and training on organisational effectiveness from a gender perspective for the Centre for Development Services in Cairo. She has also been involved in developing the implementation of the sustainable livelihoods approach for the Infrastructure and Urban Development Division with colleagues from CRDT and the Intermediate Technology Development Group.

**Dr. Scott Jones: Social Anthropologist**

Scott is a registered nurse with a bachelor degree in Social Anthropology and a doctorate in Forestry. He carries out applied research, training and consultancy in conflict management, human resources development, social development, gender issues, forestry and natural resources management. He is programme leader for the **MSc in Development Education and Training** and module leader for the **Environment and Human Health** module. Recent consultancies include conflict management research and training for a range of projects in Fiji, Vanuatu, Papua New Guinea and Cameroon, as well as developing a Human Resource Management strategy for the Himachal Pradesh Forestry Department in India.

**Other CRDT staff members**

Phil Dearden (Head of Centre), Professor John Lowe, Mike Carter and Dr. Bob Kowalski contribute to management training, social analysis, gender, participatory approaches, conflict management, facilitation and communication programmes.

**Associates**

We also maintain close contact and regularly work with a multinational / multilingual team of associates who have a wide range of experience and expertise in the different aspects of social development and can offer specialist support on a long or short basis where necessary. The team includes:

Gaia Alison, Jane Bishop, Ann Condy, Janet Gruber, Janice Jackson, Alison Lochhead, Juliet McCaffery, Gladys Nott, Hamdi Qenawi, Diana Ray, Frances Rubin, Monique Trudel.
OTHER CONSULTANCY WORK IN SOCIAL DEVELOPMENT

Sept – Nov 1999 **Guyana**
Social analyst / adviser on community participation in education, development of training for community development workers (MES)

1996-8 **Wales**
Devising and implementing a bilingual Staff Development Strategy for mainstreaming anti-discriminatory practice into projects working with children, young people and families at risk. NCH Action For Children UK. (PD)

1998 – 99 **Mali and Mozambique**
Social specialist in ITAD team to evaluate the effectiveness of UN Capital Development Fund and evaluating UNCDF’s local development fund and micro-finance projects (AC)

1998 **Angola**
DFID de-mining strategy. Social and Institutional Development consultant in multi-disciplinary team to advise the British Government on its de-mining strategy (AC)

1998 onwards **Eritrea**
Lead researcher into post-return reintegration of refugees with particular attention to female-headed households (JG)

1998 **Nigeria**
Social development consultant and health specialist on DFID project design and appraisal mission for a sexual and reproductive health education project (JG)

1995 -1999 **UK**
Agenda 21: Sustainable policy issues with a particular focus on environment and community participation. Facilitator of Visioning activities (DR)

1998 **Jordan**
Capacity building for improving impact of extension for women in livestock production. Developing and delivering gender training of staff. DFID funded (DR)

1997 - 1998 **Albania**
Participatory Monitoring and Evaluation Consultant, Small-Scale Irrigation Rehabilitation Project (SSIRP), under technical assistance funded by the International Fund for Agricultural Development (IFAD) (GN)

1998 **Israel**
Oxfam: team leader for the evaluation of Negev Weaving Project to assess whether the weaving project is still addressing the priority needs of women in the Bedouin community (AL)

1994/95 **Pakistan**
Lead researcher on World Bank funded research study *Socio-economic factors affecting the demand for the education of girls* as part of Secondary Education Reform Programme preparation (JM)

1996 **Tanzania**
Socio-economist providing social development consultancy for FAO agricultural mechanisation programme (JB)
CLIENTS

We have undertaken assignments on behalf of many of the world’s multilateral and bilateral development agencies as well as international and national NGOs and private enterprises.

- Association of South East Asian Nations
- Asian Development Bank
- Bankers Institute of Rural Development
- British Council
- British Government Know-How Fund
- Department for International Development (formerly ODA)
- European Economic Community
- European Union
- FAO (Food and Agricultural Organisation)
- FINNIDA
- Fountain Renewable Resources
- GIFAP (Groupement International de Associations Nacionales de Fabricants de Produits Agrochimiques)
- Governments of Malaysia, the Netherlands, the Philippines, Syria, Thailand, Tanzania
- IATP (In
- LTS International
- Near East Foundation
- NORAD (Norwegian Aid)
- Overseas Development Group – University of East Anglia
- Swiss Development Cooperation
- Shell
- TEMPUS
- TETOC (Technical Education and Training Organisation for Overseas Countries)
- UNESCO
RECENT PUBLICATIONS RELATING TO SOCIAL DEVELOPMENT


CRDT (forthcoming) Project Cycle Management Handbook Walsall: CRDT for DFID


Kowalski, R. and Linzer, K. (1997) Analysing communication in participatory appraisal. PLA Notes 29, 4-11


CRDT SHORT COURSES RELATING TO SOCIAL DEVELOPMENT

The following are examples of the kinds of short courses which the Centre offers. Tailor-made courses can be designed.

- **Gender Analysis and Planning** (one week)
  This course will provide participants with the opportunity to reflect on the importance of a gender perspective in development planning; consider different approaches to gender planning; practise a range of gender analysis tools; construct a gender plan for a development project and make recommendations for gender policy.

- **Social Analysis and Planning** (one week)
  This course will enable participants to reflect on the importance of social perspectives in development planning; examine the social context in which development interventions take place; conduct a social analysis and carry out a social impact analysis based on a development project case study.

- **Facilitating Change** (one week)
  This course aims to help participants to understand the process of change and be able to effectively manage personal, organisational and institutional development.

- **Facilitating Participatory Learning** (three weeks)
  This course will enable participants to reflect on the characteristics of an effective facilitator; examine types and levels of participation in learning and action; develop PLA methodologies and begin to develop conflict management skills.

- **Participatory Project Planning: Stakeholder, Social and Gender Analysis** (one week)
  This course will provide participants with the opportunity to develop an understanding of participatory approaches to project management; carry out a stakeholder analysis, examine the social and gender context in which development interventions take place and develop action plans for furthering participatory approaches in their own work.

- **Participatory Learning and Action /Participatory Rural Appraisal** (two weeks)
  This programme will help participants to apply an understanding of the adult learning process and group dynamics; develop facilitation skills; practise using range of PLA/PRA methodologies and analyse and feedback from fieldwork findings.

- **Creative Conflict Management** (two weeks)
  This course will help participants to conduct practical conflict analysis; analyse the relative merits of various approaches to managing conflicts; develop communication and creative thinking skills and begin to develop skills in negotiation, mediation and brokering.

- **Project Cycle Management** (one week)
  This course is designed to improve skills in appraising, planning, implementing, monitoring and evaluating development projects. It includes logical frameworks, problem analysis, stakeholder and social analysis.

- **The Effective Consultant** (two weeks)
  This programme helps consultants to analyse their role as a consultant; market and deliver consultancy services; integrate social perspectives into their work and develop key communication skills.
• **Gender Trainers Award** (twelve weeks)
  Whether providing discrete courses or mainstreaming gender into existing programmes, any form of gender training brings its own unique set of challenges and opportunities. This programme explores methodologies for managing the challenges and maximising the opportunities. It considers a range of different approaches to gender training and provides participants with practical opportunities to improve their training skills.

• **People and Participation** (twelve weeks)
  This programme, which is popular among professionals working in the areas of forestry, natural resources, rural development and sustainable agriculture, has the following core modules: Issues in Participation; Communication Skills; Participatory Learning (including PLA/PRA) and Management of Change

• **Facilitating Participation for Rural Development** (six weeks)
  As development projects and programmes move towards more flexible participatory approaches, new skills, expertise and attitudes are required by those responsible for implementation. This new approach places more emphasis on strengthening institutions and empowering individuals. Therefore project personnel are increasingly having to take the role of facilitator. This programme helps participants to develop a wide range of facilitation skills.
WHAT IS CRDT?

For 25 years CRDT has provided a range of consultancy services and training opportunities for development programmes and institutions across the world in relation to Natural Resources, Rural Development and Human Development. We have an international reputation in participatory approaches. We work closely with a range of national and international development agencies as well as with Non-Governmental Organisations in the UK such as Voluntary Service Overseas, Christian Aid and TearFund.

CRDT provides regular consultancy services to the UK Department For International Development, including:

- project design, management and evaluation
- training for newly appointed DFID Social Development Advisers
- development of training packages in Social Development
- Project Cycle Management training in the UK and overseas
- training for Associate Professional Officers
- facilitation services for planning workshops for DFID divisions and country teams
- training in Management course for Technical Cooperation Officers
- training for the Commonwealth Trades Union Council and International Union of Foodworkers

We run the one year MSc in Development Training and Education, a flexible programme for overseas professionals at middle management level, which enables participants to focus on education and training in Social Development, Natural Resources or Education, with core modules in Social Perspectives and Participatory Research.

We also offer a range of short courses in the UK and abroad as well organising Study Tours in the UK, as part of project support.

CRDT is a self-financing, non-profit making development and training centre working within the academic framework of the University of Wolverhampton. It operates within an internal company structure and is highly experienced in the contractual, managerial, operational and financial aspects of external, client-funded contracts and projects. This organisational framework means that the Centre is free to respond quickly and flexibly to clients’ and partners’ needs and requests as they arise, whilst maintaining the backing of the University’s financial and personnel support.
Contact:

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