



Strategy and principles for the development work of The Danish Association of the Physically Disabled 2017 to 2020

1. Policies for the work of The Danish Association of the Physically Disabled (DHF) in Developing Countries

DHF works for full equality and integration of Persons with disabilities (PWD's) so we can enjoy all human and freedom rights on equal terms with others. This must be done on the basis of the UN Disability Convention and according to the statutes of DHF.

1.1 The DHF targets are:

- To strengthen the struggle for rights and inclusion of PWD's in all aspects of life. Specifically concerning the labor market, the educational and health systems, cultural activities and the family.
- To promote respect for the individual with a disability such that personal dignity, autonomy and independence of others are respected.
- To increase the awareness and understanding in the rest of society for PWD's, their actual capacities and special needs.
- To work for increased physical accessibility in society.
- To help getting strong membership organizations of PWD's, where female as well as male members has a real opportunity of participation and influence. DHF find democracy and transparency inside the organization as a precondition for organizational development and sustainability.
- To increase the capacity of the disability organizations to work for social rights, to obtain real and stable improvements of the quality of life for PWD's.
- That also persons with severe disabilities are fully included in society and in the organizations they are or should be members of.

2. Main principles for the DHF development work

DHF believe that the best way to assist the individual with a disability is through rights work. Rights work can through legislation and implementation of legislation achieve sustainable improvements for PWD's. Rights work is best served by building and / or strengthening of organizations of PWD's. DHF consider organizations of PWD's as the only legitimate voice of PWD's, whether they are a member of a disability organization or not. That is why DHF projects have capacity building of organizations of PWD's as purpose, so they can serve as effective advocates and the voice of PWD's in the relevant countries.

Organizations and self-help groups of PWD's are in itself both a right and a life improvement by creating a free social space for PWD's. DHF therefore focuses on supporting our partner's work creating social spaces for their members. That is why DHF finds it very important to support and develop member activities connecting the individual member to its organization and securing that all members experience ownership of the organization, regardless of sex and the degree of disability.

Since DHF has a focus on rights work, we don't see it as our role to provide support to individuals.



DHF believes that all organizations and governmental programs doing development work, as a starting point should integrate PWD's in their activities. DHF wishes to promote this in cooperation with Danske Handicaporganisationer (DPOD) and Udviklingstrategisk Forum (USF).

DHF has a far-reaching perspective in projects. Consequently DHF can only work in countries which are in a stable development. DHF does not find relief work to be part its tasks.

DHF builds its development work on long-term partnerships with sister organizations and other organizations of PWD's in developing countries

DHF view the development triangle as a strategic framework for all our development work.

DHF has as a specific priority to work together with other Danish disability organizations on specific activities in developing regions.

DHF make information work in Denmark, especially among DHF members regarding the conditions for PWD's in developing countries.

2.1 Equal opportunities for all

DHF emphasizes that projects in developing countries are designed in such a way that all members regardless to age, sex, degree of disability or ethnicity has equal opportunities in the projects and equal influence on the design and execution of the projects.

This means that:

- The principle about equal opportunities must be included already during the pre-appraisal and design phase.
- Women, youngsters, persons with a severe degree of disability and others participation in and profit from the project must be evaluated throughout the project.
- If committees or councils are set up within the project an equal representation of all members must be attempted regardless to sex, age, ethnicity or degree of disability.
- It must be ensured that guidelines for charges, implementation etc. gives equal opportunities for the participation of all in the project.

2.2 Sustainability

DHF will work for the incorporating of sustainability in all parts of the work.

This means:

- That DHF emphasizes to strenghten our partner's use of the voluntary principal.
- That guidelines of expenses are very strict with clear rules for allowances etc.
- That salaries paid from project funds are not above normal levels in the project country.

- That project offices cannot receive equipment and staff beyond what can be expected to continue after the end of the project.
- That a minimum budget for the existence of the organization is produced and that the contribution from the organization itself (own resources and local support) constitutes a certain percentage of this budget. The contribution of the organization should aim at equalling the minimum budget.
- That DHF will support the partner in finding, approaching and seeking support from other international donors than DHF. As a principle all partners of DHF should have at least one other donor than DHF.

DHF believe however, that demands of sustainability in some cases should be downgraded compared to the principle of equal opportunities for members with special needs. DHF works for some kind of disability compensation build into the projects to secure the participation of persons with severe disabilities.



2.3 Ownership

DHF will make an effort to ensure that partners feel and in reality have ownership of their projects. This can be done by placing as many decisions as possible with the partner and by ensuring that the partner is basically responsible for identification, formulation, implementation, monitoring and evaluation of the project. By 'Partner' means not only the head office of the partner organization, but all levels of the organization.

DHF must take into account when designing the project, that many partner organizations has a tendency to compete for resources between the national and local level. DHF will try to ensure that all part of an organization have the same opportunities to create ownership on all levels of the project.

2.4 Learning

DHF will make an effort to ensure that the partner organization gets the greatest possible learning. If a project structure is being developed, it is important that such a system leads to the greatest possible learning. This means that if it is deemed necessary to employ consultants for part of the work in the project, the partner will be involved in the work of the consultants. It is the role of DHF to support processes in its partners work in a qualified way through counselling and by communicating the experiences DHF has achieved from other partners, as well as experiences from the Danish and Scandinavian disability movement. DHF will make own experiences from its national, local and special group levels available for its partners.

DHF is aware that learning goes two ways and that DHF in Denmark can learn from its partners.

2.5 Monitoring

For DHF it is important to be able to demonstrate the effect of the work and learn from it. Which mean that there has to be made a thorough baseline (a report which describes the starting point), that a monitoring system is built (a system to demonstrate a progress in the organization/ the project) and that impact studies are made throughout the project (studies which shows the effect of the project).

In this work it is essential that the partner is directly involved and hold ownership of the monitoring. The extent of the monitoring must of course match the size and time of the project, but it is important that the monitoring is not only showing the impact of the project but rather shows the development in the partner organization and the actual progress for the individual PWD's.

2.6 The work made in Denmark

The work done by the DHF Development Secretariat must always be in a professional and qualified way. The employees at the secretariat must be able to formulate, implement and evaluate projects of a high standard in cooperation with the partners. The Development Secretariat must be able to assure that it always meets requirements from donors on reports and the like. The Development Secretariat must be able to support DHF volunteers in their development work.

The Development Secretariat is not supposed to meet these targets in isolation from the rest of DHF. Therefore it is of high priority that volunteers with interest and ability participates in all parts of the development work of DHF, especially concerning information work and it is important that all development work is anchored within DHF itself.

Development work should not mean financial costs for DHF. All staff costs including salaries, operational costs and equipment, costs concerning the Development Committee and the making of new projects, must always be financed by the contributions for administration given by the projects.

2.7 The work in the partner countries

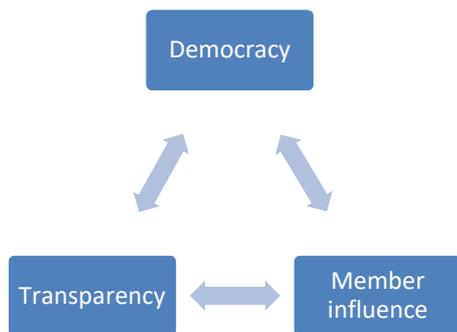
The strategy for the work done in our partner countries are described in the annex: 'Country strategy for the DHF development work 2017-2020'. This annex will be updated every year.



2.8 The partnership

Criteria for the selection of partners and criteria concerning the evaluation of continued cooperation.

The DHF partners are organizations of PWD's and it can never be a target itself to strengthen other kinds of organizations such as organizations for PWD's or governmental institutions. DHF does not help individual PWD's in a partner country.



DHF believe that democracy, transparency and member control are core values of an organization and a prerequisite for sustainable development. The three concepts are closely linked, without democracy, no member influence. Member Influence is difficult if the organization is not transparent, and it is so-that-as with democracy, if there is no transparency.

This is why the DHF holds attention to the following when a partnership begins:

The DHF partners are democratically based. An organization moving towards being a democratic organization can be accepted as a partner, if the issue of

democracy is on the agenda from the very start.

The DHF partners must live by their constitution, e.g. through holding elections on time.

The DHF partners must be financially and organizationally transparent. This means for example a certain quality, of the partners accounting. If this is not the case, accounting will be on the agenda from the very start. DHF sees transparency as fundamental to any organizational development. If problems with DHF fundings or other fundings are detected, the organization will be responsible for making the necessary decisions to ensure a continuous collaboration with DHF.

The DHF partners must be organizations open to all groups of PWD's within the disability they represent, irrespective of religious, ethnic or political relations. They must work for inclusion and involvement of e.g. women with a disability, persons with severe disabilities, children and youngsters with disabilities and PWD's with HIV/AIDS.

The DHF partners must have a desire to progress, e.g. by planning a development and by accepting that DHF is taking part of the development through the partnership.

The DHF partners have, working for social rights, the object to gain permanent improvements of the living conditions for PWD's, even though DHF recognises that organizing PWD's in itself can be of great value.

Organizations deriving from other organizations with the same purpose and target group will normally not be supported.

DHF cooperates preferably with organizations of persons with physical disabilities but has as an object to strengthen all of the disability movement in a country, which means support for other kinds of organizations. Besides, DHF can support umbrella organizations. Normally it will be a criteria for DHF support, that an organization cooperates with the rest of the disability movement in its country. But DHF will never support a group of PWD's without physical disabilities if the Danish sister organization of the group is active in the country.

2.9 Principles for the partnership cooperation

Briefly the DHF development work builds on to main principles:

On one hand, to set up clear demands to its partners and on the other hand, solidarity, respect and equality.



DHF wish to enter longer term partnership relations with our partners in south from 12 to 16 years.

On the other hand does DHF not want permanent relations and there must be special circumstances for the partnership to exceed 16 years. At the establishment of a partnership and during the partnership DHF must clearly draw attention to the ending of cooperation after 12 to 16 years and there will be made an exit strategy early in the process. DHF will warn about the ending of cooperation in good time (1-2 years before) if not the cooperation ends as a result of violation of the criteria for choosing the partner.

The partnership must build upon clearly formulated and for both partners, well known rules of cooperation, which is written in a partnership agreement or a document of the kind, which can be debated. The partnership must at least be re-evaluated each time it makes a new project or at least every four years.

DHF will respect the development strategies and wishes of the partners. This does not mean that DHF will refrain from expressing its opinions since it is necessary for the partner to know the stand of DHF. DHF will not expect the partner to adopt all proposals, opinions and advise from DHF, because DHF recognises that ideas will not make sense unless integrated in the partner organization.

DHF will meet the partner organizations with respect. It is very important that the DHF personnel and shop stewards at all times are aware that even though the relationship are not equal, because it is DHF who has access to fundings and very much defines the outlines for the cooperation, of the importance that the cooperation builds upon an essential believe that everyones worth the same.

The cooperation must build upon clear formulated common values and DHF must secure equal access to relevant information for all involved in the project.

Decisions must be transparent and it must be quite clear which decisions are to be made at which level of the partnership – this is especially important if decisions are to be made by DHF. In such a situation the partner must be heard and any objections or proposals of the partner will be thoroughly analysed.

DHF will show solidarity with their partners. This means that DHF as often as possible will meet with the various levels of the partner organization (members, local branch and head office) and it means that the partner should have no doubt that DHF is an ally in their fight to improve the rights of their members.

DHF will make efforts to make processes, reviews and communication with the partner as short, flexible and unbureaucratic as possible. DHF will not demand more reporting than necessary or what is possible for the partners. Formats and procedures for reporting are to be accepted in collaboration with the partners.

DHF finds transparency in a partner organizations finances crucial for its development, DHF's policy on corruption is formulated in an anti-corruption strategy.

2.10 Cooperation with other organizations within the Danish disability movement

DHF wish to have close partnership relations to other organizations of PWD's in Denmark. We wish to share with other organizations, the knowledge and experience we have achieved during many years of developing work so that we in cooperation can increase the quality of our work and reach a bigger target group. DHF are aware that such a cooperation means expenses for DHF regarding work hours for employees and volunteers. DHF will try to minimize these expenses by 'selling work hours' but is aware that not all partnership relations can be completely self-financing.

DHF wish among other things, to offer this to our partners:

- Support in all parts of the project cyclus from application to preappraisal to implementation to evaluation. During the project cyclus, we can support with single tasks like accounting or we can in cooperation with the partners shop steward and employees enter into all part of the project.
- Support to the building of the structure of the partner organization. This may take place by sharing



what we have developed in shape of guidelines, rules of procedure, strategy etc. We are also able to facilitate and support the work of volunteers in partner organizations e.g. by participating in developing work committee meetings etc.

DHF wants to build the partnership on following principles:

- We can cooperate with all groups of PWD's. It is not the responsibility of DHF to organize the cooperation in such a way that the disability of the partner is not limiting.
- The partnership must build upon clearly formulated and for both parties well-known rules which are written in an agreement or the like. The partnership must be re-evaluated every time a new project is formulated or at least every second year.
- DHF respects the partners own wishes and strategies for development. This does not mean that DHF have to withhold opinions, since these are necessary for both to know the position of DHF and for a fertile dialogue.
- DHF must meet the partners with respect and trust.
- DHF must secure transparent decision procedures and it has to be clearly formulated who make which decisions according to the cooperation.
- DHF must secure a professional, flexible processing and communication with the partner.
- DHF must be aware that the partners not always have a professional secretariat associated, but often builds upon voluntary workpower. Therefor must DHF be willing to take both boring and routine tasks as well as professionally demanding tasks. The most important though is that the volunteers in the partner organization feel good about the work they do.

3 Work areas in the strategy period

3.1 New work areas or countries

DHF expects to start operations in one or two new countries during the period of the current strategy and start up new partnerships in the countries we have activities in already. Most likely is the startup of a new project in Rwanda where a pre-appraisal is planned to take place late 2017.

3.2 Development in the specific countries for DHF cooperation

Latin America

In 2013 got DHF approved a Latin American program that includes Bolivia, Honduras and Nicaragua. The second phase of the program will be sought during 2015, starting in 2016th DHF see it as a prerequisite for successful work that remains DHF offices in Bolivia and Honduras during the strategy period.

Bolivia

Project work in Bolivia is still in a start-up phase and it is expected that support continue for at least another 10 years if Bolivia's gross domestic product rises above the threshold set for receiving Danish support. Bolivia's economic progress and their government's willingness to support social movements, as well as a well-developed culture of the organization itself, it is expected that there can be a relatively rapid organizational development.

There will still in the planning period, emphasis is placed on the organizational structure, including development of completely new national organizations of persons with physical disabilities and parents of children with intellectual disabilities

Targets for work in Bolivia during the strategy period:

- DHF partners in Bolivia during the strategy period developed their administrative and organizational capacity, and include established transparent accounting systems of partners.
- Coordination of Bolivia's disability movement is strengthened.
- Disability Movement has been prepared and an alternative report in relation to the disability convention.
- There will consolidate place of the two new national disability organizations.



- DHF maintains five to seven partners in the strategy period.

Honduras

Project work in Honduras is in a consolidation phase, and it is expected to support at least continued to 2021, Honduras has moved towards a more fragile situation of political instability and extreme social violence and political corruption. Under these conditions it is expected that the rate of the organizational development will be slower than would otherwise be expected.

It is expected that there will be greater emphasis on the rights work, and that tangible improvements in the living conditions of PWD's in the planning period.

Targets work in Honduras during the strategy period:

- DHF partners have improved their administrative and organizational capacity.
- DHF partners increase their membership and local branches by 20% during the strategy period.
- DHF partners achieve the first concrete results of their right to work.
- Coordination between disability organizations has improved, and coordination between FENOPDIH and FENAPAPEDISH has been improved.
- Disability Movement has prepared an alternative report in relation to Disability Convention.
- DHF maintains five partners in the strategy period.
- Failed DHF to maintain a functioning office in the strategy period.

Nicaragua

At the beginning of 2016 ends all financial support for Nicaragua, which in 2013 went from supporting eight partners to a partner, the umbrella organization FECONORI.

Nicaragua is the first country where DHF is phasing out support, and it would be perfect to continue to follow the former partners even after the termination of the subsidy, in order to gain experience with the phasing out of support for partners.

It will also be considered whether it is possible and desirable to maintain a certain partnership after the funding has ceased.

Targets work in Nicaragua during the strategy period:

- FECONORI is able to monitor the living conditions of PWD's in Nicaragua and formulate alternative reports to the UN system.
- FECONORI have found sources of funding for his own and to some extent its members' work.

Africa

The work in Africa is in a mature phase where important lessons have been created, we can begin to draw conclusions. During the strategy period, we should develop exit strategy for our work in Ghana and possibly Uganda, so that should be taken forward. Wide in Africa are several countries within the economic and political development, in which it makes sense to support an active organization of PWD's for their rights. In both countries, we work with sister organizations such as the primary partner and no umbrellas. But in both countries includes advocacy work of the partners increasingly in broader alliances and partnerships. Our partners are therefore not driving forces in the Convention work in their countries, but they are part of collaborations where appropriate to contribute to their specific interests.

Targets worked in Africa for the planning period:

- Capacity Building ourselves and our partners to develop and define the Convention's role and potential of our partners' rights work
- Develop vision to other countries in Africa and define a perspective for work after 2017-19: Should DHF continue in Africa? Why and how? Should we have an Africa Program?
- Conduct a partnership activity between Ghana and Uganda to exchange experiences, develop relationships and assessing the long term impact and trends in the sector. The activity can maybe be the effect of the above objectives.

Ghana

The project work in Ghana takes place partly in a community between DH, DBS, DDL, LEV and DHF on a joint project work with our sister organizations in Ghana, partly in a direct bilateral relationship with our sister organization GSPD, including through cooperation with the curve merges groups in Bolgatanga.

The joint project's first phase ends in 2014 and the next phase is under preparation. It is assumed that an exit strategy for common action formulated in the course of 2014, depending on the strategy it is assumed that the joint efforts completed once during the period 2017-19.



Ghana's economic progress and democratic future creates some scope for real social improvements for vulnerable groups, including PWD's. Disability movement has challenges in creating member dynamics and sustainability, and it may end up limiting its ability to seize the opportunities. The work of the planning period will therefore focus on building sustainability into organizational development and the development of effective and democratic practices in local rights work.

Targets work in Ghana during the strategy period:

- DHF and GSPD must during 2014 to develop strategies and goals for future work. DHF want this strategy include the GSPD in the period up to 2017 spreads its sources and donor dependence, so that assistance DHF can be scaled without endangering its existence. And that GSPD build a dynamic member or at least a strategy for this, moving the weight of the organization's capacity building of the head office staff to a membership structure.
- DHF will simultaneously maintain a relationship with the GSPD through partnership activities and possible cooperation at the local

Uganda

The project work in Uganda is in an expansion phase in which new partners are involved and that we are approaching the exit with our previous regular partner UNAPD. In 2013 DHF got a joint project approved between DHIF, FHF in Denmark, Brain Injury Association and Bisou, SIA and UNAPD in Uganda. It runs from 2014 to 2017. UNAPD is in a consolidation phase, while Bisou and SIA are in the process of organization building.

Uganda has a semi-authoritarian political system, however, rests on particular categories of acceptance and participation. There is handicap friendly legislation and the possibility of influence of well-organized groups. We are in a period where new groups of people with physical disabilities organize themselves independently, creating both opportunities and challenges as well as opportunities for our existing partner UNAPD to decide whether they want to be an advocate for anyone with physical disabilities, or they will be the biggest among peers in a network of organizations of persons with physical disabilities.

Depending on developments in the ongoing joint project will DHF either scale down efforts after 2017 or continue with a broader effort in the field of physical disability, perhaps as a program. In the latter case, is UNAPD probably more as resource than as a target group.

Targets work in Uganda during the strategy period:

- In 2017, 6,000 PWD's in 25 districts improved their quality of life.
- In 2017, operates 29 branch offices in Bisou, SIA and UNAPD democratic, effective, and transparent and pursue self-defined goals for the right job, member development and resource mobilization.
- In 2017 works Bisou, SIA and UNAPD at national level democratic, efficient and transparent, implement proven interventions for organizational development at the district level, have adopted similar policies in key areas, and have adopted strategies for financial independence (Bisou and SIA) or have achieved significant progress (UNAPD).
- In 2017, at least three new organizations of persons with physical disabilities are involved in the collaboration.
- In 2017, the DHF and the partners clarify the prospects for future work in Uganda in the form of either an exit strategy or a wide project collaboration (possibly a program) to support new organizations of persons with physical disabilities.

Vietnam

Vietnam has in the last 25 years undergone rapid economic and social development, and it is expected that Vietnam will become a middle income country within the next 10-15 years. The country is not a democracy, but civil society, including DPOs, have some room for rights work. Since Vietnam in these years, setting the scene for a future welfare state with social security systems is the development of a strong disability movement with the capacity to influence important.

DHF concluded early in 2012 a close partnership with PTU around project work in Vietnam. This meant that DHF has been responsible for PTU's Vietnam project with DP Hanoi. DHF expect to continue this cooperation in the planning period and in the course of 2014, in collaboration with PTU search on two new projects in Vietnam. The first projects will expand the number of organizations we work with. Here, we as partners have four new organizations and DP Hanoi. Three of the new organizations will be provincial organizations from south of Hanoi (Ha Nam, Nam Dinh, Dinh Nim). The fourth will be a national umbrella



structure. This project will run from 2014 to 2017. Parallel with this project it is planned to apply for an extension of the project with the DP Hanoi, which will run from 2015 to 2017.

Targets worked in Vietnam during the strategy period:

- DHF has been increasing their capacity to work in Vietnam, including through the establishment of an office in Hanoi.
- We have maintained five partners and identified a further three to four potential partners for future projects. To increase their administrative and organizational capacity.
- PWD's are organized in at least 200 Wards in Hanoi.
- There are formulated an exit strategy for the support of DP Hanoi.
- And that in the course of 2016 will be formulated a joint project that both accommodate all our activities with DP Hanoi and our other partners.

3.3 Working with the UN Convention of the strategy period

DHF expects to increase its capacity to work with and support our partners work with the UN Disability Convention. This should be done through training of DHF employees, ongoing advice of our partners, monitoring of the Convention process and project activities (either part of larger projects or small independent projects).

3.4 The DHF member's participation in the development work.

The members of DHF, including the members of the development committee, are essential in the development work and will be included to the degree possible.

Their capacity will be upgraded by:

- Participating in training sessions at e.g. PATC and DPOD.
- Making presentations at the committee meetings.
- Participating in the annual development seminars arranged by the development secretariat.
- To a certain degree participate in project visits. When choosing members for missions, the interest of the project should have a higher priority than the training of members from DHF. Normally when committee members are participating there will be made a foregoing agreement of specific tasks for them to do. Often tasks like information work, exchange of experience and such.

The members can be involved in:

- Information work, like events and the making of information materials such as articles in member magazines, lectures at local branches and more. To be able to do this it will normally be a precondition that the volunteers participate in a visit in south, e.g. concerning a project visit.
- Exchange visits, from south to north or the other way around. For this kind of tasks there can

be made a group of volunteers, normally with the participation of an employee of the development secretariat.

- Collections, in shape of money or materials like used computer equipment. For this kind of tasks it is also possible to make a small workgroup.
- Selling items from developing countries, it may be items produced by a group of PWD's in south. Selling items must have an information side effect and support the groups in south. The income will not be a financial part of the DHF development work.
- Cultural sessions, it may be in shape of a drama or music group from south or other performances like that.
- Project work
- Network which have the purpose to give professional input to specific subjects like accessibility and spinal cord injuries.

4 Information work

DHF believe that information work is very important and should be incorporated every project.



Information work has the following objectives:

- Run information activities to inform the members of DHF about the living conditions of PWD's in developing countries and to involve more active members in the development work of DHF.
- Influence other NGO's so they will include the disability aspect in suitable ways in their development work.
- Inform the Danish population as a whole about a special part of the Danish support to developing countries (the support to PWD's) to secure a continuous popular support for assistance to developing countries.

This means towards members:

- Every year there will be made a plan for which articles being published in Handicap-Nyt and other member magazines.
- That the local branches will be offered presentations, mostly held by members of the development committee or volunteers who have participated in project visits.
- There will be updated material about the project countries and the living conditions of PWD's in these countries
- The homepage will be updated and expanded
- That it is attempted to do information work at every DHF congress and possibly other major DHF events.
- DHF's Facebook page will be used to write about our development work (cf. 1.1).
- The DHF intranet "DHF Update" will be used to provide information on DHF development work to members.

This means towards NGO's and governmental institutions:

- To participate in the activities of PATC.
- To participate as much as possible in meetings and network set up by Danida and to have close contact to embassies and other Danish NGO's active in the same countries as DHF.
- To have an updated homepage and Facebookpage to inspire PWD's to participate in the project work.

5 Coordination and partners

DHF wants and seek cooperation with all kinds of organizations which can promote the objectives DHF have in its development work. DHF wants to help other organizations with their development work, if DHF has an expertise. That means DHF may help other organizations with preparation for projects, may take part in common projects or even administrating other organization's projects. As a main rule must these activities be

economical neutral for DHF. DHF wishes to enter CSR cooperation with the private sector in Denmark and other countries we work in.

In countries with DHF projects, we will try to have a close coordination with other international organizations who work with PWD's.

In Denmark as well as in south, DHF will have a constructive cooperation with other disability organizations if it seem possible, as is the case with the project work in Ghana and Uganda.

DHF will be an active member of CISU.

DHF want to continue to be very active in the development and management of Disabled Fund. We will continue our work in UdviklingsStrategisk Forum and try to have a representative in the Disabled Fund assessment committee. DHF also wants to encourage volunteers and employees to participate in after work meetings and educational opportunities arranged by the Disability Fund.

6 Financing



In the strategy period DHF will seek support for our projects from the Disability Fund.

DHF will in the period to some extent collaborate with private companies based on a CSR model. We also want to explore other financing options and possible cooperation with other DPOD member organizations.

2017 – The DHF Development committee and The DHF Development secretariat