

***AIN-Efforts and Aspirations towards Inclusive Development***  
**19 December 2014**



Association of International  
NGOs in Nepal



Association of International NGOs in Nepal

## **AIN Disability Working Group**

### **INVITATION**

To commemorate the 23rd International Day of People with Disabilities 2014  
Sustainable Development: The Promise of Technology

**Celebration in solidarity**  
*"AIN-Efforts and Aspirations towards Inclusive Development"*

**Date :19 December 2014, Friday**  
**Venue: Hotel Himalaya, Skyline Hall**  
**Time: 1:00 - 4:00 pm**

Please kindly confirm your presence  
Rsvp: [reshma@ain.org.np](mailto:reshma@ain.org.np) 9841555363

### **Schedule**

<b>Time</b>	<b>Particular</b>
12:45- 1:10	Registration
1:10- 1:15	Guest Calling on the Diace
1:15-1:20	Welcome Remarks
1:20-1:30	Launching of Accessibility Directory- <i>English version</i> by the Chief Guest
1:30-1:45	Launching of AIN DWG Documentary: <i>AIN-Efforts and Aspirations towards Inclusive Development"</i> by MoWCSW
1:45 -1:50	Speech by the Chief Guest
2:00-2:45	Role play-How it feels to be person with disability/Interaction
2:45 - 3:00	Presentation of Survey: How Inclusive are the AIN Members?
3:00 - 3:15	Suggestion/commitment for AIN to be further inclusive
3:15-3:20	Presentation of income/expenditure of the event
3:20-3:40	Remarks from Guests and Hosts NFDN, SC, Joint Secretary
3:40-3:45	Vote of thanks and closing
3:45 onwards	Gallery walk and refreshments

## **Background**

To commemorate the 23 International Day of People with Disability, the Association of International NGOs in Nepal AIN Disability Working Group had organized an event entitled "*AIN-Efforts and Aspirations towards Inclusive Development*" on 19 December 2014 in the presence of huge participants from various INGOs, Disabled People's Organizations, National Federation of the Disabled Nepal, Ministry of Women Children and Social Welfare. The event was facilitated by AIN Disability working Group coordinator Shiva Rayamajhi.

## **Welcome Remarks**

Chairperson of AIN Deepak Raj Sapkota in his welcome address shared about the efforts made by AIN Disability Working Group and its effort in the past, especially the Career Expo, the first of its kind initialed by AIN in 2012 and continued in 2013.

## **Launching of Accessibility Guideline by the Chief Guest**

During the event, Chief Secretary Leela Mani Paudel launched the Accessibility Directory "Accessible Physical structure and Communication service Directory for People with Disabilities, 2069" approved by the Council of Ministers on 13th February 2013. The Ministry of Women Children and Social Welfare had published the Nepali version. The Directory is translated and published by AIN. The Ministry had notarized for translation and AIN would hand over five hundred copies of the English version for distribution at various Ministries, Government Offices and departments. AIN Disability Working Group Coordinator Shiva Rayamajhi made a presentation on the key information of the Accessibility Directory.

## **Launching of AIN documentary" AIN-Efforts and Aspirations towards Inclusive Development"**

Chief Secretary Leela Mani Paudyal launched the AIN documentary "AIN efforts and Aspirations towards Inclusive Development. Parbeen Shrestha, Director of Mokshya Productions, directed the documentary. Prabeen Shrestha himself is a wheelchair user who was a victim of an accident. The documentary displays the efforts made by various AIN Members to make the workplaces disable friendly for easy accessibility of the staff with disability. It also inspires and urges people to have compassion and commitment for inclusive development.

## **Address by Chief Secretary**

Chief Secretary Leela Mani Paudyal had graced the vent as the Chief Guest. He remarked that equal opportunities should be provided for equal contribution. He thanked AIN for inviting him as it has been a knowledge updating opportunity for him and for sharing his feelings as well. He stressed that such sharing events should be done regularly for for self-realization of one's responsibilities and to encourage and remind the Government of Nepal time and again. He added that Nepal could do so much that other countries can learn too. He emphasized that there

is a just a need to change the mindset, even though one is not much experienced in this area, one can change their viewpoint/opinion. People need to be a bit more sensitive.

Chief Secretary stated that they are not satisfied and there is a need to do more and make more effort. Social organizations working in the area of Disability should do more awareness programs to address the feeling since they are the ones who understand the need of people with Disability. He remarked that a small negligence and unknowingly people tend to hurt the feelings and sentiments of the people with disability. Hence as a responsible and capable citizen it is their duty to support them and understand them.

Chief Secretary informed that the Government is trying its best to make Kathmandu roads and footpaths disable friendly but there are many lapses and hurdles. There is no even surface for visually impaired. People have no civic sense and simple common sense. He cited examples of how people make ramps in the middle of the footpath to take their cars easily inside their doorsteps without considering the difficulty the pedestrians could face, leave alone the disabled. He added that the Government is starting from one point and trying to make Maitighar Mandala road a model road of international standard.

Chief Secretary also stated that the Disability Act has been passed and it will be approved soon by winter session Parliament. He added that one should remind the government time to time showing the urgency and importance of implementing the policy. He added that KTM Metropolitan is making 400 public toilets and he has advised to make few disable friendly toilets as well which will be a breakthrough task and others would be inspired as well. He also talked about the Red card and Blue card quota systems, which in itself is discrimination and is promoting corruption. Hence he shared that there would be no quota system in the days to come. He emphasized that one has to get into the true spirit and spread awareness widely for the cause of disability. As a symbolic event, he stated that the Government is supporting Khagendra Navajeevn Kendra with financial contribution to make it disable friendly hospital. Though Government progress is slow, effort is being made.

In his concluding remarks, Chief Secretary Leela Mani Paudyal stated that one should not wait until others to start but they should take the initiation themselves so that others would join and create that impact and synergy. He also mentioned that the policy guidelines are in place but people do not follow. He urged people to try to make the system of filing complaints so that they would learn from about those who not follow rules. This will make them responsible and would cultivate the social habit as well. He advised people to be the source of inspiration, inspire more people, and start from learning at least the basic communication skills, sign language etc. Chief Secretary congratulated the video making team for their wonderful work and appreciated AIN Disability Working Group for their effort and commitment towards the cause of disability.

### **Role play-How it feels to be person with disability/Interaction**

A role-play session was conducted to create awareness amongst people to make them realize how it feels to be a person with disability. AIN Chairperson volunteered to act as a wheelchair user, he was asked to stroll through the podium, which did not have any ramp. Likewise, few participants from the audience volunteered for the blind fold Act and few did conversation with

a hearing-impaired person without the aid of sign language interpreter. The role-play somehow helped to depict the plight of the people with disability and the difficulties they face in the absence of accessible and disable friendly environment.

### **Presentation of Survey: How Inclusive are the AIN Members?**

AIN Disability Working Group Co Coordinator Shaurabh Sharma made a brief presentation of the survey that was conducted in 2013 to see how inclusive the AIN Members were. Key findings from the survey in terms of accessible workplace, HR policies, programmes and future plans were highlighted. \* *Detailed survey attached as annex.*

### **Presentation of income/expenditure of the event**

AIN Program Coordinator Reshma Shrestha briefed about the financial contributions and expenditures incurred to organize the event. Income and expenditure details were shared to ensure accountability and transparency. She thanked all the DWG Members who contributed for the same.

### **Remarks from Guests**

#### **National Federation of the Disabled Nepal, NFDN**

President of the National Federation of the Disabled Nepal Sudharshan Subedi remarked that he would start from positivity since the newspapers, facebook and twitters are taking the negative routes. He shared about the good things that are moving ahead and stressed on the need to "Make the Rights of the disabled Real" since there is "nothing about them without them." He spoke highly about the Career Expo organized in 2012 -2013 that gave message to the world. With the expo more than eight people with disability got job in the past two years. He emphasized AIN and NFDN should do more as an information bank in the field of disability. He shared that 20% of elite people own cars while 80% general people (women, children, indigenous, etc) walk hence the elite people should act and start making commitments to promote for universal design, increase HR capacity, transfer knowledge and think about accessibility for all. He stated that NFDN is very much committed to do real campaigning to make the rights real and working to take the CBR Guideline forward. NFDN is also involved in the Governments 10 year plan and shadow report. NFDN is working for creating a conducive environment and starting from its own office by making it disable friendly. He suggested that AIN DWG should transfer knowledge to wider stakeholders.

#### **Save the Children**

Deputy Country Director of Save the Children remarked that there is more to be done, as it is not enough. The country needs more programs and HR policies to address the issue of disability. The baseline surveys should be updated, time and again. The Government is moving ahead to reach the status of developing country by 2020 and the key indicators being economy,

education, Age and health. One should consider the aggregate income of the people with disability. He stated that the Ministry of Women Children and Social Welfare occupies 52% of the total population and enquired if the government has enough resources to address the needs of this huge population and would it be enough to bring changes in the lives of these people. He questioned if monthly 500 - 1000 rupees would be enough to cater their needs. Jagat Khadka appreciated the initiations taken by the Chief Secretary and his keen involvement for the cause. He added that AIN and NFDN should work together to make a long-term vision..

## **Ministry of Women Children and Social Welfare, MoWCSW**

Joint Secretary of Ministry of Women Children and Social Welfare Shankar Pathak thanked AIN for inviting him and for the efforts made by DWG. He remarked that Government alone cannot do development work hence they need INGOs and CBOs to make a joint effort. He added that Government gives priority and facilitates but the Ministry has become bit slow and Government efforts are slow because decisions are slow hence INGOs and NGOs should make an effort together to make it successful. He thanked AIN for translating the Accessibility Directory. He remarked that though the guidelines and Acts are in place it has not been well implemented. The Ministry is ready to support in every possible way. He suggested that one should do research to find out how many districts understood the guidelines and do proper evaluations as well. Joint Secretary remarked that it was a good beginning and all should move together.

### **Vote of thanks and closing**

AIN Chairperson thanked all the distinguished guest and participants for their valuable presence. He informed about the plans to construct disable friendly toilets in Bhrikuti Mandap and Sundhara with support from AIN Members. He also briefed about the Career Expo that opened avenues for self - employment and entrepreneurship. He also mentioned about the first disable friendly local bus that will be run by the 'Sajha Bus'. AIN Chairperson also added that AIN is committed to make the rights real and would work towards making it possible.

### **Suggestion/commitment for AIN to be further inclusive**

#### **COMMITMENT:**

- Help management of my organization to understand about why we should prioritize person with disabilities as one of the organizational beneficiaries.
- We are committed to make our work force diversity inclusive irrespective to disable
- We will motivate our partners and stakeholders to be inclusive
- We will improve our policy, provisions and practices accordingly
- We will change our mindset
- Make workplace more disabled friendly
- Give due priority to disability and disability issues

- Infrastructures should be disabled friendly
- Commit to support access and inclusion in our office, at home and at every level of work and life
- We disabled people commit to make hard effort to showcase the talents we have within us
- Will give priority to disabled people and try to learn basic language ( sign)
- Ensure office infrastructure is reviewed and possible changes are made
- We already have ramps for easy accessibility but realized the need for Lights and visiting cards that can be done immediately. More infrastructure changes be planned and budgeted
- I will help those in need the way I can. I will suggest people to think of difficulties being faced by disabled people. I will do what I can where I can to help disable people.
- Contribute to efforts to make inclusive environment in organization
- Give priority to disabled people, visual and hearing impaired and promote them
- Change in language and behavior
- Try to have discussion and dialogue to make workplace, home and community disable friendly and give opportunity to disabled friendly
- Must respect disabled people
- Committed to promote inclusive society
- Committed as per requested by AIN
- Participation in such events
- Non discrimination/social inclusion policy MOU specific. Put disability in a separate bracket and address separately
- DPOs want to work together with AIN
- Commitment to make more organizations, hotels, hospitals , schools disable friendly'
- Start from a small effort for implementation
- Increase awareness within the AIN network on the following: Making office infrastructure disability friendly, providing opportunity to disable persons as much as possible based on their competency and capability
- AIN should coordinate with every NGOs and INGOs to be more inclusive and suggest them to encourage the disability people for recruitment
- Make an effort to do office programmes more inclusive
- I will share my learnings with our office team and Management to create disable friendly environment
- Will try to work together with organization who work in the field of leprosy and make disabled friendly environment in the own land
- Appreciating those who do and inspiring others to do it better. For instance this AIN event itself is very good but how to make it better is the issue
- AIN, AIN Members and DPOS should work together
- Disabled people should abandon the inferior feeling of being weaker than others
- We commit for effective implementation of the support that disabled people receive and also ensure transparency
- At least include disability as a cross cutting issue
- Fix certain percentage of budget for disability
- Lobbying office to become disable friendly and including persons with disability as staff

- I will give my staff awareness training regarding the situation of of people with disability and the hard work they do
- I am aware on an individual basis and try to make upcoming programs disability inclusive and allot at least 1% budget for the same
- We have staff members who are disabled but we could do more to create a much more disability friendly environment for these staff members and it could be as little as taking care of the lighting and general awareness of promotion issues regarding disability amongst all staff members and this would be the start
- Our workplace would be disable friendly. Social inclusion policies will be in place
- Change the mindset towards positivity from today

## **SUGGESTIONS:**

- Should share these kind of issues to all not only AIN Members and Government bodies
- There should be a specific policy regarding inclusion for each organization specially for development organization
- Glimpses of such events should be shared in the AIN Plenary where decision makers attend. It would have been more effective if one could take Commitment from AIN Members at the Plenary for making disable friendly working environment and hiring of differently able people based on their abilities.
- AIN should encourage each INGO to participate
- Need to understand the nature of disability. For instance, it does mean that by just making a ramp one can create disable friendly environment. Just having a knowledge of basic sign language does not mean that one is a sign language Interpreter. To develop professional interpreters a lot of coordination is required
- The efforts made by AIN are praiseworthy. AIN should make effort to synthesize and create awareness about inclusive development amongst those donor organizations who do not work on this area
- AIN needs to be more disable friendly since they used the term blind. The program and documentary focused on physical disability, visually and hearing impaired only. Apart from these there are mental disability, autism who needs to be addressed. These people also should have access to education, health, employment and human rights
- While doing such events one has to ensure the needs of the disabled people. The video should have a sign language interpreter and use of Braille system for visually impaired
- The issues of mental disability has not been addressed by any of the disability movements and not been spotted by the International Development foreign aid. Mental disability is entirely different from all other forms of disability and it could happen to any people with other disabilities. Hence it is important for AIN to address the issues of Mental disability. Sidelining mental disability would not make inclusion talk complete
- The hall where this event has been conducted is not disable friendly since it was very difficult for wheelchair user
- Other Disabled organizations also make such handicraft ( folder) hence it would have been better if the organizers mentioned their names as well
- People at national and private organizations should take initiation for making disable friendly environment and it should be practical



- All organizations working in this area should coordinate and collaborate to work together, identify common issues and work collectively for effective results
- It would be better if another documentary address the issues of all forms of disability including mental disability. It would be good if the report is published in one language instead of half English and half Nepali
- It would be good if the simulation is done in the field and it is compulsory to give white stick to enact the visually impaired role
- It would be great if all International NGO workers and their work places could be disable friendly and if they can do one or the other programs for the people with disability
- One should have self realization that anybody could be disabled at any point of time hence in that regard be should have the compassion, their mindset and the feeling of supporting the disabled should come from the heart.
- Request the organizers to make programs for those severely disabled people who are very much backward and who have no access to fight for their right to live. Think about the disabled community of Hemophilia, Muscular dystrophy and Autism and prioritize their needs
- Address the needs of the disabled people in terms of availability of appropriate support materials, support service for fully and severely disabled, compulsory employment or equivalent social security, per diems and pension, accessibility and programs for independent living
- It would be good if all kinds of disability was addressed during simulation
- Physical infrastructures should be disable friendly
- Should provide employment to people with disability
- AIN, INGOs and KAD can work together
- The problems of disabled, hearing and visually impaired should be promoted and campaigned as one's own problems
- The program is very good and it should be shared with the Nepal Government Official also
- Attitude, Saying and Action needs to be similar
- It would have been better if it addressed the problems of all kinds of disability for instance intellect disability
- AIN and NFDN should organize together hand in hand
- Policies addressing the needs of fully and severely disabled people should be mainstreamed
- All of our organizations can make our office as accessible as possible by dedicating a team for awareness and office space planning
- Work for all types of disability
- When you choose workplace choose disable friendly place
- Put quota for disable people as per their capability
- Communicate as much as possible about the such programmes run by AIN and conduct meeting and workshops
- More programs and workshops to be organized and include disability people in it
- AIN should circulate innovation on this among AIN members.
- AIN should encourage all it members to create conducive environment for the persons with disability
- Make disability an important part issue or at least a cross cutting issue in all projects

- Wider sensitization of communities and people at least to change attitude
- Sensitization to improve language: often the term victim and blind is used
- At least the members of AIN should ensure 10- 15 % representation in staffing. Not only in support staff but also include in decision making level
- By helping its members understand better their organizational roles for inclusion
- By creating interaction between DPOs and other orgs
- DWG should increase the members in the group with disability
- Those organizations who have not initiated inclusiveness of disable people initiate the culture of encouraging and providing more opportunity to disable community for making them independent
- Disability working group should have disabled organizations then it will be inclusive. How many organizations are there in DWG?
- Are AIN and DWG Members being inclusive?
- INGOs should give job opportunity to PWDs and WWDs
- While making planning there should be involvement of PWDs/DWds and LWDs
- Participation of Disabled people is low
- INGOs should allocate some budget for PWDS barrier free environment
- There should be more interaction and discussion within AIN Members
- AIN should promote and work together for implementing disability policy and lobby for all organization to be inclusive in all area they work
- Make every INGO inclusive of differently able people. If each INGO gives job opportunity at 5% of total employment to disable people this means a lot in the sector. With job they themselves are forced to make their place disable friendly
- Government policies should make it compulsory for industry or business buildings to be constructed with pathways and toilets for disability group.
- Always remember " nobody is left alone while making policy development and implementation
- Identify organization willing to work on disability and orient/support them on how to initiate works on disability
- Basic physical infrastructure needs has to be met by all members of AIN
- Encourage people with physical disabilities
- Appreciate AIN for organizing the event. INGOs are making so much contribution in the area if disability. However, the documentary, speech, survey all depicted that the area of disability has been very limited. It seems bit incomplete that the issues of autism, CP, down syndrome, hemophilia, etc was not even mentioned anywhere. Hence, advise to address these disabilities in the upcoming events. Attending such big programs let the media not get the message that disability means just physical, blind and deaf .