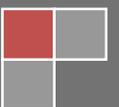


AIN Efforts for Inclusive Development

Inclusion Matters: Access and Empowerment
of people of all abilities



Background

The Association of International NGOs in Nepal (AIN), is an active network in the development sector of Nepal since 1996. 124 INGOs are the members of AIN who have been implementing various people-centered development programmes throughout Nepal.

The UN Convention on the Rights of Persons with Disabilities (CRPD) has been ratified by Nepal in 2011. The 'World Report on Disability' by the World Bank and the World Health Organization illustrates a disability prevalence rate of 15.4; however this figure could go up to 19 percent in developing countries (WDR 2011). Along with these two documents, there are various evidence of correlation between disability and poverty: people who have disabilities are more vulnerable to poverty and poor people are more at risk to acquire disabilities. It is therefore essential to include people with disabilities in all developmental endeavors, including DRR and Emergency Response.

AIN through the Disability Working Group (DWG) has initiated some fundamental steps in the areas of disability mainstreaming for last few years. Some AIN members exclusively work in the area of disability and development while others work with a broader inclusive approach, disability being addressed as cross-cutting issue. At DWG level, we have realized that AIN members yet would need to mainstream disability. Through various initiatives, AIN members and other organizations reformulate their approach towards disability inclusion in development actions, such as making accessible office structure, providing equal opportunities for persons with disabilities in their workforce, making affirmative planning and monitoring actions to see the disability inclusion in their development programmes, however this is often not yet institutionalized.

Disability is a pertinent issue in all development efforts, including DRR and Emergency Response and we shall use twin track approach of 1) Disability specific: empower persons with disabilities, their families and representing organizations to access development services such as health-including WASH, education, livelihood, participate in social and political activities; and 2) Societal: mainstreaming disability- working together to identify and overcome the barriers in society that people with disabilities face e.g. physical accessibility, communication, attitude, legislation. It involves the inclusion of persons with disabilities into all aspects of life on equal basis as people without disabilities in order to improve their quality of life.

We, the 22-membered DWG advocate to all our AIN members and development partners/ agencies to be a part our efforts of making inclusive society for all. Together we can do more!!

Shaurabh Sharma

Coordinator

AIN Disability Working Group

AIN Inclusion Survey

Presentation Highlights: Suraj Sigdel, DWG Member

Key Findings

The survey has been filled out and send back by 45% of AIN members with the following outcomes:

- 1. Governance:** More than 50% of the organizations have integrated disability inclusion in their policies.
- 2. Management practices:** Out of 56 organizations, 43 organizations (83%) are implementing disability related programs using different approaches.
- 3. Human Resource Diversification:**
 - 1.25% of the total staff members within participating organizations are people with disabilities
 - 4.4% of the total staff members in partner NGOs are people with disabilities
 - 39.3% of the participating organizations (56) have a disability focal person in the organization to oversee the disability related program.
 - (41%) organizations have trained staff on disability and disability mainstreaming.
- 4. Financial Resources:** 48 organizations provided information on institutional budget for year 2015, where 18 organizations have a separate budget for the disability program. It is found that 3.9% of the total budget is allocated to the disability program, which shows a good level of inclusion (3-7% budget allocation for inclusion of people with disabilities: Count me In 2012)
- 5. Accessibility** (37.5%) are to certain extent accessible to persons with disabilities.

Recommendations: To ensure that no one is left behind

- 1. Governance:** AIN members are encouraged to have disability inclusion policies and guidelines in place
- 2. Management practices:** AIN members are encouraged for systematic disability mainstreaming into their programs/projects
- 3. Human Resource:**
 - All INGOs are advised to strengthen workforce diversity by increased staff with disabilities at all levels to at least 3% in two years' time
 - Continue encouraging partner NGOs to include people with disabilities in their staffing
 - Appoint focal person who has competencies in issues related to disability
 - Ensure capacity building plan for all staff on understanding disability
- 4. Financial Resources:** Allocate at least 2% of the total budget for the inclusion of people with disabilities (3-7% is ideal and targeted)
- 5. Accessibility:** Organize accessibility audit to assess the current status and implement action plan for increased accessible work space
- 6. External relations:** for strengthening mainstreaming effort, INGOs are recommended to build linkages with Government authorities, DPOs and like-minded organization including AIN Disability Working Group (DWG) Members.

For detailed report visit, www.ain.org.np

Disability related new policies and programs of government

Key issues from the Presentation of Ministry of Women Children and Social Welfare: Under Secretary, Humkala Pandey

Current Activities

1. International Policies

- UNCRPD 2006 (Ratified, 2009, Dec 27)
- Incheon Strategy 2013-2022

2. Constitution of Nepal, 2015

- Right to Equality, Right to Education, free Education (poor),Right to social justice (Social inclusion)
- Equal Right to Access
- Participation to Inclusive Commission,
- Civil and political Rights

3. National Policies

- Protection and Welfare of Disabled Act 1982 and Rules 1995
- 1st Disability Legislation In South Asia (welfare based approach)
- New Act, 2015 is Drafted and submitted to the Parliament.
- Disability Registration System 2063
- Draft of Personal Assistance Guidelines
- CBR Guidelines-2002(5*5 Metrics)
- National Health Policy, 2015 & Nepal Health Sector Support Program III 2016-2020 (disability incorporated and ensures services based on severity)

Domestic Disability Policies of Nepal

Accessibility Guideline for Persons with Disabilities in Physical Infrastructure and Communication-2012:

- Public Roads and Foot Path
- Amusement Centers Parks
- Sports Centers
- Public Toilets
- Public Buildings
- Bus Terminals and Transportation
- Restaurants
- Building's Interior like passages, Bathroom, stairs, lobby, doors, window, kitchen
- Communication: Sign Language Interpreter for persons with deaf, Broadcast TV with Sign Language
- Standers measurement of Accessibility

National Policy and Plan of Action (NPPAD), 2063

- ✦ National Coordination
- ✦ Legislation/Policies
- ✦ Information/Research
- ✦ Awareness/Training
- ✦ Skill training and Employment
- ✦ Accessibility
- ✦ Communication
- ✦ Transportation
- ✦ Education
- ✦ Sports, culture
- ✦ Prevention
- ✦ Health Care
- ✦ Rehab /empowerment
- ✦ Assistive Device
- ✦ Self-help Organization
- ✦ Women with Disability
- ✦ International Cooperation
- ✦ Implementation/Monitoring/ Evaluation

Ongoing Activities by Sector Ministries, I/NGO /DPOs

Program Included

Social Welfare and Rehabilitation Program	CBR in 75 districts, Capacity building, Assistive device, support to NGO/DPOs, ID card, Publication of Disability Resources Book, accessibility policy, Running 9 Rehab-Centers
Education	Free education, scholarship, Inclusive education, provision of writer, extra time and brail books and special sports.
Health	Identification, Prevention, Rehabilitation, Free health check-up, medicine and Reservation of bed, physical/occupational Therapy, counseling
Local Development	Social security allowance, target group support budget at local development authorities.

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Gaps and Barriers

- ✦ Policy updates and implementation challenges
- ✦ Disability Rights Action final process (Right Based Approach)
- ✦ Many laws and policies need to be reviewed process in line with UNCRPD.
- ✦ Lack of reliable baseline information (comprehensive and integrated information)
- ✦ Lack of Inclusive Development Program and Operation
- ✦ Needs further improvement on inter-ministerial coordination & collaboration (Education, Health, Livelihood, Socialization, Empowerment)
- ✦ Low access and opportunities on employment (Independent Living)
- ✦ Accessibility and mobility (Physical & Communication Access)
- ✦ Use of Information Technology in education other sectors
- ✦ Participation on Disaster management System(Accident, Earthquake, landslide)

Best Practices

- ✦ Disability friendly Constitution-Civil and Political Rights
- ✦ Focal Ministry-Ministry of Women, Children and social Welfare(Disability Rights promotion Section)
- ✦ CBR Program
- ✦ Help Desk and Information Section
- ✦ Ministry allocated Grants to DPOs
- ✦ NPPAD, 2006-2015
- ✦ Assistive Devices Centers and produced Wheelchair in Nepal

Needs and Barriers

- ✦ Policy and system strengthening
- ✦ Awareness building (to change the behavior of community and stakeholders)
- ✦ Human resource development Teachers, Rehab Workers, CBR workers, Counselors, Therapists, Personal Attendant, Sign Language Interpreter, Leaders or Activists
- ✦ Accessibility (Physical Infrastructures, Information Communication, Transport Service) and Devices
- ✦ Disability Inclusive Programming
- ✦ Disability Study, Survey and Research
- ✦ Disability Information Management System
- ✦ Disability Specific Services in local level
- ✦ Ageing people
- ✦ Cancer, debilities, Stroke, Malnutrition mentally disorder causing

Launching and Sharing of Disability Tool Kit

Dr. Khem Bahadur Karki, Secretary General from National Health Research Council, Nepal together with Chief Guest, launched the disability tool kits of CBM translated and localized in Nepali language in collaboration with NHRC, NFDN, AIN and HRDC.



Dr. Karki shared on how it is important to every organization and field workers to prevent the disability and manage children with cerebral palsy and disabilities. Working coordination among all the key stakeholders was very good and specially thanked to CBM for financial and technical support.

The toolkit consist of 1) flip charts on birth impairment, cerebral palsy, primary health 2) fact sheets on birth impairment, cerebral palsy, primary health, and 3) manual on birth impairment, cerebral palsy. These toolkits will be uploaded in AIN, NFDN and NHRC website and original toolkits are available in CBM.org

Programme Experience Sharing: Regional Employment Dialogue for Persons with Disabilities, Access and employment for all

Sagar Prasai, National federation of the disabled, Nepal

Young Raj Osti, Executive Director, Chitwan Association of Industries

The Objective

- ▶ To sensitize local stakeholders and people with disabilities about inclusive employment
- ▶ To facilitate in accessing skills development programs (vocational trainings) and financial services (micro-finance support) for people with disabilities
- ▶ To explore the existing immediate livelihood opportunities available for the people with disabilities in districts as well as in the region.

Programme modality

- ▶ First Part: Orientation and Job Preparation Session for Job Seekers with Disabilities.
- ▶ Second Part: Presentations for Employers about business case of hiring persons with disabilities. Discussion with employers.
- ▶ Third Part: Stall Exhibitions of persons and groups with disability engaged in income generating activities.
- ▶ Last Part: Open floor discussion between all participants.

Western Region, Pokhara: December 23, 2015

- ❖ Organized by National Federation of the Disabled, Nepal
- ❖ Financial Support by: CBM Nepal
- ❖ Supported by: AIN-Disability Working Group
- ❖ Participated by:
 - 30-40 Job Seekers with Disability and their attendants
 - 10 Regional and Local DPO representatives
 - 10 persons with disabilities who already are employed/self-employed
 - 10 Employers and representatives of employers association (Local FNCCI, Computer Associations etc.)

Outcome

- Story of employed persons with disabilities in different sector helped employers to understand that persons with disabilities can work.
- Commitment from employers about thinking of people with disabilities as potential candidates in future job openings

Challenges

- High Expectation among Job Seekers immediately after the program.
- People from various sectors, with various interest participated rendering the program as mixed bag. Less focused.
- Less timing for orientation/job preparation for job seekers with disabilities

Central Region, Chitwan: December 21, 2015

- ❖ Organized by: Chitwan Association of Industries
- ❖ Financial Support by: CBM Nepal
- ❖ Supported by: AIN-Disability Working Group
- ❖ Participated by:
 - 8 Job Seekers with Disability
 - 10 DPO representatives
 - 28 industrialists
 - 5 Government stakeholders
 - 20 other stakeholders (vocational training center, hospital etc.)
 - 6 journalists

Learnings

- Industrialists are convinced about possibilities of employing people with disabilities in their industries based on capacity and skills
- Industrialists are willing to make necessary modification in existing infrastructures as required.
- People with disabilities have also shown interest to get employed at industrial sector having working environment accessible

Recommendation of Participants

- People with hearing impairment have specific needs, so people including the organizers have to sensitive towards it while we implement disability related programmes
- Workshop venue has wheelchair accessible until programme hall and rest rooms but specific toilets are not accessible so, we have find better place next time.
- The programme conducted in English largely, there should be arrangement of Nepali translators for native listeners
- There is government's commitment to provide 5% employment for the PWDs so why not INGOs make such commitment today in this floor? Appealed all INGOS to imply the regulation
- Mainstream DRR in disability programme. DRR Working Group is ready to work jointly
- Focus action on implementation of policies

Key Question:

- How the inclusion through twin track made significant change i.e. >60% where it was 13% in 2013?
- What is the inclusion practices and plan for the people with hearing disabilities?
- How could we make better inclusion of PWDs in DRRP?

Government Remarks

Madhu Regmi, Secretary of Ministry of Women Children and Social Welfare, Chief Guest

Nepal government is doing lot of good work and has huge scope of further collaboration and support, so he requested INGOs/ DWG members to support of government plan. The budget of 1 million allocated to the disability right promotion by Nepal government is appreciated but it is not enough therefore INGOs are requested to make their contribution further in this sector. The policies under the development are good movement for the disability inclusion so INGOs should support on it and should go together jointly in this. In regards the accessibility we should not talk only about physical accessibility but we need to focus more on social and psychosocial barrier in further days, and same way to make aware to the political leader and make them responsible towards disability development and we need to focus on it. He also claimed that he felt government of Nepal is more sensitized (than INGOS) after going through the survey findings and disability works that shared and urged other INGOs to contribute more.

He also informed about submission of draft Disability Bill to Constitution Committee and requested INGOs support to get it through. He ensured that Ministry of Women, Children and Social Welfare will act as agent for People with Disabilities to other agencies and it has allocated needful resources, and not only this other ministries such as Health and Education have separate budget as well to address issues of people with disabilities.

Commitment from AIN

Sarah Blin, AIN Vice Chairperson

She congratulated and thanked the Ministry of Women, Children and Social Welfare for their commitments and requested to be ensured that INGOs will do more in the coming days. She further urged all to play important role to bring the change and show serious commitments to demonstrate and implement inclusive development activities including the earthquake response work in Nepal. She requested AIN Disability Working Group members to reach out to people who are still not convinced and thereby reach out to more people with disabilities. She emphasized on focusing on equitable services and programs and urged to use the expertise to demonstrate example and let government of Nepal to replicate what INGOs do because no one should be left behind. She added that all need to work together and ensure the inclusion of People with Disability at all levels. Sarah thanked DWG for all the good work and achievement so far.

Event Glimpses







The Invitation

ain Association of International NGOs in Nepal

INVITATION
AIN Disability Working Group
 Sensitization Event
“AIN Efforts for Inclusive development”

Highlights:

- Survey findings on Disability Mainstreaming and Inclusion of AIN members
- Sharing on Disability related policies & programmes by the MoWCSW
- Findings on Regional Dialogues on Employment opportunities for people with disabilities
- Launching of Disability Toolkits
- DWG achievements & plans

**Inclusion matters:
 Access and empowerment of people of all abilities**

The event will be graced by the Ministry of Women Children & Social Welfare along with Dignitaries from various line Ministries, SWC, EDP Partners, NGO Federation, NFDN, DPOs, Private Sectors and AIN Members

Venue: Hotel Yak & Yeti, Durbarmarg
Date: 22 January 2016, Friday
Time: 1:45 - 4:30 pm
followed by High Tea

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 9801180344 Shaurabh.Sharma@cbm.org*

AIN Efforts for Inclusive Development

Disability Sensitization Programme

22 January 2016, 1:45 - 4:30 pm Hotel Yak & Yeti Durbarmarg

Time	Programme	Responsible person
1:45-2:00 pm	Arrival & Registration	DWG Members
2:00- 2:05 pm	Opening and calling guests on diace	Reshma Shrestha, AIN Programme Coordinator
2:05 - 2:30 pm	Welcome and Sharing of DWG achievement-2015 and plan- 2016	Shaurabh Sharma, AIN DWG Coordinator
2:30- 2:35 pm	Launch of AIN Inclusion Survey	Chief Guest Ministry of Women Children & Social Welfare and AIN Vice Chair
2:35- 3:00 pm	Presentation of findings of AIN Inclusion Survey and some questions	Suraj Sigdel, AIN DWG Member
3:00 -3:15 pm	Sharing on disability related new policies and programs of government	Humkala Pandey, Under Secretary, Disability Rights Promotion Department Ministry of Women, Children and Social Welfare
3: 15- 3:35 pm	Presentation of findings on Regional Employment Dialogue for Persons with Disability	NFDN and Chitwan Association of Industries
3:35 -3:45 pm	Launching and sharing of Disability Toolkits	Dr. Khem Karki, NHRC, Shudarson Subedi, NFDN and Chief Guest, MOWCSW
3: 45- 4:00 pm	Feedback collection (in writing) and response to specific questions	DWG Coordinator, Members
4:00 - 4:05 pm	Remarks	Guest: Development Partner
4:05 - 4:15 pm	Remarks	Chief Guest, MoWCSW
4:15 - 4:25 pm	Vote of Thanks	AIN Vice Chair Sarah Blin
4:30 onwards	Followed by High Tea and Galley walk	DWG Members and all participants