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Association of International NGOs in Nepal

Mainstreaming Disability
A situation analysis of member organizations of Association of International NGOs in Nepal, AIN

A Disability Working Group Initiative

December 2015

A. 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.

B. 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.

1. Background

As a working group of Association of International Non-Government Organizations working in Nepal (AIN), the Disability Working Group (DWG) conducted an "Assessment on Disability Inclusion" in 2013. The outcome was shared with the AIN member organizations along with some recommendations aiming to advance disability inclusion and mainstreaming within the INGOs' work. This survey has been performed to better understand the current situation and changes of disability inclusion during as compared to 2013. The 22 DWG member

organizations have tried to map the situation in all 125 AIN members in 2015. Disability Working Group is grateful to all the AIN Members who filled in the survey, the Secretariat and Intern Pankaj Panthi for collating the information along with the DWG members who made this possible. A special acknowledgement goes to Suraj Sigdel for his efforts in the analysis of data and write up for the final report.

2. Objective of the situation analysis

The main objective of this study is to perform mapping, analyze the situation and developments of disability mainstreaming amongst the AIN members and make recommendations.

3. Methodology

A set of questions was developed and sent to all AIN members via email. A period of two and half weeks was provided to the INGOs to fill in the questionnaire and return to the AIN secretariat. Considering the limited response received, an additional three weeks was provided. An intern was hired to follow up with the member organizations. Information received was entered into SPSS software and analyzed using both SPSS and MS excel.

4. Findings

Findings from the study are classified in two sections as follows;

a) General findings

### i) Participating organizations

All 125 AIN member organizations received the questionnaire (data till December 2015) and 56 (45%) participated in the study.

ii) Program Area

The diverse types of programs of the 56 participating organizations include: earthquake support, livelihood, education, health, rehabilitation, child protection, advocacy, behavior change communication, water and sanitation, governance, education, disability. There are practically as many program areas as there are organizations so the potential for mainstreaming disability throughout these diverse programs is immense.

iii) Target Population

Out of the 56 participating organizations, 52 provided information regarding target beneficiaries. Around 31% target the general population, 27% target children, 19% target women and people with disabilities and 4 target youth. The data clearly explains the opportunity of mainstreaming disability in all target population as disability is prevalent in general population, including women, children and youth.

Target Beneficiaries (n=52)
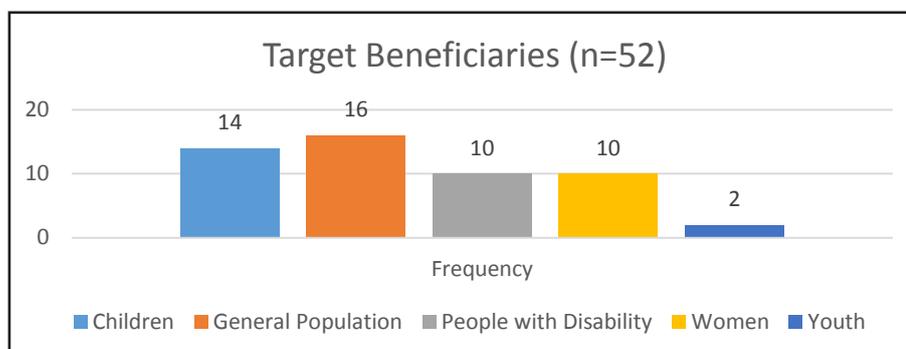
iv) Geographical Coverage

As the survey does not show the actual districts and VDCs where disability interventions are taking places, it did illustrated that 28% of the INGOs geographic coverage addresses disability issues.

b)   Disability Inclusion/Mainstreaming related findings

Disability inclusion policy:

Organizational policies give directions to the overall operation of an organization. Disability inclusion policies are tools to promote disability mainstreaming throughout the organization. Thus, a question on disability inclusion policy was included in this study. All participating organizations responded to this question. More than 50% of the organizations have integrated disability inclusion in their policies. The policy inclusion vary in almost all the organizations: some have a separate disability inclusion policy, others include special clauses in the human resource policy, in the child protection policy, diversity policy, equal opportunity policy, nondiscriminatory policy etc.
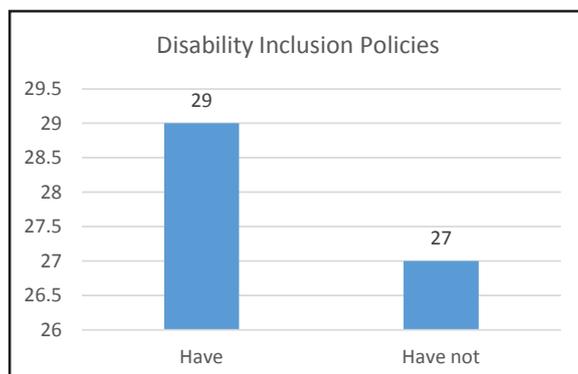
Management practices

Organizational approach towards disability:

To understand the disability related program intervention approach, organizations were requested to provide how they are implementing disability programs. Out of 56 participating organization 52 provided information. It is encouraging that 43 organizations (83%)are implementing disability related programs using different approaches. 46% of the organizations have mainstreamed disability in their program, 33% have mainstreamed and have a specific disability program. This information indicated that a significant number of organizations are involved in disability related program implementation.

Intervention Approaches and Modalities (disability related program)		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Mainstreaming /Crosscutting	24	42.9	46.2	46.2
	Independent (disability focused)	2	3.6	3.8	50.0
	Both	17	30.4	32.7	82.7
	None	9	16.1	17.3	100.0
	Total	52	92.9	100.0	
Missing	System	4	7.1		
Total		56	100.0		

Human Resource

Human Resource Diversification:

Out of the 56 participating organizations 49 provided information on human resources. A total of 2,888 people are working for these 49 INGOs (977 women):38 persons with disabilities are staff members, i.e.1.25% of the total workforce.

Human Resources in Partner organizations:

All the INGOs in Nepal implement their program through local partner organizations. To implement activities through local NGOs, INGOs support several local staff. From all responding organizations, 33 organizations provided information on human resources in their partner organizations. The data shows

that a total of 2,087 (805 women) are working in the field where 92 are persons with disabilities (42 female) i.e. 4.4% of the total staff members.

Disability focal person:

39.3% of the participating organizations (56) have a disability focal person in the organization to oversee the disability related programs as well as the mainstreaming of disability into development, DRR and Emergency Response actions. The position ranges full time responsibility to partial or part time responsibility.

Do you have disability inclusion contact/focal person?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	22	39.3	39.3	39.3
	No	34	60.7	60.7	100.0
	Total	56	100.0	100.0	

Knowledge on disability:

A total of 23 organizations (41%) indicated they offer their staff training on disability and disability mainstreaming.

A following question was included to know the reason behind not providing training in the field of disability. 13 organizations responded to this question. Five organizations have already realized the need and are planning for such trainings in the near future, four could not gather the necessary financial resources to organize such a capacity building training and others have never considered such capacity building training so far.
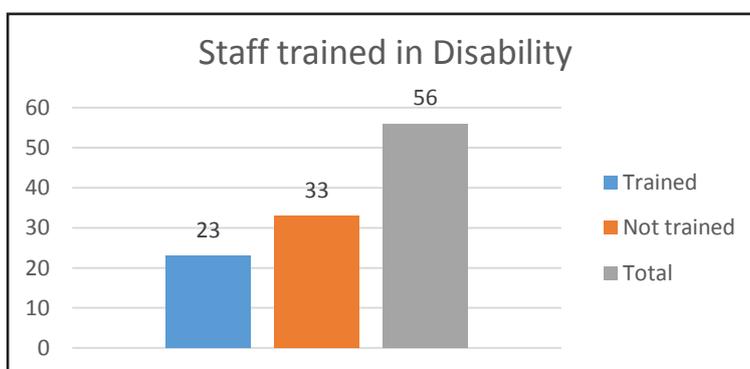

Financial Resources

Budget:

Generally the budget of an organization reflects interventions and activities that the organization is implementing. Thus, a question on total budget and budget used for disability program was included in the study questionnaire.

48 organizations provided information on total budget for year 2015, and 18 organizations have a separate budget for their 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)
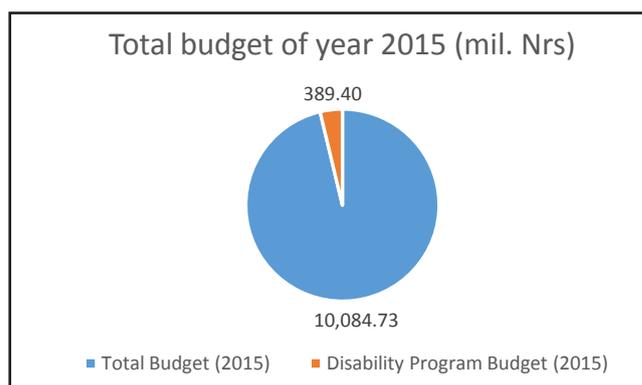
Accessibility

Disability accessible office structures:

To mainstream disability it is pertinent to have an accessible environment in the office for persons with disabilities. In this question all the participating organizations provided information. A total of 21 organizations (37.5%) are to a certain extend accessible to persons with disabilities.

Is your office accessible for people with all types of disabilities?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	13	23.2	23.2	23.2
	No	35	62.5	62.5	85.7
	Moderate/Partial	8	14.3	14.3	100.0
	Total	56	100.0	100.0	

To understand the reason behind not having a disability accessible infra-structure a subsequent question was included to find out the reason why to which 29 organizations provided an answer. A majority of organizations i.e. 15 organizations are in rented buildings thus facing difficulty in structural changes, 6 organizations could not make it accessible due to current budget constraints. Others have mix feedback including lack of information on accessibility, moving into a new building, or just started disability activities.

Participating Organizations:

The Umbrella Foundation	Amici di Bambini
United Mission to Nepal, UMN	Samriddha Pahad UK
Emergency Architects	Netherlands Leprosy Relief, NLR
Kidasha UK	My Right
Handicap International	Next Generation Nepal
The Esther Benjamin's Trust Nepal	Forget me Not
FAIRMED FOUNDATION Nepal	Enfants & Development
Fida International Nepal	AWO International
Karuna Foundation	IM Swedish Development Partner
The Leprosy Mission Nepal	Health Right International
SNV Nepal	VSO Nepal
Water Aid Nepal	Amda Minds
CBM	FHI 360
FELM Nepal	LWF
Mission East	One Heart Worldwide
CECI	Norlha
IFES	Restless Development
Renewable World	World Neighbors
Marie Stopes	Foundation Nepal
Mennonite Central Committee, MCC	BNMT
Saferworld	Nepal Leprosy Trust
Heifer Project International	INF
Stromme Foundation	Jhpiego
Group for Transcultural, GRT	Plan International Nepal
Practical Action	Read Nepal
Helen Keller International	CARE Nepal
Helvetas	Good Neighbors International
World Vision	Save The Children