



Post-Incheon Strategy Make the Right Real Grant

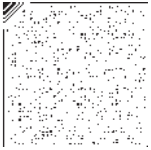
Casebook on the Implementation of Disability-Inclusive Projects

2023~2025



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(2023~2025)

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PART

Introduction to the **Post-Incheon Strategy** Make the Right Real Grant Project



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01 Introduction to the Post-Incheon Strategy Make the Right Real Grant Project



What is Post-Incheon Strategy?

Building on the goals and spirit of the Incheon Strategy (2013-2022), led by the Republic of Korea, this initiative promotes the implementation of the Jakarta Declaration, the UN Convention on the Rights of Persons with Disabilities (CRPD), and the Sustainable Development Goals (SDGs), and serves as an action strategy to advance the rights of persons with disabilities and foster inclusive societies in the Asia-Pacific region.

What is Make the Right Real Grant Project?

A public-private partnership model that supports programs such as education, training, employment support, consulting, and forums implemented by non-profit and non-governmental organizations of persons with disabilities in the Asia-Pacific region, with the aim of realizing the rights of persons with disabilities.

Objectives

- To contribute to the achievement of the Sustainable Development Goals (SDGs) by reducing inequalities within and among countries in the Asia-Pacific region (hereinafter referred to as the "Asia-Pacific region"), eliminating discrimination against all persons, including persons with disabilities, and promoting equal opportunities for all.
- To strengthen global partnerships and promote the effective implementation of the Convention on the Rights of Persons with Disabilities (CRPD) and the Incheon Strategy through collaborative projects with non-profit civil society organizations in Asia-Pacific countries.
- To support sustainable development that reflects regional characteristics and needs through partner country-led, disability-inclusive international development cooperation projects.

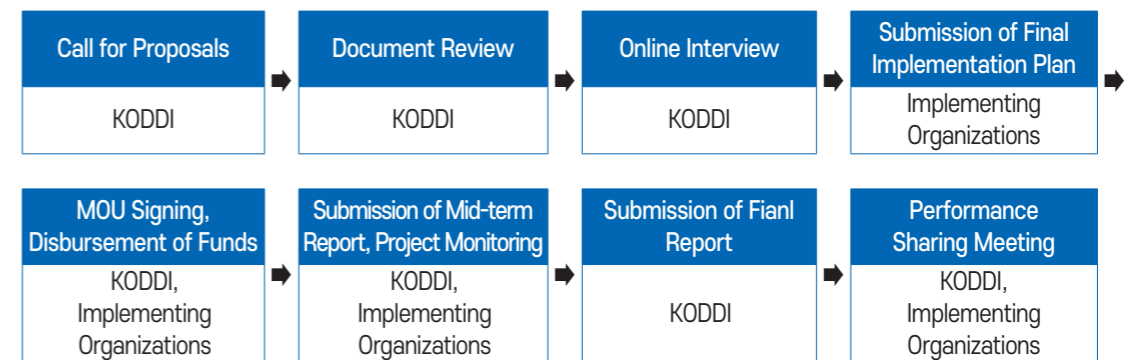
Strategic Directions

- To support a wide range of disability-inclusive initiatives in the private sector by conducting open calls and selecting non-profit civil society organizations in Asia-Pacific countries as implementing partners.
- To enhance the effectiveness and broaden the impact of development cooperation projects by building partnerships with the private sector as a key actor in development cooperation.
- To support education and training, employment promotion, and forums aimed at strengthening the capacity of persons with disabilities.

Project Overview

- Project Title: Post-Incheon Strategy Make the Right Real Grant
- Grantees and Grant Scale
 - Grantees: Local NGOs in the Asia-Pacific region that are legally registered as non-profit and non-governmental organizations
 - Grant Scale: 4 organizations, USD 37,000 per organization
 - * The grant scale differs each year depending on the available budget
- Areas of Support: Projects supporting empowerment and independence of persons with disabilities in the Asia-Pacific countries
 - * Specific Areas: Education, Training, Employment Support, Consulting Service, Forum, etc.

Implementation Process



Implementation Roles



2

PART
2023

01. Nepal / Child Nepal(CN)
- Bridging Access to Education for Early-Age Children with Disabilities (BRIDGE) Project
02. Nepal / Child Welfare Scheme Nepal (CWSN)
- Empowering Persons with Disabilities in Tanahun District of Gandaki Province, Nepal
03. Philippines / Leonard Cheshire Disability Philippines Foundation, Inc. (LCDPFI)
- Enabling and Empowering Persons with Disabilities Through Inclusive Employment and Livelihoods
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01 Nepal Child Nepal(CN)



1. Overview of the Project

Category	Content
Name of Country	Nepal
Name of Organization	Child Nepal (CN)
Project Title	Bridging Access to Education for Early-Age Children with Disabilities (BRIDGE) Project
Project Type	<input checked="" type="checkbox"/> Training <input checked="" type="checkbox"/> Education <input type="checkbox"/> Lecture <input type="checkbox"/> Workshop <input type="checkbox"/> Consulting Service <input type="checkbox"/> Campaign <input type="checkbox"/> Forum <input type="checkbox"/> Employment Support <input type="checkbox"/> Conference <input type="checkbox"/> Others ()
Project Objective	The overall objective of the project is to enhance the capacity of parents and teachers for early intervention in education for children with disabilities. As early childhood is a critical stage in shaping the trajectory of any child’s holistic development, it is important to create a favorable condition for early-age children with disabilities through early intervention from birth to preschool. It contributes to the Incheon Strategy of expanding the early intervention and education of children with disabilities (Goal 5) and its targets to enhance measures for the early detection of-and intervention for-children with disabilities from birth to preschool age (Target 5.A) and to halve the gap between children with disabilities and children without disabilities in terms of enrollment rates (Target 5.B).
Project Period	June 1-November 30, 2023
Project Budget	USD 20,984.46
Target Region	Budanilkantha Municipality, Kathmandu
Target Group	Children with disabilities, Teachers, and Parents

Category	Content
Contents	During the period 1 June-17 December, Child Nepal (CN) accomplished several significant milestones. CN successfully conducted 54 parental sessions, providing valuable support and information to parents. Additionally printed and distributed 2,000 informative flyers, with 1,700 copies already shared during home visits, parental sessions, and various events. CN also conducted 122 home visits, and it is facilitating the enrollment of children by referring them to different community schools. Similarly, CN organized a four-day workshop for teachers on PWD-friendly teaching and learning methods on 26-29 July. CN distributed sustainable and PWD-friendly teaching materials for 18 early childhood centers in schools on 12 October. Furthermore, CN actively engaged with the community through seven impactful social media posts on its Facebook page and hosted a one-day orientation session on Early Childhood Development (ECD) and Disability for School Principals.

2. Performance Management

Indicator	Target Value	Measured Value	Achievement Rate	Means of Verification	Time of Measurement
Satisfaction	85%	87.345%	102.75%	Satisfaction Survey calculation by calculating the average score in the satisfaction survey of parents and teachers	June to 17 December 2023
Enrollment of children with disabilities increased in schools	90%	78.20%	86.88%	School admission and attendance record	June to 17 December 2023
Capacity of parents for PWD-friendly caring increased	80%	78.69%	98.36%	Pre-/Post-session evaluation	June to 17 December 2023
Capacity of teachers for PWD-friendly teaching/learning increased	80%	96%	122%	Pre-/Post-test report	June to 17 December 2023

This project achieved outstanding results across all four key performance indicators. In particular, it significantly exceeded its targets for two indicators.

3. Project Implementation Report

The details of the project activities are as follows:

1) Activity 1: Conduct 54 parental sessions on enhancing parental skills in empowering children with disabilities

During the period 1 June to 8 December 2023, the BRIDGE project conducted 57 parental sessions (Sessions I, II, and III) in 19 targeted community schools of the Budanilkantha Municipality. The details of the sessions are as follows:

- **Session I (Introductory session)**

Program Initiation: The program kicked off by welcoming the participants and formally began with the introductory session in order to make the session participatory and interactive. The objective of parental education was shared by the facilitator, Mr. Toyannath Tiwari of Child Nepal. He then initiated the session with Hot Potato (game) to introduce all participants one by one.

Interaction session: The facilitator started by requesting the parents to write about their expectations from this session on a meta card. For those parents who cannot write, the facilitator simply asked them to raise their hands and talk about their expectations. After this session, the facilitator showed some pictures of bees, ants, and cow milking and asked the parents what they understood from the pictures. The parents quickly responded to what they saw in the pictures in a group. Again, the social worker asked the parents about the advantage of working in a group, and the parents said that working in a group made every task easy to achieve. The facilitator appreciated the responses of the parents and motivated them on group formation for this session. The social worker showed a picture of a cow being milked and asked the parents what they understood from the picture. The parents said, “we spend so much time on our day-to-day tasks but cannot spare a few extra hours for our children. So, to get a good result from our children and assure learning activities, we have to take good care of our children.”

After the discussion about the pictures, the parents were again asked to write down things they can do and things they cannot do on a meta card or to read it out loud by raising their hands. The participating parents’ answers were overwhelming. Some of the parents mentioned that they were unable to sing or dance in front of a crowd. Some parents said that they were unable to do public speaking. The facilitator at the end pointed out that there are certain things that we are incapable and capable of doing. This session helped

the parents understand about the negative effects of stigmatization of disability and the importance of compassion and empathy for the children as a prerequisite for holistic development.

Group formation: At the end of the session, the participants agreed to create a parents’ group. The group consisted of a coordinator, a co-coordinator, and the members of the group. In addition, the facilitator clarified the roles and responsibilities of the group in terms of child caring, child protection, and personality development of children with disabilities. As part of the group, the parents were urged to become a role model for other parents, share the learnings with others, and support the facilitators with suggestions and feedback with regard to ECD’s activities for children with disabilities.

Objective sharing: After the formation of parental groups, the facilitator explained about the types of disabilities in children as listed under the Rights of Persons with Disabilities Act 2018 of Nepal. The facilitator also explained to the parents about the two follow-up sessions that will cover the parental care techniques for children with disabilities and on the confidence buildup of parental skills.

Conclusion: The facilitator kept all the parents in a circle, threw a ball turn by turn, and then asked them to tell a thing that they have learned or liked from today’s session. Then the facilitator thanked all the participants and informed the parents about the time and venue of the next session. Afterward, the satisfaction test of the session was done.

- **Session II (Parental care techniques)**

Program Initiation: The program kicked off by welcoming the participants and formally began with the introductory session in order to make the session participatory and interactive. The objective of the second parental education was shared by the facilitator, Mr. Toyannath Tiwari of Child Nepal. He then initiated the session with Hot Potato (game) to introduce all participants one by one wherein he asked parents to give their introduction in a special way. He started by mentioning that parenting children with disabilities can be both rewarding and challenging and that they require additional care, support, and adaptation to meet the unique needs of children with special needs.

In his presentation, he started by giving parents care techniques such as individualized learning wherein parents can understand their children’s strengths and weaknesses and tailor activities according to their children’s abilities. He mentioned several steps to assess a child’s ability at home. They are:

i) Observe and Record: This step involves taking notes and making a journal to record the observations. The recording can also be done by shooting videos of the child in various everyday situations. Parents or caregivers should document both the positive and challenging aspects of the child's activities.

ii) Informal assessments: Parents and caregivers can engage in informal assessments by taking note of their development milestones such as speech and language development, motor skills, and social interactions. Similarly, parents and caregivers can review the school assignments and educational performance of the child, feedback from teachers etc.

iii) Conversation: Parents and caregivers can initiate a conversation according to the ability of a child in various forms and seek information about their interests, hobbies, and feelings and encourage them to share their thoughts and experiences.

iv) Seek professional help and collaboration: Parents and caregivers can also engage with professionals such as doctors and specialists to secure a comprehensive understanding of the child's strengths and weaknesses. Professionals can help provide guidance on the intervention strategies and resources.

v) Tracking progress and creating an individualized plan: Parents and caregivers can continuously monitor the child's progress and keep track of the changes and improvements. Parents and caregivers can prepare a targeted intervention plan as well as strategies to support holistic development.

After the session on home assessment, facilitator Toyanath Tiwari mentioned that there were certain steps required for parental care techniques. They are:

i) Sensory play activities: Parents and caregivers can engage in sensory activities that can be highly beneficial for children with sensory processing disorders or other sensory-related disabilities. He mentioned using certain materials that are easily available at home, such as bubble wrap, sand paper, fur, fabrics etc. These can help in the development of the sense of touch. Similarly, he cited play dough or clay through which children can develop their sense of touch. He also talked about nature exploration wherein children can be taken to nearby parks to feel the touch of grass, leaves, and sound of wind and birds. In addition, he suggested playing music to develop a sense of rhythm and sounds.

ii) Communication and social skills: He proposed starting communication with the child and other members of the household or communities according to abilities using devices or picture communication boards, and expressive communication through gestures, signs, or vocalizations. He also explained that this will help in the development of social skills and encourage social behaviors.

iii) Fine motor skills: The Facilitator suggested—if the child has any form of fine motor challenges—incorporating activities that strengthen hand muscles such as squeezing dough or clay, stringing beads, scissors, and other small or harmful objects.

iv) Positive reinforcement: The facilitator at the end highlighted the need for recognizing and celebrating a child's milestones and achievements no matter how small. Celebrating achievements as a form of positive reinforcement can boost the child's self-esteem and motivation.

Group discussion and conclusion: After the session, the participating individuals were asked to form a circle and share about their experiences with their child as well as what they learned from today's session. The facilitator kept all the parents in a circle, threw a ball turn by turn, and then asked them to tell a thing that they have learned or liked from today's session. Then the facilitator thanked all the participants and informed the parents about the time and venue of the next session. Afterward, the satisfaction test of the session was done.

• Session III (Confidence build-up and parental skills)

Program Initiation: The program kicked off by welcoming the participants and formally began with the introductory session in order to make the session participatory and interactive. The objective of the second parental education was shared by the facilitator, Mr. Toyanath Tiwari of Child Nepal. He then initiated the session with Hot Potato (game) to introduce all participants one by one wherein he asked parents to give their introduction in a special way. He started by mentioning that it is very important to build up the confidence of parents and guardians and develop skills to care for children, especially those with disabilities, which involves a combination of education, support, and practical experience.

Interaction session: The facilitator started the session with the sharing of real-life experiences by the participating parents. The facilitator proceeded by celebrating small victories and achievements of the participating parents regarding their parenting, which in turn will help in the positive reinforcement of the parents and boost their confidence and motivation. Similarly, the facilitator provided constructive feedback and words of encouragement and let them know that they are doing a good job, and that their efforts are wielding a positive impact. The facilitator also shared various examples of persons with disabilities who are doing well in life. He cited Stephen William Hawking, who has Amyotrophic Lateral Sclerosis (ALS), and mentioned that he was a renowned theoretical physicist who, despite his disability, made significant contributions to the fields of physics and cosmology.

Group formation: At the end of the session, the participants agreed to create a parents' group. The facilitator clarified the roles and responsibilities of the group in terms of child caring, child protection, and personality development of children with disabilities. As part of the group, the parents were urged to become a role model for other parents, share the learnings with others, and support the facilitators with suggestions and feedback with regard to ECD's activities for children with disabilities. The parents were encouraged to connect with Child Nepal as part of networking opportunities and with other parents who have experience in caring for children with disabilities. The facilitator also cited the importance of peer support, which can be invaluable in sharing experiences, tips, and emotional support.

Conclusion: The facilitator kept all the parents in a circle, threw a ball turn by turn, and then asked them to tell a thing that they have learned or liked from today's session. The facilitator then thanked all the participants and informed the parents about the time and venue of the next session. Afterward, the satisfaction test of the session was done.

ii) Activity 2: Enrollment support campaign for children with disabilities

- Creating Awareness through Flyers

The first step to promote the enrollment of children with disabilities in schools was the production and distribution of informational flyers. Under the BRIDGE project, 2,000 copies of flyers were printed on 19 July 2023. Each flyer contains essential information about the significance of enrolling children with disabilities at an early age. These flyers were designed to be engaging and accessible, featuring pictures and compelling slogans in Nepali. In the flyer is the message "Children with disabilities have the right to early childhood development." Other information include: "Enroll your children at nearby ECD centers today"; "Children with disabilities should be enrolled at a nearby ECD center"; "Children with disabilities have the right to development in a playful environment"; "ECD is a fundamental right of all children under the constitution of Nepal"; "ECD is necessary for the holistic development of all children"; "All children require nutritious foods." To ensure maximum reach, the flyers were distributed during home visits and parental sessions attended by the facilitators. CN has already distributed 1,700 flyers during different events including teachers' training, parental session, home visits, and other events of Child Nepal (CN). (See Annex 3 for an electronic copy of the flyer)

- Home visits and referral

The BRIDGE project made a total of 122 home visits between 1 June and 17 December 2023. The facilitators collaborated closely with teachers from 18 targeted schools as well as participants of parental sessions to identify parents of children with disabilities. This collaboration helped in establishing trust within the community and reaching out to parents who might not have otherwise been aware of the educational opportunities available for their children. Through these home visits and outreach efforts, the facilitators engaged in conversations with parents, addressing their concerns and misconceptions and emphasizing the positive impact of inclusive education. Through the home visits, the BRIDGE project was successful in referring 122 children with disabilities to different community schools and facilitating enrollment, ensuring their access to quality education.

(See Annex 4 and 5 for the home visit excel spreadsheet and letter of enrollment from schools)

iii) Activity 3: Organize a four-day workshop for teachers on PWD-friendly teaching/ learning process in the classroom and materials production

A four-day workshop/training session was conducted on 26-29 July 2023. The formal opening of the program was hosted by the Project Coordinator, Mr. Saugat Jung Pandey. The program was chaired by the Chairperson of Child Nepal (CN), Dr. Krishna Subedi. The Chief guest of the program was Undersecretary Lalit Bikram Singh, Chief of the Education, Youth, and Sports Department of the Budanilkantha Municipality. Other guests included Ms. Pushpa Bam, Chief of the Women, Children, and Senior Citizens Department. The trainers for the first two days of the program were ECD Expert Dr. Meenakshi Dahal and Ms. Sushila Nepal, and those for the final two days were Ms. Sabita Khanal and Ms. Sushila Nepal. All together, 17 teachers from 17 different targeted schools participated.

Below is a summary of the four-day training session.

- **Day 1:** The program started with an objective sharing by the project coordinator, Mr. Saugat Jung Pandey. In his objective sharing, he mentioned Children's Act 2018 of Nepal, which guarantees an inclusive education system responsive to the needs of children with special learning needs. He also pointed out that, in an effort to operationalize CRPD in the country, the Act Relating to the Rights of Persons with Disabilities 2074 (2017) was enacted, furthering the rights of children with disabilities to non-discrimination, learning support such as Braille, sign language and technological devices, and provision of appropriate teaching

and learning materials. After the formal session, an introductory session was conducted by trainer and resource person Dr. Meenakshi Dahal who shared the objective of the workshop. According to her, the major objective of this program along with the formulation of the IECD plan was to educate the local stakeholders about ECD and the promotion of local-level responsibilities toward ECD. She also talked about the importance of investing in quality ECD program at the local level and maintaining it.

Dr. Meenakshi Dahal explained about the importance of language for a child's learning process and early development. She mentioned the connection of language skills with the development of social and intellectual skills of a child. Early development of language will help in the interaction of children at schools. Good interaction will help children make friends and increase physical activity. A session on holistic development and its aspects was held by Dr. Meenakshi Dahal. She explained about the long-term effects of lack of physical activity among children. She also talked about the development of fine motor skills and gross motor skills along with the development of sense organ in a child together with examples. In addition, she explained about the development of intellectual capacity and logic among children.

- **Day 2:** The second day of the workshop/training started with a refresher and a review of the previous session from the previous day. The review of the earlier class was done by the participating ECD teacher from Shree Jana Uddar Secondary School, Ms. Laxmi Acharya. She said that she became aware of the do's and don'ts in the classroom from yesterday's session. She also explained that teachers like her have, for the most part, been unaware of children with disabilities, and that they can be included in everyday classroom with other children with no disabilities.

- Material preparation

The following materials were prepared in the training sessions:

a) Sandpaper alphabets and numbers

Trainer Dr. Meenakshi Dahal asked the participating teachers to cut alphabets and letters from paper and glue them on sand paper cutouts. This can be used for visually impaired children who can learn alphabets and letters through touch.

b) Vocabulary cards

The participating teachers were trained to make paper cutouts of different objects and other everyday items. The teachers were asked to print fruits and vegetables, furniture, and other objects along with the name of the object. The vocabulary card can be used for children who are deaf to develop their vocabulary.

c) Braille

The participating teachers were trained to use Braille from everyday waste products to teach children who are visually impaired. Dr. Meenakshi Dahal also asked the teachers to bring an egg case or some chocolate boxes with holes. She trained the teachers to use Braille from these objects.

d) Woolen balls

The participating teachers were asked to make balls out of wool. The children can use the balls to develop their sense of touch as well as for counting.

e) Sand writing

The teachers were also trained to use a tray with sand for children to write numbers, alphabets, or letters or to draw pictures.

- **Day 3:** The third day of the training/workshop was conducted by ECD expert Ms. Sabita Khanal and Ms. Sushila Nepal. On the third day, the teachers were given training that made use of binbag, pum-pum, and egg carton, shakers, and dot cards. A session on the "Right to Education for early-age children with disabilities" was conducted by the Project Coordinator, Mr. Saugat Jung Pandey. The PowerPoint presentation included various domestic laws of Nepal and international laws related to the rights of persons with disabilities particularly the right to education. In his presentation, he mentioned the articles under the constitution of Nepal such as right to equality, right to education, and rights of a child. Similarly, he cited the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) 2006 and the provisions thereunder. He pointed out that Nepal as a state party to the convention has a state obligation to fulfill the rights mentioned under it. Similarly, he noted that Nepal, in order to ratify this convention, enacted the Act relating to the Rights of Persons with Disabilities 2017. He also talked about the interrelation of rights of persons with disabilities with other human rights.

- **Day 4:** The fourth and final day of the training started with a review of the previous session from the participating teachers. A presentation for the review of the previous sessions was given by a group of teachers. The presenters were Sunita Sijapati, Renu Kumari Malla, Radhika Adhikari, Shanta Gurung, Ranju Bhandari, and Kamali Lama. In their presentation, they mentioned that teachers like them were unaware about the inclusion of children with disabilities in classrooms. They also pointed out the importance of inclusive classrooms for the holistic development of children. At the end of the presentation, the teachers said that training sessions like these need to be conducted for every teacher in the school. After the

presentation, the teachers were asked to prepare a few materials on their own based on what they have learned during the 4-day training. The teachers actively participated in the material preparation exercise. During this session, the teachers were allowed to incorporate their own creativity and share with one another during the session. The exercise session was facilitated by trainers Sabita Khanal and Sushila Nepal.

(See Annex 6 for the detailed event report, which includes pictures)

iv) Activity 4: Support sustainable PWD-friendly teaching materials at 18 early childhood centers in schools

During the month of August, Child Nepal (CN) under the BRIDGE project initiated a consultative process of engaging with experts in the domain of PWD advocacy and education with Mr. Surya Bhakta Shrestha from the Resource Center for Rehabilitation and Development (RCRD) and Humanity and Inclusion (HI), formerly known as Handicap International (HI). Through the consultation, CN started the process of listing the PWD-friendly teaching materials required for childhood centers in schools. The procurement process of the materials started mid-September 2023.

Principals from 18 targeted schools were extended a warm invitation to the Budanilkantha Municipal Office in Hattigaunda on 12 October, where the sustainable PWD-friendly teaching materials distribution program took place. The event saw the presence of notable figures, including: Mr. Mitharam Adhikari, Mayor of the Budanilkantha Municipality; Dr. Krishna Subedi, Chairperson of Child Nepal; Mr. Lalit Bikram Singh, Chief of the Education, Youth, and Sports Department of the Budanilkantha Municipality; Ms. Pushpa Bam, Chief of the Women, Children, and Senior Citizens Department of the Budanilkantha Municipality; and Mr. Prabhuram Aryal, Chief Administrative Officer of the Budanilkantha Municipality. Together, they facilitated the distribution of educational kits to the principals of the 18 schools, marking a collaborative effort toward enhancing educational resources and opportunities in the community. The principals were handed the kits at this very event. The kits were placed inside a green box. All together, there were 39 items inside the box.

v) Activity 5: Promote Teachers/Parental tips and techniques in digital platform on ECD

The BRIDGE project has been providing regular updates on the Facebook page of Hamro Baal Kashya (ECD in Nepal) from June to December 2023. All together, 16 posts were made

in Facebook. The posts focused on ECD classroom activities and awareness related to the enrollment of children with disabilities in schools. The previous page of Child Nepal, called Hamro Baal Kashya (ECD in Nepal), was hacked and lost, so Child Nepal (CN) no longer has access to that page. The page had 5.3K Likes and 5.5K Followers. However, Child Nepal (CN) started posting on its official Facebook page called "Child Nepal." The official page of "Child Nepal" has 2.9K likes and 3.3K followers as of 17 December 2023. The posts have a reach of 10,415.

vi) Activity 6: Orientation on ECD and Disability for School Principals

Under the BRIDGE project, Child Nepal (CN) conducted a one-day orientation session on ECD and Disability for school principals from 18 targeted schools on 30 June 2023. The session was hosted by Mr. Saugat Jung Pandey, the Project Coordinator for the BRIDGE Project. The event started with a dais call. The event was chaired by Dr. Krishna Subedi, Chairperson of Child Nepal. Other guests include Budanilkantha Municipality's Chief of Education, Youth, and Sports Department Mr. Lalit Bikram Singh and Ward Executive member Ms. Shanta Dhakal (Pudasaini). The resource person for the event was Ms. Sushila Nepal, an ECD expert. Other guest speakers include Humanity and Inclusion's (formerly Handicap International) Program Manager Padam Mahar and Program Officer Indira Basnet. A short session on laws relating to the right to education particularly for early-age children with disabilities was conducted by the Project Coordinator, Mr. Saugat Jung Pandey. There were 27 participants all together, 16 of whom were principals from different target schools.

The session on different forms of disability and inclusive education for children with disabilities was conducted by guest speaker Mr. Padam Mahar from Humanity and Inclusion (HI) Nepal, who himself happens to be a PWD. In his PowerPoint presentation, he explained different forms of disabilities. The slides included pictures explaining the definition and types of disabilities. He also asked the principals/head teachers questions regarding their perspective and understanding of persons with disabilities. The session on "Early intervention and Washington Group Questionnaire (WGQ) was conducted by guest speaker Indira Basnet from Humanity and Inclusion (HI) Nepal. In her PowerPoint presentation, she mentioned about the Washington Group Questionnaire (WGQ) created by a group called Washington Group on Disability Statistics following a United Nations Conference on measuring disability in New York in 2001. She also said that the informal expert group associated with the UN meets periodically to discuss matters related to disability statistics and assessment. She

then explained each question mentioned in the WGQ. She pointed out ways in which these questions can be used as a tool for the early screening of functional limitation in a child. Dr. Krishna Subedi, Chairperson of Child Nepal (CN) and chair of the event, gave the concluding remarks.

vii) Other activities

• Kick-off meeting

A kick-off meeting was held on 2-3 June 2023. The meeting was hosted by Project Facilitator and Social Worker Toyanath Tiwari. The meeting started with the opening remarks by Executive Director for Child Nepal Mohan Dangal, followed by objective sharing. He gave a presentation along with Project Coordinator Saugat Jung Pandey about the background of the project and how it was conceptualized. Also presented were a short history and the background of laws and policies formulated by the government regarding children with disabilities. Lastly, a short background of the Korean Disabled People's Development Institute (KODDI) and MRR fund was provided to the project team members and other members of the organization. After a short discussion and remarks sharing, the meeting session for the day was concluded. The major decisions of the event were: finalization of the draft of Monitoring and Evaluation Plan for the Project; finalization of the date for the orientation to be conducted for the project team members on Inclusive Education particularly on ECD with the technical assistance of Humanity and Inclusion Nepal (formerly Handicap International Nepal) on 16 June 2023; finalization of the date of the project activity, i.e., Orientation on Inclusive Education for Early-Age Children with Disabilities and ECD for School principals on 30 June 2023; and sharing of the kickoff/planning meeting with KODDI (MRR fund).

• Orientation for the project team members

An orientation session was conducted for project team members and other members of the organization on 16 June 2023. The session was hosted by Project Coordinator Saugat Jung Pandey. He started the session with a short background of the project and its objectives and expected outcomes. He welcomed everyone on the session and handed over the session to Mr. Padam Bahdur Mahar from Humanity and Inclusion (HI). The session on different forms of disability and inclusive education for children with disabilities was conducted by Mr. Padam Mahar from Humanity and Inclusion (HI) Nepal, who himself happens to be a

PWD. The session on "Early intervention and Washington Group Questionnaire (WGQ) was conducted by Ms. Indira Basnet from Humanity and Inclusion (HI) Nepal. In her PowerPoint presentation, she mentioned about the Washington Group Questionnaire (WGQ) created by a group called Washington Group on Disability Statistics following a United Nations Conference on measuring disability in New York in 2001. She also said that the informal expert group associated with the UN meets periodically to discuss matters related to disability statistics and assessment. She then explained each question mentioned in the WGQ. The orientation event was concluded with the concluding and thank-you remarks from the Chairperson of Child Nepal (CN), Dr. Krishna Subedi. He thanked the speakers and wished the project teams good luck.

• Meetings with the municipality

The project team held three meetings with the officials of the Budanilkantha Municipality between 1 June and 17 December 2023. The details of the meetings are as follows:

21 June 2023: A meeting was held with Mr. Lalit Bikram Singh, Education Chief of the Budanilkantha Municipality, to organize an orientation on ECD and disability for school principals on 30 June 2023.

11 July 2023: A meeting was organized with the Budanilkantha Municipality's Education Chief and Education Officer Lalit Bikram Singh and Chief of Women, Children, and Senior Citizens Department Pushpa Bam. The meeting was held in order to share the project activities and progress.

21 August 2023: A follow-up meeting was held with Mr. Lalit Bikram Singh, Education Chief of Budanilkantha Municipality, regarding the update on project activities.

12 October 2023: A meeting was held with Mr. Lalit Bikram Singh, Education Chief of the Budanilkantha Municipality, with Budanilkantha Municipality Mayor Mitharam Adhikari in attendance. The meeting was held after the distribution of PWD-friendly kits to the schools' representatives. The project teams also discussed the way forward with regard to the continuation goals of the project to sustain the impacts for the long run.

• Monthly review and planning meeting

The BRIDGE project organized seven monthly review and planning meetings on 5 June, 3 July, 4 August, 5 September, 2 and 30 October, and 8 November in Child Nepal. The meeting reviewed

the activities of each month and made the plan of action for the following months. Program updates were given by all the staff of BRIDGE, with a summary provided by Mr. Saugat Jung Pandey.

- **Board meetings**

The BRIDGE project organized two board meetings on 15 July and 30 November. The following is a summary of the board meetings:

15 July: A board meeting was held on 15 July 2023 at Child Nepal. At the meeting, Mr. Mohan Dangal, Executive Director of Child Nepal, updated the board members. He gave a presentation about the background of the project and how it was conceptualized. A short history and the background of laws and policies formulated by the government regarding children with disabilities followed. Lastly, a short background of Korean Disabled People's Development Institute (KODDI) and MRR fund was presented to the project team members and other members of the organization. He also updated the board members about the project team members including Mr. Saugat Jung Pandey as Program Coordinator, Mr. Toyanath Tiwari as Facilitator, and Ms. Salina Dhital as Account officer. Moreover, he briefed the board on the budget of the project and activities associated with it. After a short discussion and remarks sharing, the meeting session for the day was concluded.

30 November: A board meeting was held on 30 November 2023. The meeting was chaired by the new chairman of Child Nepal, Mr. Thakur Prasad Khakurel. The board meeting was followed by monitoring visits to three different schools on the same day. The project team also updated the board members about the progress made in the project, and implementation status of the project activities.

- **Monitoring visits**

The BRIDGE project organized two monitoring visits on 16 and 29 September and 30 November. The visit reviewed the activities and progress made in the project in different schools.

- **Final Review meeting**

A final review meeting was held on 28-29 November 2023. The meeting was hosted by finance coordinator Ms. Salina Dhital. The meeting started with the opening remarks by Mr.

Mohan Dangal, Executive Director for Child Nepal, followed by objective sharing. Mr. Saugat Jung Pandey, Project Coordinator of the BRIDGE project, gave a presentation about the background on the implementation status of the project activities along with the successes, failures, and challenges. After a short discussion and remarks sharing, the meeting session for the day was concluded. The major decisions of the event were:

4. Monitoring & Follow-up Plan

Maintaining the impact of the project over the long run is crucial for ensuring sustained positive change in the community. The follow-up management plan for this project will be developed through CN's organizational Supervision and follow-up committee, which will oversee the follow-up management activity of the project. The committee consists of 2 board members and 2 staff. The following strategies will be adopted by Child Nepal (CN) to monitor and follow up on the project:

1) Facilitate and advocate for enrollment support for children with disabilities:

During the 6-month project period, CN was successful in referring 99 children with disabilities to different schools in the Budanilkantha Municipality. CN will further advocate and design programs to provide direct enrollment support for children with disabilities in the form of monetary support. Furthermore, CN will keep track of and follow up the 99 children with disabilities who have been referred to different schools in the Budanilkantha Municipality and ensure their enrollment.

2) Regular Evaluation and Assessment:

CN will conduct periodic evaluations to assess the effectiveness of the training provided to teachers and principals, distribution of flyers, success of parental education sessions, and implementation of PWD-friendly teaching materials. Use the feedback received during project implementation to identify areas for improvement.

3) Continuous Training and Capacity Building within schools:

CN will further facilitate training and capacity-building sessions for teachers, principals, and community members from schools by mobilizing teachers who received training during the 4-day workshop by Child Nepal (CN). This ensures that the knowledge and skills imparted during the initial training session attended by teachers are sustained, and that any new developments or best practices are integrated.



4) Community Engagement and Feedback:

CN will maintain an open line of communication with the community. CN will regularly engage with parents, guardians, and community members to gather feedback on the project's impact. Use this feedback to make adjustments and improvements as needed.

5) Utilize social media for Continuous Advocacy:

Child Nepal (CN) will continue to use its social media updates to keep the community informed about the right to education for children with disabilities. Child Nepal (CN) will also share success stories, testimonials, and relevant information. This not only helps in sustaining awareness but also keeps the community engaged in and supportive of the cause.

6) Monitor and Complete Flyer Distribution:

Child Nepal (CN) will ensure that the remaining 300 flyers are distributed as planned to the communities in the Budanilkantha Municipality. CN will also monitor the impact of the flyers on enrollment and awareness. Consider targeted distribution in areas where the initial impact may not have been as significant.

7) Partnerships and Collaboration:

CN will work closely with the Women and Children section/Education Section of the Budanilkantha Municipality to further the programs under this project and ensure sustainability. CN will also work closely with civil society networks that will supervise the program implemented under this project.

Similarly, CN will work toward forging partnerships with local organizations, community schools, and local government bodies. Such collaborative efforts will amplify the impact of the project and ensure its long-term sustainability. CN is already advocating with the local government in the Budanilkantha Municipality to develop PWD-friendly infrastructures in selected community schools in the initial phase.

8) Regular follow-up visits at target schools in the form of observation coaching:

CN will do regular site visits to 18 targeted schools to observe the implementation of PWD-friendly practices by teachers who received training. Such spot checks and follow-up can help identify any deviations from the guidelines received during training and provide an opportunity for immediate corrective action through observation coaching.

5. Photos

Parent Session Photo Collection



02 Nepal Child Welfare Scheme Nepal (CWSN)



1. Overview of the Project

Category	Content
Name of Country	Nepal
Name of Organization	Child Welfare Scheme Nepal (CWSN)
Project Title	"Empowering Persons with Disabilities in Tanahun District of Gandaki Province, Nepal"ki Province, Nepal)"
Project Type	<input checked="" type="checkbox"/> Training <input checked="" type="checkbox"/> Forum <input checked="" type="checkbox"/> Others (Advocacy)
Project Objective	i) To sensitize the importance of disability ID card for persons with disabilities, ii) To enhance the capacity of persons with disabilities with regard to their fundamental rights and social benefits, and iii) To raise awareness among the service providers, community leaders, and caregivers on the rights of persons with disabilities.
Project Period	June 1-November 30, 2023
Project Budget	USD 20,683.21
Target Region	Myagde Rural Municipality, Byas and Shukla Gandaki Municipalities
Target Groups	Direct beneficiaries: - 550 persons with disabilities, - 330 Members from Toile Development Committees, Mother and Youth Groups, and People with Disabilities Organizations and - 165 Local Government Representatives. - Indirect beneficiaries: - 974 persons with disabilities (who do not have disability ID cards) - 1500 individuals from CSOs, independent persons, parents/ caregivers, DPOs, teachers, and community health workers will be aware of the Include Us Campaign .

Category	Content
Contents	<p>Please write briefly about the main contents of this project. Bearing in mind the proposed project activities of the MRR Fund Grant 2023 and project period, CWSN implemented the project "Empowering Persons with Disabilities in Tanahun." The main objective of this project was to empower persons with disabilities by sensitizing the disability identity cards through the campaign and to enhance their understanding of the provisions and procedure with regard to receiving ID cards, and the roles and responsibilities of service providers. CWSN conducted awareness-raising campaigns through meetings and orientations, and by distributing the Act relating to persons with disabilities, ID card distribution procedure, posters, flexes, and power point presentations with service providers, community leaders, persons with disabilities, and caregivers in attendance.</p> <p><u>During the project period, CWSN completed the following activities:</u></p> <p>1. Start up the project: Within this activity, three major tasks were accomplished. First of all, the memorandum of understanding was signed and shared with the CWSN Board of Directors, and the project was unanimously accepted by members of the Executive Committee on the 15th of May 2023.</p> <p>1.1. Orientation with the Board of Directors and staff of CWSN On the 29th of May 2023, CWSN organized an orientation program for the project to enable familiarization with the project activities, budget, and necessary staff management to implement the project within the proposed timeframe and budget. A total of 13 participants including the Board of Directors and staff attended the project orientation.</p> <p>1.2. District Project Advisory Committee Meeting (DPAC) The recommendation of DPAC is a mandatory process to implement the project within its jurisdiction. Every non-government organization needs to hold a DPAC meeting with the District Coordination Committee Members, representatives from proposed Municipalities, and members of Civil Society Organizations in attendance. (Details of the DPAC meeting included in the project progress report section)</p>

Category	Content
Contents	<p>1.3. Submission of project documents to the Social Welfare Council (SWC) for approval As another important task to link the project with the National Government's plan and budget, CWSN submitted a project approval request letter along with the DPAC meeting minutes and recommendation letter of the District Coordination Committee (DCC), MoU between KODDI and CWSN, legal documents of the organization, and project proposal with details on implementing the plan. The abovementioned activities are also regarded as the legalization of the project within the organization and local and national governments of Nepal.</p> <p>2. Include us Campaign: This was the major activity of this project that directly supports the achievement of the Incheon Strategy Goals and Targets as the foundation of the Convention on the Rights of Persons with Disabilities (CRPD) to reduce inequality, enhance employment prospects, promote participation and decision-making process, and strengthen social protection. Within this campaign, we planned and conducted the following activities:</p> <p>2.1. Inception visits and orientation programs CWSN held inception visits/meeting with representatives from the 33 Wards of 3 Municipalities to enable familiarization with the project. This visit helped plan for orientation programs. In the orientation program within the Include Us Campaign, the rights of persons with disabilities, types of disabilities and ID cards, benefit of ID card holders based on their card color (Red, Blue, Yellow, and White), process of making the ID card, and roles and responsibilities of the stakeholders concerned were shared. This campaign targeted local government representatives, members of CSOs and DPOs, health workers, members of Toile Development Committees, and persons with disabilities.</p>

Category	Content
Contents	<p>2.2 Production of IEC materials CWSN designed and printed 1,500 posters and 36 flexes. CWSN also printed 600 copies each of the Act relating to persons with disabilities and Disability ID card distribution procedures. There are six strong messages in the posters, i.e., importance of disability ID card, rights to education of people with disabilities, health/rehabilitation, social protection, and participation. Similarly, in the flex, there are two sections with different words when addressing persons with disabilities. Flex highlights the important dignity words that must be used while addressing or referring to persons with disabilities.</p> <p>2.3. Formation of Self-Help Groups (SHGs) and trainings As per the project plan, CWSN formed 5 SHGs in three Municipalities. One is in Myagde with two in Byas and Shukla Gandaki Municipalities, where 20 members were included in each group. After the formation of SHGs, CWSN conducted a one-day training for each group. A total of 100 persons including persons with disabilities and their family members and caregivers took part in the trainings.</p> <p>2.4. Facilitation for disability ID cards As we mentioned in the proposal paper, 1,224 persons with disabilities have no disability-related ID cards in the project implementation areas. This accounted for 48% of the total number of persons with disabilities living in these 3 municipalities. Since the very beginning of this project, CWSN has assisted persons with disabilities in having ID cards issued. CWSN also equally alerted and coordinated with Local Government authorities and members of CSOs and DPOs to achieve its target and uphold the rights of persons with disabilities with regard to social protection issues. During the project period, CWSN recorded up to 233 persons with disabilities who received their disability ID cards. This constitutes 93.2% of the targeted 250.</p>

Category	Content
Contents	<p>2.5 Review meetings and satisfaction survey</p> <p>Three review meetings were organized separately in Myagde, Byas, and Shukla Gandaki Municipalities, attended by the project target groups who attended or participated in our project activities. A total of 202 persons attended. CWSN also conducted a project satisfaction survey among 150 beneficiaries from among ID receivers, Local Government representatives, Members of CSOs, and Members of SHGs. The details of these activities can be found in the project progress sections.</p>

2. Performance Management

Indicator	Target Value	Measured Value	Achievement Rate	Means of Verification	Time of Measurement
Assisted in getting Disability ID cards	90%	93.2%	103.5%	<ul style="list-style-type: none"> - Number of ID card recipients - Recommendation letters from local governments - Records in service-providing offices 	November 20, 2023
Conducted an orientation Program with government stakeholders, Toile Development Committees, Mother and youth groups, and PWDs	90%	101%	112.2%	<ul style="list-style-type: none"> - Total number of participants in the programs - Minutes, reports, suggestions, and recommendations - Total number of programs implemented - Pictures, attendance, and reports 	September 2, 2023
Posters and Flexes distributed	95%	100%	105.3%	<ul style="list-style-type: none"> - Number of poster distributions - Pictures posted on walls - Photos tagged at the Organization's official Facebook account 	September 17, 2023

Indicator	Target Value	Measured Value	Achievement Rate	Means of Verification	Time of Measurement
Formed disability-related Self-Help Groups	100%	100%	100%	<ul style="list-style-type: none"> - Meetings on self-help groups' formation - Meetings minutes, reports, Pictures, suggestions, and recommendations 	September 8, 2023
Number of trainings conducted on the social protection program	90%	100%	105.3%	<ul style="list-style-type: none"> - Total number of participants to the first-level training - Total number of participants in the second-level training conducted by SHG representatives - Training reports, feedback, suggestions, minutes, visits 	September 18, 2023
Realized the satisfaction of beneficiaries	85%	85.59%	100.7%	<ul style="list-style-type: none"> - Likert scale questionnaires prepared and administered to beneficiaries - 25% respondents filled the forms by SHGs, with 25% from ID card recipients, 25% from local government representatives, and 25% from CSO members who participated in the survey for satisfaction measurement. - Survey report 	November 10, 2023

This project achieved positive results across all six key performance indicators, achieving at least 100% in all indicators, demonstrating its successful completion. In particular, the orientation program for government stakeholders and groups achieved the highest performance, achieving 112.2% of its target.

3. Project Implementation Report

1) Orientation Program

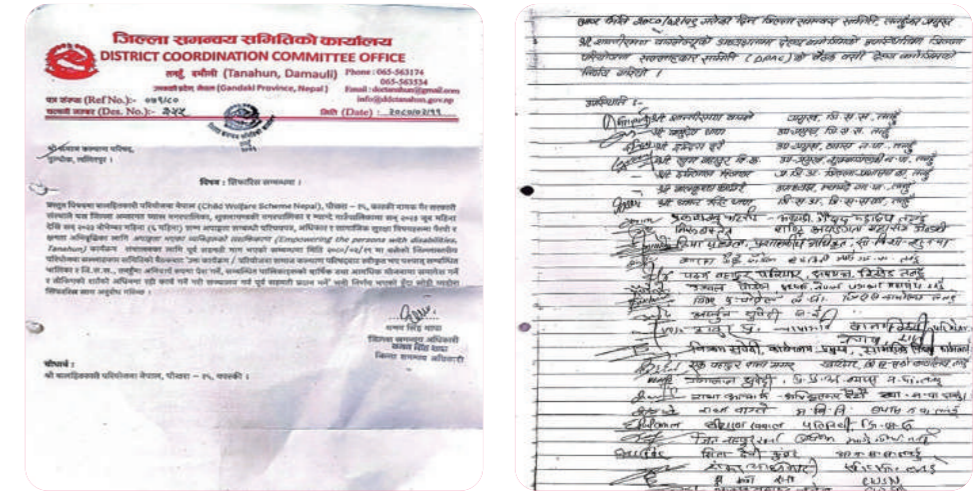
On the 29th of May 2023, CWSN conducted an orientation program with the Board of Directors and rehabilitation-related staff at the organization’s meeting hall. During this internal orientation program, the Project Manager shared the project activities along with the budgetary details. A total of 13 participants—7 men and 6 women—attended. Five out of thirteen participants were Board of Directors. The Board of Directors suggested implementing the project realistically within the timeline. Likewise, they suggested that other staff facilitate or support the project activities according to need. The staff also expressed their commitment to execute all the activities proposed in the proposal paper and follow the MoU between KODDI and CWSN.



Pictures of internal orientation program at CWSN

2) DPAC Meeting

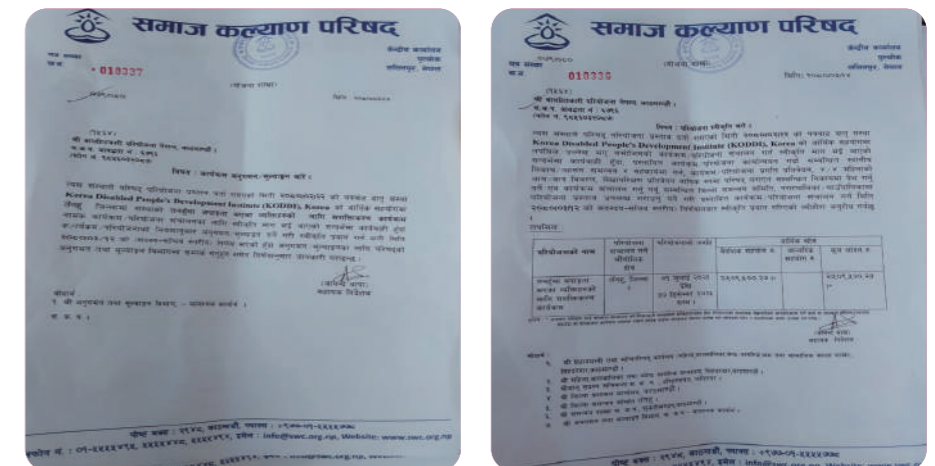
The “Empowering Persons with Disabilities in Tanahun” Project (EPD-P) started on June 1, 2023. Right after the kickoff, CWSN held a District Project Advisory Committee (DPAC) meeting with District Coordination Committee Members (DCC), representatives from proposed Municipalities, and members of Civil Society Organizations in Tanahun District’s Headquarters on the 2nd of June 2023. The Project Manager shared all the activities during the meeting. In the DPAC meeting, a total of 35 representatives from DCC, proposed project implementation areas of three Municipalities, members of NGO federation, DPOs, CSOs, Social Development Departments, Education Developments, and media attended. The participants suggested that CWSN focus on the long-term program for persons with disabilities. According to them, this type of program is a first in Tanahun, and CWSN should prepare for a longer-term project to support PWDs in getting disability ID cards more easily.



DCC’s recommendation letter to SWC and DPAC meeting minutes

3) SWC Approval

CWSN submitted a project approval request letter along with the DPAC meeting minutes and recommendation letter of the District Coordination Committee (DCC), MoU between KODDI and CWSN, legal documents of the organization, and project proposal with details on implementing the plan to the Social Welfare Council (SWC) in Kathmandu on the 3rd of June 2023. SWC took almost a month to approve our project proposal. We received an approval letter from SWC on the 9th of July 2023, although we started the inception meeting in the targeted Wards and other project activities in the first week of June 2023.



Social Welfare Council’s project approval and monitoring letters

4) Staff Selection

As proposed in our proposal paper, four staff (Project Manager, Community Mobilizer, and two field staff) will be directly involved in this Project. Therefore, the Project Manager remained the same as shared in the proposal paper with one Community Mobilizer assigned from the office. The two new field staff (a man and a woman with physical disability) were recruited from the project implementation areas at the end of May 2023. The Project Manager assumed overall responsibility for the project, with the Community Mobilizer coordinating inception and orientation programs and supporting the Project Manager as needed. The two field staff coordinated with local government representatives and persons with disabilities to get recommendations and disability ID cards. They also participated actively in the inception and orientations, review, and satisfaction survey and coordinated with the Toile Development Committee members and Ward representatives regularly.

5) Inception Visits

To enable familiarization with the project activities and seek possible coordination for the orientation program and sensitization of the importance of disability ID card, CWSN held inception meetings in all 33 Wards and 3 Municipalities from the 8th of June to the 13th of July 2023. During the inception visits/meetings, we met a total of 148 members from Local Government, DPOs, and CSOs. The main purpose of the inception visits/meetings was to provide orientation on the project activities, to obtain approval to work in the respective jurisdictions, and to know the current status of persons with disabilities. In this activity, CWSN mobilized four staff (one man and three women). During the visits, the local government representatives committed to facilitating and supporting the issuance of disability ID cards. They also stated that they can provide persons with disabilities with an ambulance to go to the hospital for their disability status checkup and provide the necessary recommendation to their Municipalities for issuing ID cards. For this activity, CWSN spent almost a month and noted the following situations:

- **Myagde Municipality**

- ✓ Myagde Municipality has 7 Wards, with a focal person assigned for the disability issue. CWSN noted that this Municipality has been allocating budget for disability issues but has failed to conduct disability-related activities due to lack of knowledge and staff. The Municipality representatives shared that they are very willing to help CWSN execute the project of empowering persons with disabilities within the Municipality, and that they are also seeking advocacy program and facilitation support from CWSN.

- ✓ Some Wards are geographically big and located in rural areas. Therefore, some of the Ward representatives requested that at least two or three orientations be organized in their Wards.
- ✓ CWSN also noted that the Myagde Municipality is planning to build a PWD-friendly home for persons with serious disabilities where they can stay without their caregivers.

- **Byas Municipality**

- ✓ Byas Municipality has 14 Wards, and it is located in the middle of Tanahun District. This is also known as the District Headquarters and is a developed Municipality, but we noted a lack of knowledge on issues of disabilities among Ward Representatives. Every Ward is expecting support from other non-government organizations to address the disability issue.
- ✓ Self-Help Groups in the wards have yet to be formed. Even representatives at the local government level are not aware of the Self-Help Groups. Despite the interaction with the PWDs of the respective wards, they are not invited to any disability-related policy and program development activities by the government authorities in their areas.
- ✓ There are a total of 140 Female Community Health Volunteers, 251 Toile Development Committees, 6 CSOs, and 1 Municipality-level Self-Help Group of persons with disabilities.
- ✓ This Municipality is geographically big, covering large rural areas. Eight Wards have been covering large rural areas that are very far from the highway.

- **Shukla Gandaki Municipality**

- ✓ Shukla Gandaki Municipality consists of 12 Wards, 6 of which are located in the rural areas.
- ✓ SDuring the inception visits, CWSN noted that only 2 out of 12 Wards located in the city area have some disability-related activities, and that the elected Ward representatives lack knowledge on national and international provisions on disability. However, they also want facilitation and design of programs for persons with disabilities.
- ✓ SThe Municipality formed a Self-Help Group of persons with disabilities a few years ago, but we found that this group is inactive and most of the group members are out of contact with the Municipality. CWSN is planning to re-form the previous SHG and form other SHGs in September 2023

During its inception visits, CWSN emphasized the importance of disability ID card to mainstreaming persons with disabilities as a social protection scheme and their participation in the decision-making process. CWSN also explained about the existing gaps among the service-providing institutions and their staff regarding issues of disabilities; they realized the deficiency in their program and budget, and promised to address them in the coming days. In addition, CWSN met with representatives from the ID distribution committee of all three Municipalities and requested for the issuance of ID cards, if the required documents have been submitted by persons with disabilities.



Sample Pictures of inception meetings with the Ward Representatives

6) Poster Design

CWSN designed and printed 1,500 posters including 6 major messages on the rights of persons with disabilities as stated in Nepal's Act Relating to Persons with Disabilities 2017. Similarly, 36 flexes were designed and printed with the messages including the use of dignity words when talking to or addressing persons with disabilities. In the poster, we included the following rights of persons with disabilities along with pictures:

- i) Disability identity card
- ii) Education
- iii) Participate in cultural life
- iv) Access to services, facilities, and justice
- v) Schemes for persons with disabilities
- vi) Health, Rehabilitation, Social Security, and Recreation

CWSN also printed 600 copies each of the Act relating to persons with disabilities and Disability ID card distribution procedures. There are six strong messages in the posters including importance of the disability ID card, rights to education of people with disabilities, health/rehabilitation, social protection, and participation. Similarly, in the flex, there are two sections with different words when addressing or identifying persons with disabilities. Flex highlights the important dignity words that must be used when addressing or referring to persons with disabilities. A total of 1,500 posters, 36 flexes, and 600 copies each of the Acts and the Procedures were distributed to the participants during the orientation programs as well as schools, municipalities, and other government service-providing offices.



Pictures of Flex and Poster

7) Conducting orientation programs in the Wards

Under the Include Us Campaign, the orientation program was the major activity in terms of the targeted number of beneficiaries and expenses. This activity focused on orienting participants about the rights and social schemes that have been incorporated in international and national legal provisions and the established mechanism for persons with disabilities by the service-providing agencies and their representatives to create PWD-friendly infrastructures and environment. The orientation on the rights of PWDs with the government stakeholders, community members, and CSOs was the major task of this project, which kicked off on the 8th of August 2023. Participants from 33 Wards were oriented during the project period: 7 Wards in the Myagde Rural Municipality, 14 Wards in the Byas Municipality,

and 12 Wards in the Shukla Gandaki Municipality. A total of 702 (425 men and 277 women) attended the orientation programs, which also included 111 PWDs, 180 local government representatives, 67 female community health workers, 308 community members (Mother and Youth Groups), and 36 CSOs together with Nepalese police officers and Teachers. In the Myagde Rural Municipality, a total of 162 (73 men and 89 women)-67 community members, 41 local government representatives, 32 PWDs, 18 female community health workers, and 4 from CSOs-took part in the programs. In the Shukla Gandaki Municipality, a total of 250 persons-108 community members, 60 local government representatives, 40 PWDs, 27 female community health workers, and 15 members of CSOs-attended. At the same, 290 beneficiaries in the Byas Municipality participated: 133 community members, 79 local government representatives, 39 PWDs, 22 female community health workers, and 17 members of CSOs. In the orientation program, CWSN distributed posters, flexes, and other resource materials to the participants. The contents of the orientation programs included the definition of disability, types of disabilities, types of disability identity cards, rights of persons with disabilities, and roles and responsibilities of local government representatives, persons with disabilities, and members of Civil Society Organizations. In the program, the process of issuing the ID card and information on the required documents were highlighted. To execute the orientation programs smoothly and in a timely manner, CWSN mobilized its 8 staff: Executive Director, Project Manager, Finance Manager, Health Workers, Community Mobilizer, Rehabilitation Facilitator, and two field staff. CWSN's Acting Chairperson and Executive Member also observed and monitored three orientation programs.

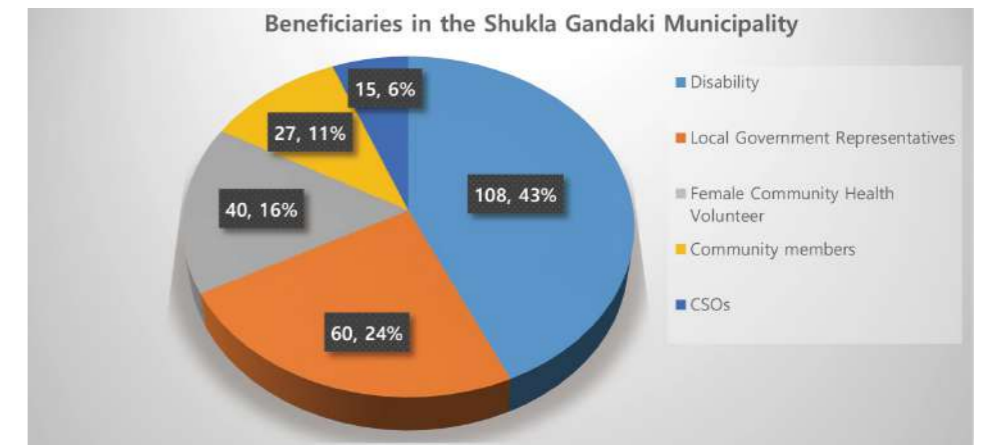
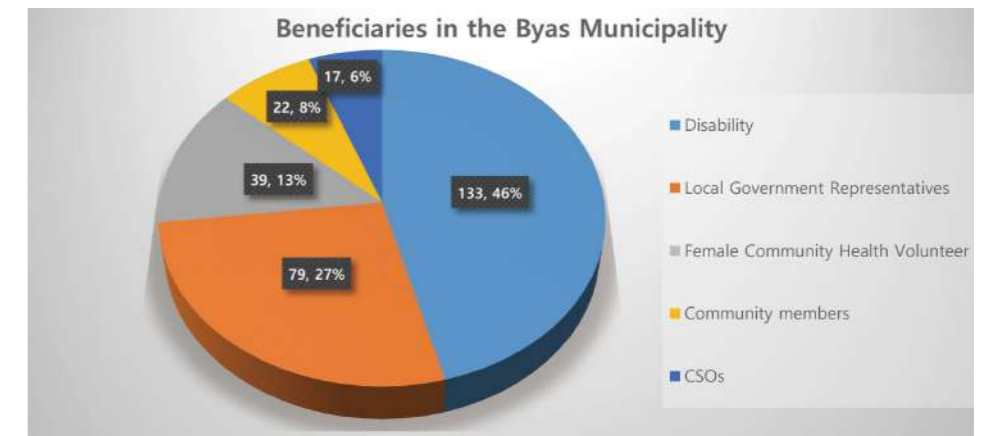
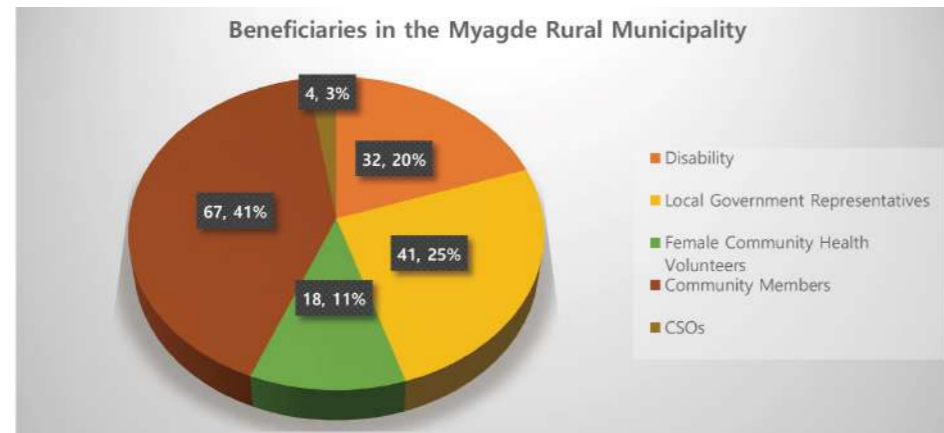


Table 1: - Beneficiary tracking table of the orientation program





Pictures of orientation programs

8) Feedback Analysis

• The Include Us Campaign

was an important activity in ensuring the inclusiveness of PWDs in Tanahun District. This campaign was implemented in two ways, i.e., orientation programs and poster distributions. CWSN collected feedback from the participants after concluding the orientations in every Ward. The main aim of the feedback from participants was to gauge their understanding after the program. This feedback form was prepared using a 5-point Likert scale, and participants may select a rating according to their understanding and opinions on the presentations/contents delivered during the sessions. 1 represents very bad, 2 is for bad, 3 is for neutral, 4 is for good, and 5 is for very good.

The contents were definition of disability, classification of disabilities, classification of disabilities according to severity, information related to the disability ID card, presentation skills of the presenter, and feedback on the overall program. In the same form, we also collected the expectations of participants from the government and CWSN in the coming days.

• Feedback from the Myagde Rural Municipality

The orientation program kicked off in the Myagde Rural Municipality. A total of 162 participants took part in the 7 programs, but we received only 131 feedback forms. Most of the participants rated the contents of the orientation as good and very good. The overall program feedback was 90.1% (45.1 good, and 45 very good). Regarding the expectations, 12.2% of participants stated that they expect the continuity of this orientation program at the community level, 5.3% urged facilitating their receipt of ID cards, with the rest expecting capacity-building training, facilitation in education, assistive device support, etc.

• Feedback from the Shukla Gandaki Municipality

CWSN has conducted orientation in the 12 wards of the Shukla Gandaki Municipality. A total of 250 persons attended these orientations, 215 of whom completed our feedback form. Table 3 below shows the result of the feedback, where feedback on the overall program was 89.7% (35.6% good, 56.1% very good). In this Municipality, 24% expect the continuation of the program and 10.3% expect to be provided with a disability identity card, with the rest expecting fair evaluations in the distribution of ID cards by the government and provision of education and assistive device support.

• Feedback from the Byas Municipality

In the Byas Municipality, CWSN operated 14 orientation programs in 14 Wards. A total of 290 persons participated, and 253 responses were collected. 98% participants rated the overall contents of the program as good and very good. The expectations of the participants from the Byas Municipality are continuity of this orientation program at the community level (27.3%) and provision of facilitation for the disability identity card (9.1%), with the rest expecting fair evaluations in the distribution of ID cards.

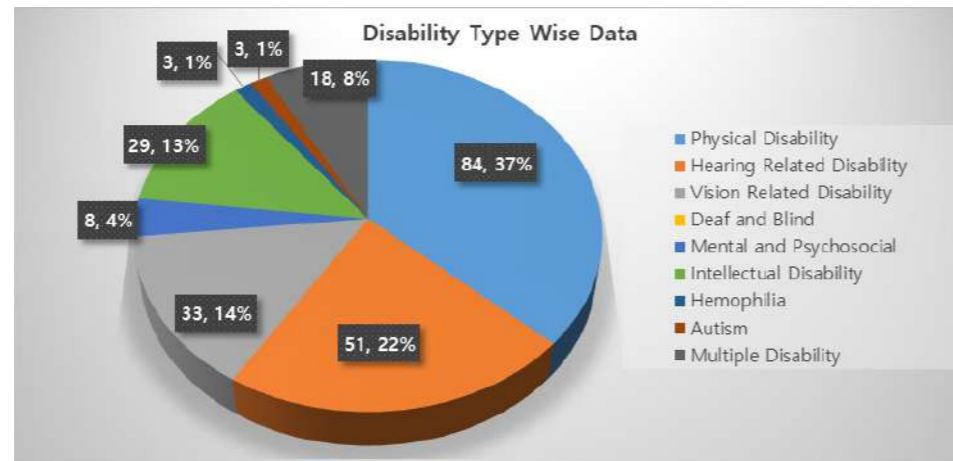
Table 4 below shows the result of feedback from participants.

9) Status of Distribution of Disability Identity Cards

Advocacy and facilitation of ID card were some of the major measurable activities of this program. The Nepalese Government categorized 4 types of ID cards (Red, Blue, Yellow, and White) based on the severity of disability. According to Nepal's Act relating to Persons with Disabilities, there are several social schemes for disability ID card holders. However, the process of issuing disability ID cards is quite lengthy, requiring a lot of legal documents proving that the person is disabled. There are 3 layers of process to be completed before receiving the disability ID card. First of all, a person with disability should go to the hospital to identify his/her disability type and receive the Doctor's prescription along with the hospital's recommendation as to the status of his/ her disability situation with type. Afterward, the person should go to the Ward office and present the hospital's documents, photos, birth registration, or citizen card along with the request letter for recommendation to the respective Department of Women, Children, and Senior Citizen in the Municipality. He/She should then go to the Municipality and present the required documents and request letter to have a disability ID card issued. After the registration of the letter in the Municipality, the members of the Disability ID Card Distribution Coordination Committee reviews the documents in the



presence of the client. However, the Coordination Committee Meeting is convened only once a month if more than 10 ID card issuance applications were registered. During the project period, 233 persons with disabilities have received disability ID cards: 55 from Shukla Gandaki, 80 from the Byas Municipality, and 98 from the Myagde Rural Municipality.



Photos of group Hospital Visit for the Disability ID card

10) Formation of Self-Help Groups (SHGs)

The aim of this activity is to empower persons with disabilities and their family members with the rights of persons with disabilities and to expand the Social Protection Schemes announced by the government and ensured by national and international provisions. Also included in these groups are persons with disabilities and their caregivers to work with the local government representatives for persons with disabilities and continuation of disability-related activities. A total 5-Self-Help Groups were formed: one in Myagde, two in Shukla Gandaki, and two in the Byas Municipality. In these groups, 100 individuals including PWDs and caregivers were selected based on the recommendation of the local government

representatives, active members of PWD organizations, and persons who attended the orientation program covering all 33 Wards of 3 municipalities. During this activity, the posters and flexes were also distributed to the participants.



Photos of Self-Help Group Formation

11) Training for members of SHGs

This activity is one of the sustainable parts of the project. As for the outcomes and long-term effects of the project, CWSN trained or empowered the members of SHGs at the local level who will be the lifelong promoters of disability issues in their respective neighborhoods. The Project Manager and other staff facilitated the sessions covering topics such as the rights of persons with disabilities as incorporated in national and international provisions as well as the local governments' plans and policies, national recognitions of the types of disabilities, and social schemes based on the ID cards provided according to the severity of disability. In the training, the facilitators also shared the positive example of right to health, rehabilitation, process/criteria for social assistance, allowance, and insurance. As part of the reference materials, CWSN used CRPD and Nepal's Act on Rights relating to persons with disabilities, government commitments and schemes, importance of ID card, role of local governments, CSOs, DPOs, and communities for persons with disabilities. During the trainings, facilitators conducted pre-test, post-test, and feedback collection among participants.

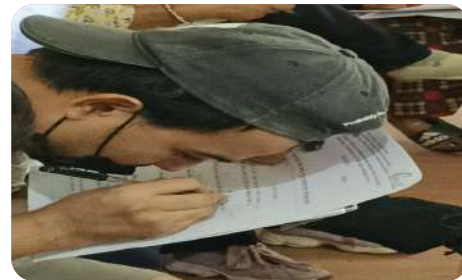


Photos of Training for SHG members



(11.1) Pre- and Post-Tests Analysis

CWSN conducted a short pre-test among the members of SHGs before the trainings to gauge their understanding of the issues of disability and the training contents. Similarly, the post-test was conducted among the same members of SHGs after the training to determine how much they learned or how much their knowledge has increased. In this process, CWSN prepared 19 questions for both pre- and post-tests. The average score of the pre-test was 48.14%. which means only 48.14% of the questions were answered correctly. Most of the participants faced challenges while doing the pre-test. This is because they have not attended such types of trainings before. Similarly, the average score in the post-test was 67.77%. which means that the participants' level of understanding increased 19.63% after the training compared to pre-test levels. According to tests, participants were less aware of the sub-types of disabilities categorized by the Nepalese government. The table below shows the results.



Sample photo of pre-test and post-test during the training

(11.2) Feedback from SHGs trainings

Apart from the pre and post-tests, CWSN also collected feedback from the participants of trainings including open-ended questions. In the feedback process, we used the same contents presented during the trainings, i.e., definition of disability, types of disability, severity of disability, rights of PWDs, disability ID card, responsibility and obligations, and presentation skills. At the same time, they added that refreshment training should be done from time to time

Training Feedback in %			
Contents	Average	Good	Very Good
Definitions of Disability	5.3	18.7	76
Types of Disability	2.7	29.3	68
Severity of Disability	5.3	25.3	69.3
Rights of Disability	5.3	21.3	73.3
Disability Card	4	22.7	73.3
Responsibility and Obligations for PWDs	6.7	21.3	72
Presentation skills of the Presenter	1.3	22.7	76
Overall Program/Training	1.3	24	74.7



Sample Photo of filling out the feedback form

12) Mid-Term Review Meeting with the Board of Directors of CWSN

On 8th October 2023, a mid-term review meeting with the Board of Directors and staff was organized. A total of 11 participants including the board of directors, disability-related staff, finance manager, and management committee members participated. During the meeting, the achievements and challenges were shared by the Project Manager. The Board of Directors and members of the Management Committee lauded the achievement and the team management while implementing the project of empowering persons with disabilities in Tanahun and expressed their commitment to provide support should any challenges arise in the course of implementation.



Photo of mid-term review meeting

13) Satisfaction Survey and Review Meeting with Beneficiary

A satisfaction survey and a review meeting with the beneficiaries representing all 33 Wards were conducted in each municipality. A total of 3 activities were conducted on both topics (review meeting and survey) in Tanahun. During the review meeting, beneficiaries were informed of the project's activities, targets, achievements, and challenges. The participants were members of Self-Help Groups, disability ID card recipients, Local Government Representatives, CSOs including Toile Development Committee members, and Female Community Health Workers. A total of 202 beneficiaries—73 from Byas, 84 from Myagde, and 45 from Shukla Gandaki municipalities—participated in both activities simultaneously in their respective Municipalities. In these review meetings, CWSN also discussed the upcoming plans, necessity, and sustainability of the program with beneficiaries and Government Representatives. The representatives from each Municipality shared their own priorities and possible support to address disability-related issues. In the Byas Municipality, the Deputy Mayor said that they want disability-related orientation programs at the grassroots level or house-to-house campaign to address these issues. The Mayor of the Myagde Municipality along with the team said that they are looking for skills development programs, income generation activities, and trainings for persons with disabilities. On the other hand, the representatives from the Shukla Gandaki Municipality want skills development training in the IT field, job-oriented skills, and sign language trainings. This shows that each municipality is searching for different opportunities to implement different programs for PWDs.



Photos of the Review meeting

In measuring project satisfaction among beneficiaries, first, we prepared three sets of questionnaires for disability ID card recipients, Members of SHGs, and government representatives along with members of CSOs. Additionally, there were 6 similar questions for everyone about the project activities, attitudes of the staff, and project implementation method by CWSN and KODDI. We conducted a survey among 150 beneficiaries as planned—25% of 150 persons from each group, i.e., 16 respondents from SHGs, 38 from ID card recipients, 29 from local government stakeholders, and 67 CSO members who responded.

• Analysis of Project Satisfaction Survey

CWSN prepared 6 common questions for all 150 beneficiaries regarding overall project satisfaction. These questions included the overall aspects of the program and staff's attitudes, including addressing their issues. The first question about the overall aspects and implementation had a project satisfaction score of 81.13% (43.42% high, 37.71% highly satisfied). The second question on KODDI and CWSN's service and support scored 85.7% (51.42% high, 34.28% highly satisfied). 86.27% (35.42% high, 50.85% highly satisfied) were satisfied after attending the program. 85.71% (44% high, 41.71% highly satisfied) were satisfied with the selection process of participants, attitudes of the staff, timing, and program management practices. Likewise, 89.13% (43.42% high, 45.71% highly satisfied) were satisfied with the staff of CWSN for addressing/responding to queries during the program. The average satisfaction score for these common questions is 85.59%. For more details, please see the table below.

• Beneficiary-wise analysis

CWSN also prepared separate questionnaires for the beneficiaries of Self-Help Groups, Government representatives, members of CSOs, and Disability ID card recipients. These questionnaires were prepared to analyze the satisfaction with the type of service they received from the project. 76.2% (23.8% high, 52.4% highly satisfied) of disability ID card recipients were satisfied with CWSN while coordinating with the hospital, Wards, and Local Government for the disability ID card issuance. Similarly, 75.2% were satisfied with the card they received, with 19% neutral and 4.8% less satisfied. This implies that some people who received disability ID cards are less satisfied due to the types of cards they received. We noted that the percentage of neutral and less satisfied persons were expecting red or blue cards but the steering committee recommended either yellow or white cards. The government has been providing a monthly allowance for persons with complete and serious

disabilities, who are red and blue card holders. Persons moderate and minor disabilities have been getting other social protection benefits like 50% discount on transportation, health, education, and job placement. During the program, 85.6% of the disability ID card holders were satisfied with the advocacy-related social protection, and 100% of the disability ID card holders felt that they are able to assist or help others in having a disability ID card issued. The details can be seen in the table below.

During the satisfaction survey among the members of CSOs including members of the Tole Development Committees, Female Community Health Workers were asked to complete the satisfaction survey. 91.2% of CSOs members responded that the program helped them become more responsible in the field of disability. Similarly, 87.4% stated that the content included in the posters and flex aided in understanding the disability-related rights and information. 77.5% were satisfied with the use of resource materials during the orientation program. 88.2% noted that the program helped encourage the creation of/support a PWD-friendly environment. 83.1% said that the program helped prioritize disability-related issues.

CWSN formed and trained the 100 members of SHGs in Tanahun. During the satisfaction survey among SHG members, 92.3% were satisfied with participation in the Self-Help Groups. Similarly, 94.2% were satisfied after receiving the training. 96.2% responded that the training helped them work and solve issues related to disability. 92.3% mentioned that the contents and materials of the training were effective. Finally, 93.1% are motivated to lobby and coordinate at the local government level.



Sample photo of satisfaction survey form fill-up

14) Wrap-up Meetings

We are planning to organize a wrap-up meeting with the Board of Directors and the staff in the first week of December 2023. It will be a no-cost event and will be held at the organization's meeting hall. In this meeting, the Project Manager will present the detailed project report and ask for future follow-up activities in the project areas.

4. Monitoring & Follow-up Plan

Please write about how you will monitor and follow up this project to maintain its impact.

We will visit this project implementation area in the second week of December 2023 and share the findings, challenges, and way forward with local government representatives. CWSN also asked the members of SHGs for lobbying with the local government to ensure or address the disability-related issues by making plans and allocating budget. Similarly, CWSN will keep in touch with Ward representatives and field staff to know the status of disabilities in their respective areas. Still, CWSN hopes for some support from KODDI in the coming days to conduct advocacy at the grassroots levels or door-to-door campaign to minimize violations of the rights of persons with disabilities. At the same time, the CWSN BoD has decided to work in Tanahun in the field of disability continuously.

Apart from the foregoing, we will closely monitor the situation of persons with disabilities in Tanahun by facilitating the disability ID card issuance and advocacy on the rights and schemes with the government offices. We will mobilize the members of SHGs and other members of CSOs, health workers, and other people who were involved or engaged in our activities. If required by KODDI, we will provide continuous updates. Indeed, disability is one of the major thematic issues of CWSN, and it will continue.

03 Philippines

Leonard Cheshire Disability Philippines Foundation, Inc.(LCDPFI)



1. Overview of the Project

Category	Content
Name of Country	Philippines
Name of Organization	Leonard Cheshire Disability Philippines Foundation, Inc. (LCDPFI)
Project Title	Enabling and Empowering Persons with Disabilities through Inclusive Employment and Livelihoods
Project Type	<input checked="" type="checkbox"/> Training <input type="checkbox"/> Education <input type="checkbox"/> Lecture <input checked="" type="checkbox"/> Workshop <input type="checkbox"/> Consulting Service <input checked="" type="checkbox"/> Campaign <input type="checkbox"/> Forum <input checked="" type="checkbox"/> Employment Support <input type="checkbox"/> Conference <input checked="" type="checkbox"/> Others ()
Project Objective	<p>The overarching goal of the project is to improve the economic situation and promote the social inclusion of persons with disabilities by enabling and empowering them to have access to skills trainings, digital technology, employment, livelihoods, and social protection.</p> <p>The project's specific objectives are: 1.) To increase the employability skills and competitiveness of persons with disabilities in the job market by accessing employment and livelihood support; 2.) To reduce negative perceptions toward persons with disabilities through awareness campaigns and disability sensitivity trainings; and 3.) To promote social protection, inclusive workplace, and sustainable livelihood of persons with disabilities in partnership with employers, government agencies, and local government units.</p>
Project Period	June 1-December 17, 2023
Project Budget	USD 21,000
Target Region	National Capital Region and selected municipalities in the Province of Bulacan
Target Group	The target beneficiaries are persons with disabilities (direct) and their parents/families (indirect).

Category	Content															
Target Group	<p>Priority is given to individuals or groups who lost their jobs or whose livelihoods and sources of income were affected by the COVID-19 pandemic, and those who do not have access to government support such as disability assistance and other support services.</p> <p>There are gender balance and fair representation of all types of disabilities such as physical, visual, hearing impairment, persons in the autism spectrum, learning, and psychosocial disability.</p> <p>Specifically, the project will identify, assess, and train 100 persons with disabilities across target locations and facilitate the placement of 70 persons with disabilities-80% (n=56) in self-employment and 20% (n=14) in wage employment.</p>															
Contents	<p>For the period 1 June ~ 17 December 2023, the project has identified and assessed a total of 116 persons with disabilities from the target areas. There is already an overshoot of 116% from the project target of 100 persons with disabilities. These 116 participants were assessed and registered for the employment and livelihood program. They were provided with orientation about the project and their basic rights. Foundation skills training that includes self-assessment, knowing yourself, personality development, and career planning sessions was conducted with the objective of providing guidance on the career options of project participants whether they go to wage employment or self-employment, increasing their confidence to apply for work, and enhancing their capacities to manage their own business.</p> <p>The table below presents the various trainings and activities conducted and number of persons with disabilities who participated:</p> <p>Table 1 –Project Participants</p> <table border="1"> <thead> <tr> <th>Activity</th> <th>Male</th> <th>Female</th> <th>Total</th> <th>Notes</th> </tr> </thead> <tbody> <tr> <td>Assessment and Registration of Project Participants</td> <td>54</td> <td>62</td> <td>116</td> <td>* 7 batches of assessments conducted * All accomplished</td> </tr> <tr> <td>Project and Disability Rights Orientation</td> <td>54</td> <td>62</td> <td>116</td> <td>* 7 batches of assessments conducted * All accomplished</td> </tr> </tbody> </table>	Activity	Male	Female	Total	Notes	Assessment and Registration of Project Participants	54	62	116	* 7 batches of assessments conducted * All accomplished	Project and Disability Rights Orientation	54	62	116	* 7 batches of assessments conducted * All accomplished
Activity	Male	Female	Total	Notes												
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Project and Disability Rights Orientation	54	62	116	* 7 batches of assessments conducted * All accomplished												

Category	Content				
	Activity	Male	Female	Total	Notes
Contents	Foundation Skills Training (Self-Assessment, Career Planning, Personality Development)	43	49	92	* 3 batches of foundation skills training conducted * All accomplished
	Entrepreneurship Training	32	45	77	* 3 batches of entrepreneurship training conducted * All accomplished
	Work Readiness / Wage Employment Training	7	4	11	* Hybrid training (mix of face-to-face and online training) conducted among wage employment participants
	Awarding of Employment Support			21	* 3 batches of employment support awarded
	Awarding of Capital Assistance for Business			38	* 3 batches of livelihood assistance awarded
	Product Marketing Workshop	3	12	15	* 1 workshop conducted
	<p>The trainings were delivered onsite or face to face, and an online option was provided to those project participants who cannot travel or who cannot be physically present in the training venue. Project staff, volunteers, and local government partners assisted the participants during the trainings.</p> <p>Employment support has already been provided to 21 persons with disabilities who were employed and referred, and who continue to apply in various work settings such as Therapeutic Massage Clinic, shopping stall, water refilling station, private companies, and government offices. The employment assistance given by the project was in the form of cash and used to support their daily subsistence such as food, transportation, and other needs while going to work or applying for a job.</p>				

Category	Content																
Contents	<p>The project has already engaged 14 out of 10 target stakeholders—7 employers, 2 local government units, 2 OPDs, 3 Civil Society Organizations and Non-Government Organizations—to champion the rights of persons with disabilities and promote access to employment and livelihoods.</p> <p>The table below presents the stakeholders engaged by the project:</p> <p>Table 2 –Project Partners / Stakeholders</p>																
	<table border="1"> <thead> <tr> <th>Name of Partner</th> <th>Category</th> <th>Scope of Partnership</th> </tr> </thead> <tbody> <tr> <td>Persons with Disabilities Affairs Office (PDAO)- Quezon City Government</td> <td>Local Government Unit (LGU)</td> <td> <ul style="list-style-type: none"> * Assist in the identification, assessment, and referral of persons with disabilities in the community * Provision of social services and other support for persons with disabilities * Information dissemination and awareness campaign * Issuance of disability ID card for social protection, discounts, and privileges * Provision of training venue and counterpart support for the project </td> </tr> <tr> <td>Persons with Disabilities Affairs Office (PDAO) – Calumpit, Bulacan</td> <td>Local Government Unit (LGU)</td> <td>* Same as above</td> </tr> <tr> <td>ANZ</td> <td>Private Employer</td> <td> <ul style="list-style-type: none"> * Disability awareness and sensitivity training * Network and linkages to access employment and livelihood opportunities for persons with disabilities * Provision of Money-Minded Financial Literacy Training </td> </tr> <tr> <td>Infinet-0</td> <td>Private Employer</td> <td> <ul style="list-style-type: none"> * Disability awareness and sensitivity training * Network and linkages to access employment and livelihood opportunities for persons with disabilities </td> </tr> </tbody> </table>	Name of Partner	Category	Scope of Partnership	Persons with Disabilities Affairs Office (PDAO)- Quezon City Government	Local Government Unit (LGU)	<ul style="list-style-type: none"> * Assist in the identification, assessment, and referral of persons with disabilities in the community * Provision of social services and other support for persons with disabilities * Information dissemination and awareness campaign * Issuance of disability ID card for social protection, discounts, and privileges * Provision of training venue and counterpart support for the project 	Persons with Disabilities Affairs Office (PDAO) – Calumpit, Bulacan	Local Government Unit (LGU)	* Same as above	ANZ	Private Employer	<ul style="list-style-type: none"> * Disability awareness and sensitivity training * Network and linkages to access employment and livelihood opportunities for persons with disabilities * Provision of Money-Minded Financial Literacy Training 	Infinet-0	Private Employer	<ul style="list-style-type: none"> * Disability awareness and sensitivity training * Network and linkages to access employment and livelihood opportunities for persons with disabilities 	
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Category	Content		
Contents	Name of Partner	Category	Scope of Partnership
	Concentrix	Private Employer	* Same as above
	Bayer Philippines	Private Employer	* Same as above
	PWC Philippines / Isla Lipana & Co.	Private Company	* Same as above
	PLDT / PLDT Multipurpose Cooperative	Private Company	* Same as above
	Elizha Corpus Consulting	Private Company	* Work Readiness and Pre-Employment Workshop * Network and linkages for workplace diversity and inclusion initiatives
	Bigkis ng PWD Association, Inc. (BIPA)	Organization of Persons with Disabilities (OPD)	* Assist in the identification, assessment, and referral of persons with disabilities in the community * Information dissemination and awareness campaign * Provision of training venue and counterpart support for the project
	Sinag ng PWD Under Parent Association, Inc. (SIPUPA)	Organization of Persons with Disabilities (OPD)	* Same as above
	JCI South Metro Philippines	Civic Society Organization (CSO)	* Disability awareness activities * Job fair * Network and linkages to access employment and livelihood opportunities for persons with disabilities
	CBM Philippines	Non-Government Organization	* Same as above
Aging and Disability Task Force	Network of various organizations	* Disability awareness activities * Disability inclusion in humanitarian action	

Category	Content
Contents	Disability Awareness and Sensitivity Trainings (DAST) were conducted among 180 participants from employers, local government, and hospital-based government partners. The training aimed at increasing awareness of disability, helping people understand disability from a human rights perspective, and promoting equality and inclusion in the workplace and in the community. It discussed ways on how to communicate and interact effectively with persons with disabilities and provide them with the appropriate support through a rights-based approach.
	In summary, here are the key activities that the project has implemented for this reporting period:
	<ul style="list-style-type: none"> ■ Identification and assessment of project participants Target: 100 persons with disabilities Accomplishment: 116 persons with disabilities (116%)
	<ul style="list-style-type: none"> ■ Training on foundation skills, vocational, and entrepreneurship Target: 90 participants, 3 activities Accomplishment: <ul style="list-style-type: none"> - 116 participants in the Project and Disability Rights Orientation (128%) - 92 participants in the Foundation Skills Training (102%) - 77 participants in the Entrepreneurship Training (137%) Note: <ul style="list-style-type: none"> * The basis for the Foundation Training is the target of 90 persons with disabilities completing the training. * T The basis for the Entrepreneurship Training is the target of 56 persons with disabilities being supported for self-employment or business.
	<ul style="list-style-type: none"> ■ Provision of employment support Target: 70 participants Accomplishment: <ul style="list-style-type: none"> - 56 self-employment, 14 wage employment
	<ul style="list-style-type: none"> - 78 participants in self-employment (139%) - 21 participants in wage employment (150%)

Category	Content
Contents	<p>■ Monitoring and provision of post-placement support Target: 63 participants Accomplishment: 75 project participants monitored (119%)</p>
	<p>■ Disability Awareness and Sensitivity Training Target: 100 participants, 3 activities Accomplishment: 180 participants from employer, government partner, and organization of persons with disabilities provided with Disability Awareness and Sensitivity Training (180 %); 4 activities conducted (133%)</p>
	<p>■ Accessibility Audit Target: 1 employer / LGU partner Accomplishment: - 1 Online Talk on Accessibility: Promoting a Disability-Inclusive Workplace 14 participants from various entities –private companies, local government unit, national government agencies, organizations of persons with disabilities attended</p>
	<p>■ Meeting with employers and partners Target: 10 employers/partners, 6 meetings Accomplishment: • 14 employers/partners met (7 private employers, 2 LGUs, 2 OPDs, 3 CSOs/NGO) • 10 meetings held</p>
	<p>■ Networking event Target: 1 event organized or attended Accomplishment: 5 events (2 co-organized and 3 attended)</p>
	<p>■ Technical Support in the Promotion of Products and Services of Persons with Disabilities Target: 1 training/ activity on digital marketing and use of online platform Accomplishment: - 1 Product Marketing Workshop and Talk on Use of Digital/Online Platform for Marketing - attended by 15 participants/ representatives from livelihood groups</p>

2. Performance Management

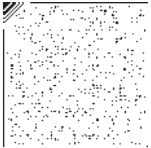
Indicator	Target Value	Measured Value	Achievement Rate	Means of Verification	Time of Measurement*
Completion rate (90 persons with disabilities completed or received trainings from the project)	90%	100%	128% (n-116) completed the Project and Disability Rights Orientation 102% (n-92) completed the Foundation Skills Training 137% (n-77) completed the Entrepreneurship Training Note: * The basis for the Foundation Training is the target of 90 persons with disabilities completing the training. * The basis for the Entrepreneurship Training is the target of 56 persons with disabilities being supported for self-employment or business.	Check the attendance Document the training by taking photos Prepare a post-activity report	Nov. 30, 2023
Satisfaction (Average score in satisfaction survey or post-training evaluation of participants)	80%	100%	80-90% satisfaction rate of participants from feedback and evaluation forms gathered after the training Note: Please refer to the attached summary results of the feedback and evaluation form	Conduct satisfaction survey or post-training evaluation among participants	Dec. 16, 2023

Indicator	Target Value	Measured Value	Achievement Rate	Means of Verification	Time of Measurement*
Completion rate (70 persons with disabilities placed into wage/self-employment) * Wage employment (Target: 14) * Self-employment (Target: 56)	70%	100% (wage employment) 100% (self-employment)	150% (n-21) Wage employment 139% (n-78) Self-employment	Check the number of employment support or livelihood assistance acknowledgment forms Check the list of project participants Document the employment referral or endorsement letter Check the job offer letter, employment contract, or company ID (subject to data privacy and confidentiality)	Nov. 30, 2023
Completion rate (8 employers, government agencies, and partners expressed support for the project)	70%	100%	175% (n-14) partners/stakeholders engaged with the project	Check the attendance in meetings Document the minutes of the meeting and take photos Prepare an activity report	Dec. 16, 2023
Completion rate (63 persons with disabilities monitored and provided with post-placement support)	90%	100%	119% (n-75) persons with disabilities monitored and provided with post-placement support	Check the attendance Check the monitoring report Gather feedback of employers, partners, and beneficiaries Take photos of the activity	Nov. 30, 2023

This project achieved unprecedented success across all five key objectives. All performance indicators achieved at least 117%, and the completion rate for employment placements for people with disabilities and securing business support partners more than doubled their targets, demonstrating the project's significant impact and effectiveness.

3. Project Implementation Report

Output	Activity	When	Where	Partners Involved	Number of Participants		
					Male	Female	Total
OUTPUT 1 Increased the employability skills and competitiveness of persons with disabilities in the job market through access to employment and livelihood support.	AM Identification and Assessment of Persons with Disabilities PM Project and Disability Rights Orientation	Jul. 3, 2023	St. Joseph The Workman Parish Church, Caloocan City Philippines	Bigkis ng PWD Association, Inc. (BIPA) Sinag ng PWD Under Parent Association, Inc. (SIPUPA)	13	5	18
		Jul. 7, 2023	Bahaghari Hall, Calumpit Municipal Hall, Calumpit, Bulacan Philippines	Persons with Disabilities Affairs Office(PDAO) Municipal Social Welfare and Development Office(MSWDO) Federation of Organization of Persons with Disabilities	16	24	40
		Jul. 10, 2023	LCDPFI Office, Quezon Avenue, Quezon City Philippines	Individual/ Group/ Organization of Persons with Disabilities	3	1	4



Output	Activity	When	Where	Partners Involved	Number of Participants		
					Male	Female	Total
OUTPUT 1 Increased the employability skills and competitiveness of persons with disabilities in the job market through access to employment and livelihood support.	AM Identification and Assessment of Persons with Disabilities PM Project and Disability Rights Orientation	Aug. 4, 2023	LCDPFI Office, Quezon Avenue, Quezon City Philippines	Individual/Group /Organization of Persons with Disabilities	3	1	4
		Aug. 10, 2023	OSCA Room, Calumpit Municipal Hall, Calumpit, Bulacan Philippines	Persons with Disabilities Affairs Office(PDAO) Municipal Social Welfare and Development Office(MSWDO) Federation of Organization of Persons with Disabilities	2	3	5
		Aug. 15, 2023	Biglang Awa Hall, Quezon City Mini City Hall F. Salvador St. Jordan Plains Subdivision, Brgy. Sta. Monica, Novaliches, Quezon City Philippines	Persons with Disabilities Affairs Office (PDAO) Organization of Persons with Disabilities	6	13	19

Output	Activity	When	Where	Partners Involved	Number of Participants		
					Male	Female	Total
OUTPUT 1 Increased the employability skills and competitiveness of persons with disabilities in the job market through access to employment and livelihood support.	AM Identification and Assessment of Persons with Disabilities PM Project and Disability Rights Orientation	Aug. 22, 2023	Barangay Pasong Putik, Quezon City Philippines	Persons with Disabilities Affairs Office(PDAO)	7	13	20
				Organization of Persons with Disabilities			
	Foundation Skills Training (Topics: Self-Assessment, Career Planning, Personality Development)	Aug. 7, 2023	Barangay 24 Perpetua St. Caloocan City Philippines	Bigkis ng PWD Association, Inc. (BIPA)	15	5	20
Sinag ng PWD Under Parent Association, Inc. (SIPUPA)							
		Aug. 18, 2023	Covered Gym, Calumpit Municipal Hall, Calumpit, Bulacan	Persons with Disabilities Affairs Office(PDAO) Municipal Social Welfare and Development Office(MSWDO)	17	22	39

Output	Activity	When	Where	Partners Involved	Number of Participants		
					Male	Female	Total
OUTPUT 1 Increased the employability skills and	Foundation Skills Training (Topics: Self-Assessment, Career Planning, Personality)	Sept. 13, 2023	3 rd Floor PDAO, Quezon City Hall Complex, Quezon City	Persons with Disability Affairs Office (PDAO) - Quezon Organizations of Persons with Disabilities in Brgy. Pasong Putik, Sta. Monica and Gulod, Novaliches	11	22	33
	Entrepreneurship Training	Aug. 23, 2023	Barangay 24 Perpetua St. Caloocan City	Bigkis ng PWD Association, Inc. (BIPA) Sinag ng PWD Under Parent Association, Inc. (SIPUPA)	12	6	18
		Aug. 29, 2023	Covered Gym, Calumpit, Bulacan Municipal Hall	Persons with Disabilities Affairs Office(PDAO) Municipal Social Welfare and Development Office(MSWDO) Federation of Organization of Persons with Disabilities	13	20	33

Output	Activity	When	Where	Partners Involved	Number of Participants		
					Male	Female	Total
OUTPUT 1 Increased the employability skills and	Entrepreneurship Training	Sept. 21, 2023	3 rd Floor PDAO, Quezon City Hall Complex, Quezon City	Persons with Disability Affairs Office (PDAO) - Quezon City Organizations of Persons with Disabilities in Brgy. Pasong Putik, Sta. Monica and Gulod, Novaliches	7	19	26
OUTPUT 2 Reduced negative perceptions toward persons with disabilities through awareness campaigns, accessibility audit, and disability sensitivity trainings	Seminar on Rights and Privileges, Programs, and Services for Persons with Disabilities	Jul. 29, 2023	Barangay Hall, Teresa Heights Subdivision, Pasong Putik, Quezon City Philippines	Persons with Disabilities Affairs Office (PDAO) PWD of Barangay Pasong Putik Proper Association	40	74	114
	Disability Awareness and Sensitivity Training for ANZ Partner Employer	Aug. 2 and 3, 2023	ANZ - Solaris Bldg., Makati City and MDC Bldg., Libis, Quezon City	ANZ Abilities Network ANZ Global Services - Manila	12	14	26
	Disability Awareness and Sensitivity Training	Oct. 26, 2023	Infinit-0 Office, MAAX, Pasay City,	Infinit-0 Philippines	8	11	19

Output	Activity	When	Where	Partners Involved	Number of Participants		
					Male	Female	Total
OUTPUT 2 Reduced negative perceptions toward persons with disabilities through awareness campaigns, accessibility audit, and disability sensitivity trainings.	Disability Awareness and Sensitivity Training	Sept. 27, 2023	CERID Building, East Avenue Hospital, East Avenue Road, Quezon City	East Avenue Hospital,	11	10	21
	Accessibility Audit / Online Talk on Accessibility: Promoting a Disability-Inclusive Workplace	December 16, 2023	Online / Webinar via Zoom	Via Zoom	6	6 (preferring not to say)	13
OUTPUT 3 Promoted inclusive workplace and sustainable livelihoods in partnership with employers, government agencies, and local government units..	Meetings with Stakeholders (online and face-to-face)	Jun. 21, 2023	Online Meeting	Bayer Philippines			
			Online Call/ Coordination	BIPA/ SIPUPA			
		Jun. 26, 2023	Online Call/ Coordination	ANZ			
		Jun. 30, 2023	Online Meeting	LGU Calumpit, Bulacan			
		Jul. 13, 2023	Online Meeting	Infinet-O employer			
Jul. 20, 2023	Face-to-face Meeting (morning)	Concentrix, CBM 및 JCI					
Jul. 26, 2023	Online meeting (afternoon)	PDAO Quezon City					

Output	Activity	When	Where	Partners Involved	Number of Participants		
					Male	Female	Total
OUTPUT 3 Promoted inclusive workplace and sustainable livelihoods in partnership with employers, government agencies, and local gover	National Disability Prevention and Rehabilitation Week Celebration-LCDPFI Booth Display	Jul. 21, 2023	Quezon City Hall - Main Lobby	Persons with Disabilities Affairs Office (PDAO)			
	Wellness Week of Australia New Zealand Bank (ANZ)	Aug. 22-25, 2023	ANZ Solaris Bldg., Dela Rosa Street, Makati City and MDC Bldg., Libis, Quezon City	ANZ Abilities Network ANZ Global Services - Manila			
	Unlocking Abilities: Job Fair 2023	Aug. 25, 2023	Robinson's Mall, Las Pi-as, Philippines	CBM JCI Concentrix City of Las Pi-as			
	Launching of the Study on the Impact of Climate Change on Persons with Disabilities – Livelihoods and Employment	November 28, 2023	Bayview Park Hotel, Manila	Aging and Disability Task Force –member organizations			

Output	Activity	When	Where	Partners Involved	Number of Participants		
					Male	Female	Total
OUTPUT 3							
Promoted inclusive workplace and sustainable livelihoods in partnership with employers, government agencies, and local government units.	Product Bazaar at ANZ	December 6, 2023	ANZ Solaris Building, Makati City	ANZ Abilities Network			
	International Day of Persons with Disabilities Celebration		ANZ MDC Building, Libis, Quezon City	ANZ Global Services - Manila			

4. Monitoring & Follow-up Plan

The project team conducted monitoring of beneficiaries one (1) month after the awarding of livelihood or employment assistance.

The monitoring was conducted through the following approaches:

- 1) **“Kumustahan Session” (How are you session?)** - a focus group discussion wherein project participants gather and meet in one venue such as townhall or multipurpose or community activity area. The project staff facilitated the group meeting, asked questions, and provided an opportunity for all participants to share their experiences.
- 2) **Onsite or home visit** - the project staff conducted house-to-house or onsite visit to see the actual location of the beneficiaries’ community-based business or workplace/work setting.
- 3) **Questions asked during the monitoring were:**
 - How much is your weekly/monthly income?
 - What challenges do you face in your business / job?
 - What are good practices that help you in your business / job?
- 4) Attendance sheets and monitoring form were shared and signed by project participants including personal assistants, parents, or family members as part of the monitoring documentation.

5. Photos



04 Bangladesh Manusher Jonno Foundation (MJF)



1. Overview of the Project

Category	Content
Name of Country	Bangladesh
Name of Organization	Manusher Jonno Foundation (MJF)
Project Title	Enhancing the Capacity of OPDs (ECO)
Project Type	<input checked="" type="checkbox"/> Training <input type="checkbox"/> Education <input type="checkbox"/> Lecture <input checked="" type="checkbox"/> Workshop <input checked="" type="checkbox"/> Consulting Service <input type="checkbox"/> Campaign <input type="checkbox"/> Forum <input type="checkbox"/> Employment Support <input type="checkbox"/> Conference <input type="checkbox"/> Others ()
Project Objective	<p>The ECO project aims to empower specific OPDs by offering capacity-building assistance. This support will enable them to enhance their programming within their designated areas, fostering advancements in the quality of life. The project also seeks to champion the rights of individuals with disabilities particularly those living in poverty, with the ultimate goal of eradicating discrimination based on disability.</p> <p>Specific Objective: To contribute to achieving the Incheon strategy to “Make the Right Real” for Persons with Disabilities by setting core actions on “disability-inclusive equality and empowerment.”</p>
Project Period	June 1-November 30, 2023
Project Budget	USD 20,992
Target Region	Khulna Division, northern region of Bangladesh
Target Group	<p>The primary beneficiaries of the proposed project will be 25 OPDs and their targeted 625 Persons with Disabilities (PWDs), consisting of women and girls who are members of the PWD community in the Khulna Region of Bangladesh.</p> <p>The project aims to benefit individual PWDs and communities within the targeted region, with inclusivity across age, gender, and various types of disabilities such as physical, intellectual, sensory, and psychological disabilities.</p>

Category	Content
Target Group	<p>1) Workshop on the Incheon Strategy Goal Situation in Bangladesh</p> <p>To achieve the Outcome, conducting workshops focused on the status of the Incheon Strategy goals in Bangladesh holds significance for individuals with disabilities. These sessions play a vital role in fostering awareness of the objectives of the Incheon Strategy, a global framework dedicated to advancing the rights and inclusion of people with disabilities. Moreover, these workshops aim to comprehend the current scenario in Bangladesh regarding the execution of the Incheon Strategy goals and targets, shedding light on existing challenges and barriers that demand attention.</p> <p>Workshops on the Incheon Strategy provide a platform for sharing knowledge and exchanging best practices and lessons learned among diverse stakeholders, including people with disabilities, government agencies, and NGOs. This collaborative approach is instrumental in monitoring and evaluating the progress made in achieving the Incheon Strategy goals in Bangladesh, while also identifying areas requiring additional efforts. Such workshops also facilitate engagement among various stakeholders, fostering discussions and collaboration between people with disabilities, government agencies, NGOs, and other pertinent actors.</p> <p>MJF is going to organize a workshop involving participants from various sectors, including 10 leaders from OPDs, 5-10 officers from government agencies, 5-10 individuals from diverse NGOs, and 5-10 representatives from other relevant sectors such as teachers, media professionals, and other experts. This inclusive gathering will have a total of 40 participants, representing each district in the Khulna region.</p> <p>In essence, these workshops on the Incheon Strategy serve as a crucial platform for individuals with disabilities in Bangladesh. They play a pivotal role in heightening awareness, gaining insights into the current scenario, facilitating knowledge sharing and best practices, monitoring progress, and engaging a diverse array of stakeholders in advancing the rights and inclusion of people with disabilities.</p> <p>2) Training on legal instruments</p> <p>To achieve the Outcome, MJF is set to conduct a training session focused on legal instruments for Persons with Disabilities (PWDs) and Organizations of Persons with Disabilities (OPDs) in Jasohar District, Khulna Division.</p>

Category	Content
Contents	<p>The workshop will have 15 OPD presidents and 10 PWDs as participants, aiming to enhance awareness of the rights of people with disabilities and the corresponding laws and policies designed to safeguard those rights. Through this training, individuals and organizations can acquire a comprehensive understanding of the legal frameworks influencing people with disabilities and discover how these instruments can be utilized to advance inclusion and equal opportunities. Empowering individuals with knowledge of legal instruments facilitates the advocacy of disability rights and ensures the effective implementation of laws and policies. The training serves as a means to guarantee the accurate enforcement of laws and policies, ensuring that people with disabilities receive the necessary support and services.</p> <p>In summary, the training on legal instruments serves as a crucial tool for promoting inclusion and equal opportunities for people with disabilities, playing a pivotal role in ensuring the effective implementation of laws and policies.</p> <p>3) Training on Organizational Development</p> <p>To achieve the Outcome, training on organizational development is especially important for OPDs as it can improve the effectiveness of their management as well as quality of services and programs, which can help meet the needs of people with disabilities better. Aside from increasing their advocacy efforts, it will be able to advocate more effectively for the rights of people with disabilities. OPDs need to improve their collaboration with other organizations, government agencies, and stakeholders as this can lead to more effective and coordinated efforts to promote the rights of people with disabilities. By providing training on organizational development, OPDs can improve their sustainability and ensure that they have the resources and capacity necessary to continue their work in the long term. Overall, the training on organizational development is an important tool for OPDs to improve their performance, increase their advocacy efforts, and ensure their long-term sustainability.</p> <p>MJF will organize one training on organizational development for the OPDs in Shatkhira District where 25 OPD Executive members, the Treasurer, and general membership will participate.</p>

Category	Content
Contents	<p>4) Training on Advocacy and Networking</p> <p>To achieve the Outcome, the training on advocacy and networking is important for people with disabilities' rights organizations to increase their visibility and to raise awareness of the rights and needs of people with disabilities, and more effectively advocate for the rights of people with disabilities. This can include training on advocacy strategies, tactics, and techniques, as well as training on how to build and maintain effective partnerships and alliances. The training on advocacy and networking can help OPDs improve their collaboration and partnerships with other organizations, government agencies, and stakeholders, which in turn can lead to more effective and coordinated efforts to promote the rights of people with disabilities and can help OPDs secure more resources such as funding, technical assistance, and support from other organizations and stakeholders. The training on advocacy and networking can also help strengthen their networks and build more effective partnerships and alliances, which can lead to improved advocacy efforts and better outcomes for people with disabilities. Overall, the training on advocacy and networking is an important tool for OPDs to increase their visibility, advocacy efforts, connectivity, and mobilization; thus enabling them to achieve the intended result common to all.</p> <p>MJF will organize one training on advocacy and networking for the OPDs in Chuadanga District where 15 OPD Secretaries and 10 PWDs will participate..</p> <p>5) OPD-level Meetings on Networking and Collaboration</p> <p>To achieve the Outcome, the Transformative Capacity Development approach applies to weekly OPD-level meetings on Networking and Collaboration. The meeting agenda will be the previous Training subjects as well as the training topic, and the meeting guidelines will be provided by MJF. Each of the OPDs arranges a total of 625 meetings with their PWD Members. In addition, several meetings and some interventions at OPD will be carried out at the OPD level so that they can demonstrate programming with improved management.</p>

Category	Content
	<p>An OPD will conduct 1 Meeting on Networking and Collaboration with the PWD Group in a week and 4 Meetings on Networking and Collaboration with the PWD Group in a month accordingly. A total of 25 OPDs will conduct 100 meetings with PWD Group Members in a month, but each OPD will conduct 5 meetings in August; accordingly 25 OPDs will conduct 125 meetings in August.</p>
Contents	<p>6) Intervention for Women PWD Members</p> <p>To achieve the Outcome: intervention for OPD Members</p> <p>Aiming to increase income, some PWD members of OPDs are eager to undertake Income-Generating Activities (IGA) in or near the home, which is most suitable and appropriate for them considering the context. Still, income-generating activity led by poor PWDs is perceived as too small or too risky to attract financing; thus, they remain underserved by the formal financial sector. Given this reality, providing some repayable lending as operating capital or start-up capital to underserved poor PWDs for their income-generating activity remains the precondition. Interest-free financial support is essential as start-up capital to purchase some inputs of IGA to bring success to the IGA to be initiated by poor and marginalized PWD members of OPDs who usually who have no access to microfinance, have no ability to pay interest or service charges, and have no prior involvement in the cash economy. Increasing income through IGA will ensure gaining wealth for PWDs' financial security and savings and higher status within the family. Financing for IGA will improve the opportunity for vulnerable and marginalized PWD members of OPDs to engage in economic activities and for their economic empowerment. PWDs in charge of their economic future are PWDs with power over their own life. When PWDs have a source of income, they are on the path to becoming empowered PWDs. PWDs who are able to decide where, when, and how to spend their income see improvements in their social and economic status and level of resources owned by them and devoted to themselves, their children, and their families. Through successful IGAs, PWDs will overcome low growth, low status, and low earnings. IGA at the homestead or near the home provides poor and grassroots PWDs with family-friendly flexible work options supported by other family members and improves productivity and economic decision-making capacity that shapes their households and their communities to empower them.</p>

Category	Content
Contents	<p>Under the ECO project, select 50 individual PWDs from 25 OPDs who will get USD 50 to 100 as repayable lending for their IGA. After an interval, he/she will repay the amount, and then OPDs will lend to their PWDs who show eagerness for IGA; thus, the fund will be resolvable in nature to increase coverage. The entire process will be managed by OPDs, and MJF will provide technical assistance to OPDs throughout the process.</p>

2. Performance Management

Indicator	Target Value	Measured Value	Achievement Rate	Means of Verification	Time of Measurement
Satisfaction score	66%	90%	136%	Conduct the satisfaction survey among trainees (75 OPD trainees)	31 August 2023
Satisfaction score	66%	93%	140%	Participant Evaluation of Training Topic (75 OPD trainees)	2 October 2023
Satisfaction score	66%	95%	143%	Conduct the satisfaction survey among PWDs Check the list of recipients	11 October 2023
Completion rate	90%	100%	111%	625 planned meetings/sessions. Check the attendance	October to November 2023
Completion rate	90%	100%	111%	565 individual PWDs will participate satisfactorily out of 625 PWD participants. Check the attendance	October to November 2023
Distribution rate of receipt Intervention Support for IGA	96%	100%	104%	50 women with disabilities will receive IGA Support during the project period through 25 OPDs, list of 50 Women	November 2023

This project achieved remarkable results, significantly exceeding its targets across all performance indicators. In particular, the 205% employment placement completion rate for people with disabilities and the 218% partner support completion rate symbolize the transformative impact the project has had on the community and the job market. This success demonstrates that the project has not only achieved its goal of promoting independence for people with disabilities and building an inclusive society, but also played a leading role in social change.

3. Project Implementation Report

1) Workshop on the Incheon Strategy Goal Situation in Bangladesh



To achieve the Outcome, workshops on the Incheon Strategy goal situation in Bangladesh are important for people with disabilities; they can help raise awareness of the goals and targets of the Incheon Strategy—which is a global framework for promoting the rights and inclusion of people with disabilities—and also understand the current situation in Bangladesh regarding the implementation of the Incheon Strategy goals and targets including the challenges and barriers that need to be addressed. The workshop on the Incheon Strategy can provide a platform for knowledge sharing and exchange of best practices and lessons learned between different stakeholders, including people with disabilities, government agencies, and NGOs.

In this connection, during the project period, MJF reviewed the National Survey on persons with disability 2021 in line with the Incheon Strategy goals 1, 3, 4, and 6 with their target and indicator.

Goal 1

Reduce poverty and boost work and employment prospects

In Bangladesh as per the NSDP Report 2021 published in 2022, Most of persons with disabilities remain excluded from the mainstream of national development initiatives due to negative attitudes and practices perpetuated by poverty. The employment sector is one of the prime development components where persons with disabilities are widely excluded. The employment of persons with disabilities in a good, sensible environment with equal opportunity can give them economic independence and help alleviate poverty.

Khulna Division Employment Status Employed 40.46% Not Employed 59.54%

Goal 2

Enhance access to the physical environment, public transportation, knowledge, information, and communication

In Bangladesh as per the NSDP Report 2021 published in 2022

Surveyed households' ownership of Information and Communication Technology (ICT) equipment and access to communicative devices. As mentioned above, 57.42 percent of households have access to the Internet at home. Internet access is higher in urban areas (69.71 percent) than in rural areas (53.83 percent).



Goal 3

Strengthen social protection

Target 3.A

Increase access to all health services, including rehabilitation, for all persons with disabilities.

Persons with disabilities may have a range of medical and non-medical requirements. However, individuals are at higher risk of obtaining substandard treatment from the present facility-directed healthcare system. This is particularly troublesome for persons with disabilities as they face a variety of obstacles to accessing high-quality healthcare, ranging from structural (e.g., physical access to doctors' service points) to procedural

(e.g., difficulty in scheduling appointments, problems with obtaining insurance coverage) (Hwang et al., 2009). In this context, NSPD provides information on the opportunities for persons with disabilities to receive regular healthcare services.

Compared to other divisions, lack of communication is more common in Sylhet, high cost, in Rangpur and Sylhet, and lack of family support, in Dhaka and Khulna.



Goal 4

Ensure gender equality and women's empowerment

Target 4.D

Increase measures to protect girls and women with disabilities from all forms of violence and abuse



NSDP findings on the feelings of persons with disabilities discriminated against or harassed or victimized at any time during the past 12 months preceding the survey. A considerable proportion of them (43.70 percent) reported that they have felt discriminated against or harassed during the abovementioned period. While there are no remarkable gender and area differences, division-level differences suggest a significant variation across divisions, with Barishal having the highest percentage (56.81 percent) and Khulna recording the lowest percentage (34.44 percent). Similarly, persons with mental illness leading to disability (62.11 percent), intellectual disability (66.37 percent), and multiple disabilities (54.86 percent) have a greater feeling of discrimination or harassment as compared to those with other types of disability (34.85-55.25 percent). There are variations by age of the respondents and household wealth quintile, but no specific pattern. Persons with disabilities who reported discrimination or harassment were asked about the reasons or grounds on which they have felt discriminated against or harassed. The reasons are: ethnic or immigration origin; gender, age, religion or belief; and other reasons (percentages range from 1.23 to 7.86 percent). Being a person with disability is the most commonly reported reason or grounds on which persons with disabilities have felt discriminated against or harassed (98.58 percent). This percentage is very close between males and females and urban and rural areas and all other background dimensions.



Percentage distribution of persons with disabilities according to their feeling of being discriminated against or harassed during the 12-month period preceding the survey and persons with disabilities by grounds on which they have felt discriminated against or harassed

Discrimination and Harassment by Type of Persons or Groups

Disability-related harassment takes place when someone is harassed because they are considered a person with disabilities. Bullying and hate crimes against handicapped individuals are examples of disability-related harassment. Disability-related harassment may take place in the form of recurring or isolated events. Persons with disabilities often face discrimination and harassment by family members, neighbors, friends, relatives, classmates, colleagues, vagabonds, and others. Data in Table 9.1.2 show that, among persons with disabilities who reportedly felt discriminated against or harassed during the 12-month period preceding the survey, 90.58 percent felt discriminated against or harassed by their neighbors, i.e., neighbors are the main accused persons who show discrimination against persons with disabilities. This percentage is slightly different between males (89.53 percent) and females (92.15 percent), and rural (91.27 percent) and urban areas (87.55 percent). By division, Rajshahi has the highest percentage (of persons with disabilities harassed or discriminated against by neighbors) with 94.26 percent, and Barishal has the lowest percentage with 85.11 percent. This percentage varies slightly among persons with different types of disability, ranging from 88.20 percent among those with physical disability to 95.17 percent among those with visual disability. This percentage is also the highest among those from the middle-income households (94.62 percent) and the lowest among those from the richest households (84.46 percent). Other noteworthy persons responsible for the discrimination or harassment include relatives (43.33 percent), friends (28.41 percent), and family members (26.97 percent), with varying rate between areas, gender, division, and household wealth status. For instance, females are more likely than males (33.55 vs. 22.51 percent) to have mentioned family members, with urban persons likelier than rural persons (32.41 vs. 25.71 percent). This percentage is highest in Khulna (36.40 percent) and lowest in the Rangpur (17.21 percent) district. Again, this percentage is highest among persons of the richest households (29.08 percent) and lowest among persons of middle-income households (25.44 percent).

Percentage distribution of persons with disabilities according to persons or groups whom persons with disabilities felt have discriminated against or harassed them during the 12-month period preceding the survey



Strategy goals and targets in Bangladesh and identifying areas where further efforts are needed. The workshop on the Incheon Strategy can help engage a range of stakeholders—including people with disabilities, government agencies, NGOs, and other relevant actors—in discussing the implementation of the Incheon Strategy and to collaborating on efforts to achieve its goals and targets.

MJF organized one workshop with 10 DPOs, 10 Government agencies (Divisional Commissioner, Divisional Social Welfare Officer and Other Divisional Officer, 10 Heads of NGOs, and 10 other relevant actors (Journalists, Teachers, and others) from the Khulna region, with a total of 40 people participating in the workshop.

Overall, workshops on the Incheon Strategy are important for people with disabilities in Bangladesh to raise awareness, understand the current situation, share knowledge and best practices, monitor the progress, and engage a range of stakeholders in promoting the rights and inclusion of people with disabilities.

2) Training on legal instruments

• Introduction

To raise awareness of the rights of people with disabilities and laws and policies that protect those rights. By providing training on legal instruments, individuals and organizations can gain deeper understanding of the laws and policies that have an impact on people with disabilities and how they can be used to promote inclusion and equal opportunities. Legal instruments can empower people with disabilities and create provisions to advocate for their rights and to ensure that laws and policies are being implemented effectively. The training on legal instruments can help ensure that laws and policies are being implemented correctly, and that people with disabilities are receiving the support and services they need. Overall, the training on legal instruments is an important tool for promoting inclusion and equal opportunities for people with disabilities and for ensuring that laws and policies are being implemented effectively.

• Training Objective

- A) Enhanced knowledge of Persons with Disabilities' Rights and Protection Act 2013
- B) Enhanced knowledge of the International Disabilities charter
- C) Enhanced knowledge of the Incheon Strategy Goal

• Training Program Overview

To ensure the training's success, the following preparations have been made:

- ⇒ Development of presentation materials
- ⇒ Compilation of the relevant case studies and success stories
- ⇒ Distribution of agenda and pre-read materials to participants
- ⇒ Development of a template for Group Discussion
- ⇒ Questionnaires developed for session evaluation at the end of the day
- ⇒ Pre-test and post-test development
- ⇒ Pre-test and post-test development



• Training Content

To achieve the training objectives, a day-long training was organized covering the following topics:

- ⇒ Human Rights and Disability Rights
- ⇒ Convention on the Rights of Persons with Disabilities (CRPD)
- ⇒ Beijing Declaration on Disability-inclusive Development
- ⇒ Persons with Disabilities' Rights and Protection Act 2013 Bangladesh
- ⇒ Disability rights: challenges and opportunities in Bangladesh



• Participants

During the project period, MJF organized training on legal instruments for PWDs and DPOs from Jasohar Khulna, Shatkhira, and Chuadanga District in Khulna Division where 25 DPOs, the secretary-general, and executive committee members participated.

• Training Methodology

The training methodology was interactive as the trainers ensured that knowledge was not only disseminated but accurately perceived and understood by the participants. To do this, trainers engaged participants in discussions and kept the forum open for feedback, queries, and suggestions.



The training program employed a variety of teaching methods to ensure active participation and engagement among the participants.

Lectures and Presentations: The trainer delivered informative lectures on concepts and models, providing participants with a theoretical foundation.

Group Discussions: Participants engaged in group discussions and brainstorming sessions to share their experiences and insights related to Legal instruments.

Case Studies: Real-world case studies were presented to illustrate successful initiatives in OPDs, allowing participants to analyze and learn from practical examples.

Hands-on Exercises: Practical exercises and workshops were conducted to apply OD concepts and tools to real-life scenarios.

• Evaluation and Assessment:

Pre-training assessment test and post-training test were conducted among the participants.

• Outcomes and Impact

The training program received positive feedback from the participants, with many claiming to have gained newfound knowledge and confidence in implementing organizational development strategies within their OPDs. Key outcomes and impact include:

- ✓ Enhanced understanding of Legal instruments and their application.
- ✓ Improved Knowledge of Legal instruments.
- ✓ Enhanced leadership and management abilities, leading to more cohesive and efficient teams.
- ✓ Increased readiness to manage Legal instruments and change effectively.

3) Training on organizational development

• Introduction:

Attaining the desired outcome necessitates focusing on organizational development training, particularly for Organizations of Persons with Disabilities (OPDs). This training holds the potential to enhance the efficiency of OPD management and enhance the quality of their services and programs. Such improvements are integral to addressing the diverse needs of individuals with disabilities better, thereby strengthening advocacy endeavors for their rights.



The training emphasizes the need for OPDs to enhance collaboration with other organizations, government agencies, and stakeholders. This collaborative approach fosters more effective and coordinated efforts in championing the rights of people with disabilities. Through organizational development training, OPDs can reinforce their sustainability, ensuring that they possess the requisite resources and capacity for sustained long-term impact.

In essence, organizational development training serves as a vital tool for OPDs to enhance their overall performance, amplify advocacy initiatives, and secure their enduring sustainability.

• Training Objective

The participants will be aware of the following issues:

- A) How to Develop an Organization
- B) How to Develop Organizational Policies
- C) How to Develop an Action Plan for an Activity

• Training Program Overview

To ensure the training's success, the following preparations have been made:

- ⇒ Development of presentation materials
- ⇒ Compilation of the relevant case studies and success stories



- ⇒ Distribution of agenda and pre-read materials to participants
- ⇒ Policy Development Template Used for Group Discussion
- ⇒ Checklist developed for policy Developer and monitoring
- ⇒ Questionnaires developed for session evaluation at the end of the day
- ⇒ Pre-test and post-test development

• Training Content

To achieve the training objectives, a day-long training was organized covering the following topics:

- ⇒ How to develop an HR Policy
- ⇒ What kind of Content is included in the HR policy
- ⇒ Why the need for an HR policy for the Organization
- ⇒ How to Develop a Financial Management Policy
- ⇒ Why an Organization Needs a Financial Management Policy
- ⇒ What kind of content is included in the financial management policy
- ⇒ Why we need a disability policy as a DPO
- ⇒ What kind of content is included in the Disability policy
- ⇒ Why the need for a gender policy for a DPO

• Participants

During the project period, MJF organized training on organizational development for PWDs and DPOs from Jasohar Khulna, Shatkhira, and Chuadanga District in Khulna Division where 25 DPO presidents and executive committee members participated.

• Training Methodology

In line with the training objective, the participating organizations were supported in preparing their own Checklist for Organizational Development. A Group discussion and their group presentation followed.

The session on Policy Development for Participatory Development was one of the most interactive and discussion-oriented sessions during the training, and it began with a brief overview of Policy Practice. Participants were asked about their opinion on Policy Development including how it is carried out. The need for and importance of Policy were discussed by the Facilitator and, after taking the participants' opinion, shared some useful methods of Policy Development. The challenges that arise during Policy Development were

also discussed, with the remedial steps for these challenges shared with participants as well. Lastly, the role of Executive Member and Team in Policy development was discussed, and some reflection was made on how the Executive Director /Head of Organization can carry out Policy Implementation for Organization development.

• Evaluation and Assessment

Pre-training assessment test and post-training test were conducted among the participants..

• Outcomes and Impact

Pre-training assessment test and post-training test were conducted among the participants.

- ✓ Enhanced understanding of OD principles and their application in OPDs.
- ✓ Improved strategic planning skills among OPD leaders.
- ✓ Enhanced leadership and management abilities, leading to more cohesive and efficient teams.
- ✓ Increased readiness to manage organizational change effectively.
- ✓ Improved resource mobilization and sustainability strategies.
- ✓ Greater emphasis on monitoring and evaluation for informed decision making.

4) Training on Advocacy and Networking

• Introduction:

To achieve the Outcome, training on advocacy and networking is important for people with disabilities rights organizations to increase their visibility and to raise awareness of the rights and needs of people with disabilities, and advocate for the rights of people with disabilities more effectively. This can include training on advocacy strategies, tactics, and techniques as well as training on how to build and maintain effective partnerships and alliances. The training on advocacy and networking can help people DPOs improve their collaboration and partnerships with other organizations, government agencies, and stakeholders, which in turn can lead to more effective and coordinated efforts to promote the rights of people with disabilities and can help DPO



secure more resources such as funding, technical assistance, and support from other organizations and stakeholders. The training on advocacy and networking can also help strengthen their networks and build more effective partnerships and alliances, which can lead to improved advocacy efforts and better outcomes for people with disabilities. Overall, the training on advocacy and networking is an important tool for DPOs to increase their visibility, advocacy efforts, connectivity, and mobilization; thus enabling them to achieve the intended result common to all.



• Training Objective

For people with disabilities rights organizations to increase their visibility and to raise awareness of the rights and needs of people with disabilities.



• Training Program Overview

To ensure the training's success, the following preparations have been made

- ⇒ Development of presentation materials
- ⇒ Compilation of the relevant case studies and success stories
- ⇒ Distribution of agenda and pre-read materials to participants
- ⇒ Development of a template for Group Discussion
- ⇒ Questionnaires developed for session evaluation at the end of the day
- ⇒ Pre-test and post-test development

• Training Content

To achieve the training objectives, a day-long training was organized covering the following topics:

- ⇒ What is Advocacy
- ⇒ How to select an advocacy issue
- ⇒ How DPOs improve their collaboration and partnerships with other organizations, government agencies, and stakeholders.

• Participants

During the project period, MJF organized training on advocacy and networking for PWDs and DPOs from Jasohar Khulna, Shatkhira, and Chuadanga District in Khulna Division where 25 DPOs, the secretary-general, and executive committee members participated.

• Training Methodology

The training methodology was interactive as the trainers ensured that knowledge was not only disseminated but accurately perceived and understood by the participants. To do this, the trainers engaged participants in discussions and kept the forum open for feedback, queries, and suggestions.



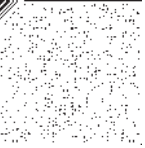
The training program employed various teaching methods to ensure active participation and engagement among the participants.

Lectures and Presentations: The trainer delivered informative lectures on concepts and models, providing participants with a theoretical foundation.

Group Discussions: Participants engaged in group discussions and brainstorming sessions to share their experiences and insights related to advocacy and networking.

Case Studies: Real-world case studies were presented to illustrate successful initiatives in advocacy, allowing participants to analyze and learn from practical examples.

Hands-on Exercises: Practical exercises and workshops were conducted to apply Advocacy concepts and tools to real-life scenarios.



● Evaluation and Assessment:

Pre-training assessment test and post-training test were conducted among the participants.

● Outcomes and Impact

The training program received positive feedback from the participants, with many claiming to have gained newfound knowledge and confidence in implementing organizational development strategies within their OPDs. Key outcomes and impact include:

- ✓ Enhanced understanding of Advocacy and their application.
- ✓ Improved Knowledge of Advocacy tools.
- ✓ Development of an advocacy action plan.

5) OPD-level Meetings on Networking and Collaboration

The Transformative Capacity Development approach is applied to weekly OPD-level meetings on Networking and Collaboration. The meeting agenda will be the previous Training subjects as well as the training topic, and Meeting guidelines will be provided by MJF.

Each OPD arranged 25 meetings, for a total of 625 Self-help Group Meetings with PWD Members organized. In addition, several meetings and some interventions were conducted at the OPD level so that they demonstrate programming with improved management.

MJF Monitors the SHG Meeting Through Visiting Group Meeting

During the Project period, OPD Advocacy with Government institute and 23 PWDs get support like VGD, VGF, and Health Support from Hospitals.



● Intervention for PWD Women Members

To engage in economic activities and for their economic empowerment, the ECO project supports 50 PWDs in charge of their economic future, i.e., PWDs with power over their own life.



25 OPDs of the ECO project, individual PWD selected for their IGA. When the selected PWDs have a source of income, they are on the path to becoming empowered PWDs.



PWDs who are able to decide where, when, and how to spend their income, see improvements in their social and economic status and level of resources owned by them and devoted to themselves, their children, and their families.

Through successful IGAs, PWDs will overcome low growth, low status, and low earnings.

Case 1

Khulna Mahanagar Disability Development Council at Khulna City Corporation Ward No. 30 office, SM Mozaffar Rashidi Reza, Commissioner Ward No. 30. Pay the check to two persons with disabilities, Khadija Akhter Anna (Garments) and Roshan Ara Chowdhury (IT entrepreneur), worth 10,000 and 10,000, for a total of 20,000.



Acknowledgment of the promise to pay said amount within four months and wishes for business success, thanks to the Foundation for Humanity; announced the end through the message.

4. Monitoring & Follow-up Plan

Please write about how you will monitor and follow up this project to maintain its impact.

Monitoring and evaluating the progress of the project and its impact on the lives of people with disabilities. This will help identify areas for improvement and make changes to the project as needed.



MJF Follow the Tools for Project Monitoring

- ⇒ Project reports format:
- ⇒ Visit Activity
- ⇒ Online Meetings with OPDs
- ⇒ Real-time activity report

5. Photos





4) Sustainability & Follow-up Actions

- **Capacity Building:** Key local actors and institutions will be trained to continue critical aspects of the project after the official implementation phase concludes.
- **Exit Strategy:** A structured exit plan will be developed to ensure that the project can transition smoothly to local ownership without disrupting services or outcomes.
- **Post-Project Support:** Scheduled follow-up visits (e.g., 6 and 12 months after project end) will be conducted to assess long-term results, offer technical assistance if needed, and gather insights to guide future initiatives.

5) Documentation and learning

- **Best Practices & Lessons Learned:** Success stories, challenges, and innovations will be documented and disseminated to contribute to institutional learning and improve future project design.
- **Knowledge Sharing:** Findings and results will be shared through reports, presentations, and possibly publications to benefit other stakeholders and practitioners in similar fields.

This approach ensures that the project's benefits are not only realized during the implementation phase but are also sustained and built upon in the long term.

