
Survey Report on the Organizational Capacity Assessment and Knowledge, Attitude and Practice of OPDs in Province-01, Gandaki and Karnali Province

December 2020



Figure 1: OCA survey with six executive members of Shreejanshil Apanga Samaj, Kaski



Figure 2: OCA survey with five executive members of Association of Parent of Intellectual Disability, Karnali

Introduction

National Federation of the Disabled Nepal, in partnership with CBM, is implementing a multi-year (2019-2024) advocacy project, "Include Us", for inclusion of persons with disabilities. The major components of the project are; i/strengthening capacity of OPDs and government stakeholders; ii/generating evidence on disability inequality in light of SDG 2030/UNCRPD, maintaining spirit of LEAVE NO ONE BEHIND. It is built on existing joint advocacy work of NFDN and its 330-member organizations.

Capacity development of OPDs is one of the core components of the project and in line with that, NFDN developed OCA and KAP survey forms and assessed individual and institutional capacity of OPDs. Without knowing or understanding the perspectives and priorities of OPDs in disability movement, we cannot ensure the capacity development effort is effective or appreciated. By taking the voices of OPDs into account based on contemporary need, the training can ensure it is being designed that fill the gaps identified by those in need of support.

The Organizational capacity assessment approach was used within Include us Project to quickly assess the OPDs capacity for organizational performance by focusing on System, Processes, Human resources, Financial resources, Inclusion and Management. The tool was developed to identify the strengths as well as barriers encountered by OPDs in enhancing their organizational performance. The project envisions designing a series of capacity building training based on the capacity need.

A questionnaire consisting of more than 100 questions and a Kobo toolbox was used to collect the OCA response in three provinces (Province 1, Gandaki and Karnali). Likewise, Microsoft Excel analysis workbook was developed and used. Executive members of OPDs were asked to provide organizational level information, first individually, then as a group.

This report also highlights findings of 219 representatives' KAP survey conducted in December 2020 in Province 1, Gandaki and Karnali province. The intention of the finding is to shed some light on where the OPDs are lagging behind and provide some insight into what might be needed to foster existing capacity need.

Objective

- To identify the current status of OPDs in terms of their engagement in disability agenda within the working area of "Include us" project,
- Mapping the status of inclusion and representation (on the basis of marginalized gender, impairment, ethnicity / geography) within the same DPOs,
- To gauge their existing institutional & individual capacity and areas for improvement,

- To identify the subjects, methodology of the training and nature of the participants for the capacity building training to be conducted under the project

Methodology

1) *Survey Design*: A consultant hired to design the OCA and KAP survey questions approved through the working committee of NFDN. KOBO research web and android tool/platform used to communicate the survey

2) *Data collection*: Data collection took place in three phase;

- I. *DPOs screening*- 132 OPDs representatives' were first interviewed-49 each from Province-01 and Gandaki province, 34 from Karnali province (Non-registered-10 each from Karnali and Gandaki, 11 from Province-1)
 - II. *Organizational Capacity Assessment*- Executive committee members of total 77 OPDs (27 from Province 1, 26 from Gandaki and 24 from Karnali) were interviewed on OCA questions. Based on the scores of 132 OPDs, 77 OPDs were selected. (Those scoring above 29 and those selected by PPTF, were selected for second round of group survey)
 - III. *Knowledge Attitude and Practice mapping* - Three members from above 77 OPDs (219 respondents) selected by the executive members were interviewed
 - IV. Mostly Phone, online survey and few face-to-face surveys
 - V. Guiding note developed, First draft of questionnaire developed and circulated, tested the questionnaire
- 3) *Data analysis and report preparation* – The collected data was evaluated, cleaned and summarized using Microsoft Excel tool and cross tabulation method. The interpretation was summarized to produce one single report for different data collected in three stages. Collective discussion held to summarize the findings.

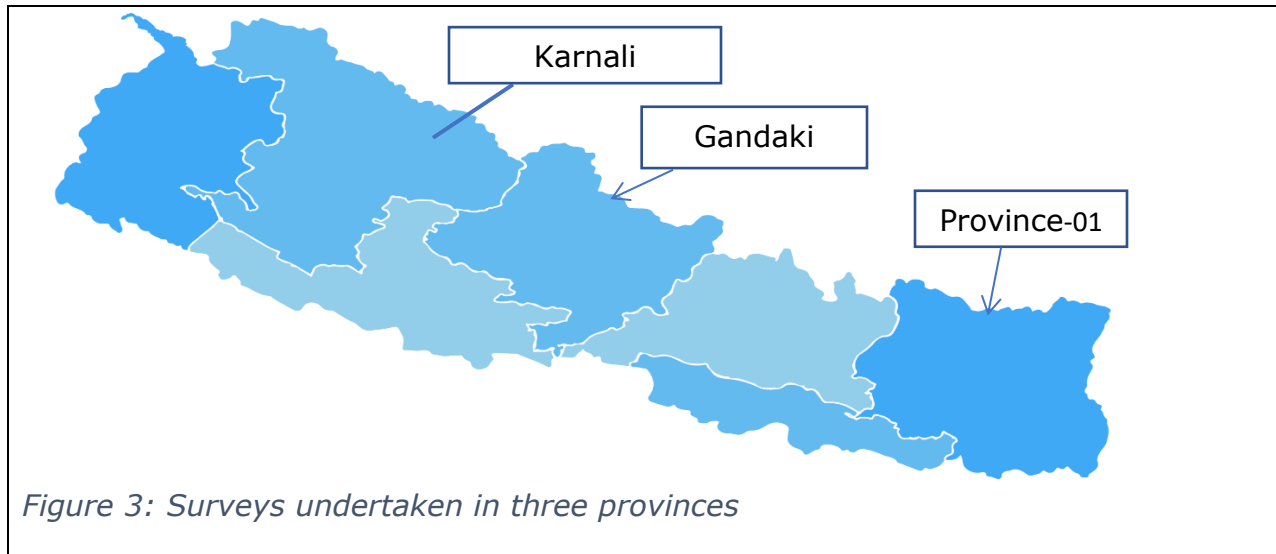
Limitation:

The major limitation of the survey include:

- COVID-19 situation mostly restricted in-person consultation with respondents and that resulted in missing body language and other background information
- The survey was conducted to meet the objective of the project, Include us
- Survey was mostly conducted remotely using telephone, Zoom application and Messenger

- Survey was limited to working areas (Province 1, Gandaki and Karnali) of the project, Include us and thus OPDs in the area were covered

Map of Nepal showing areas where surveys were conducted



Steps of OCA

1. Developed the Organizational Capacity Assessment tool through Consultant
2. Assessment tool reviewed by NFDN Team and CBM
3. Selected enumerators for the assessment, advocacy coordinators supported for the assessment
4. Listed the OPDs in respective province and coordinated to interview a representative familiar with the organizational process and procedures, then in the group survey 8-12 representatives were encouraged to participate
5. First part of OCA used to screen the OPDs who were further surveyed for their leadership and management capacity
6. Based on the scores of the first survey, 77 OPDs amongst 132, those scoring above 29 and those selected by PPTF, were selected for second round of group survey.
7. Collective discussion and analysis carried to document the survey findings

Note: Higher scores given to those with lower organizational capacity and/or those who follow inclusion principles

A detailed breakdown of the components of the OCA is provided in the table below;

Main elements of Organizational capacity assessment questionnaire	Number of questions	Aspects covered
Good Governance	☞ 6	System
Resources	☞ 17 ☞ 31	Tangible resources Human resources
Coordination and activities	☞ 7	
Systems/work processes 1. Institutional legitimacy 2. Executive committee meeting 3. Accounting and Financial management 4. Office Management 5. Rule of law 6. Transparency 7. Accountability 8. Participation 9. Inclusion 10. Effectiveness and Agility 11. Power Decentralization 12. Empowerment	 ☞ 9 ☞ 3 ☞ 9 ☞ 10 ☞ 8 ☞ 3 ☞ 4 ☞ 6 ☞ 5 ☞ 6 ☞ 5 ☞ 5	Planning/monitoring/ reporting/activities/ funding/leadership/ management
Inclusion of women/disability/ethnic groups into organizational structure	☞ 51	Representation of women/disability/under-represented disability groups/under-represented ethnic groups
Organizational documents/policies	☞ 9	

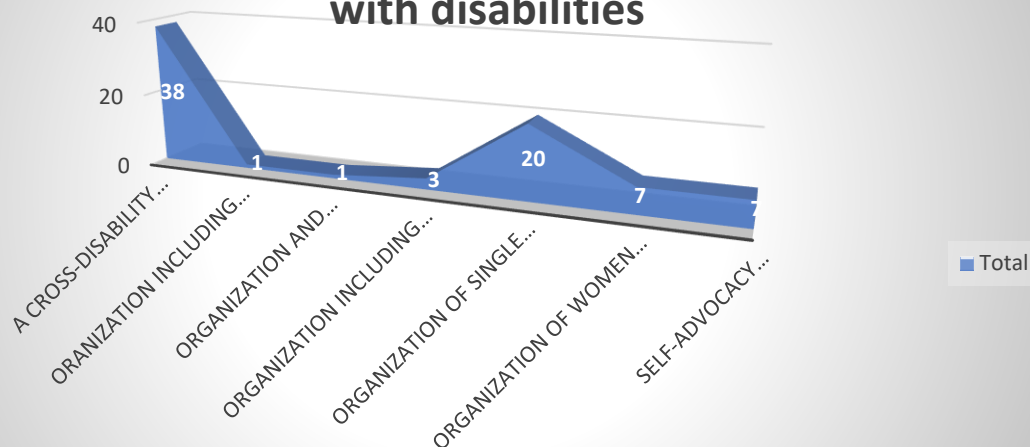
Findings

The findings from the first OPDs screening form taken with the executive members were as follows;

Type of Organization of persons with disabilities

This section includes the category of OPD as mentioned in the General Comment no. 7. The 77 OPDs surveyed through the project belonged to six different kinds of organizations of persons with disabilities as shown in table and graph below;

Six different kinds of Organizations of persons with disabilities



The following table shows the summary of type of OPDs surveyed;

S.N	Types of organization	Totals
1	A Cross-disability organization	38
2	Organization including both persons with disabilities and family relatives and/or relatives	4
3	Organization and initiatives of children and young persons with disabilities	1
4	Organization of single impairment type	20
5	Organization of women and girls with disabilities	7
6	Self-advocacy organization	7
	Total	77

The highest representation was seen from cross disability organization i.e. 49 percent (38 out of 77) with highest participation from Karnali (15), then Province 1 (14) and Gandaki (9). A decent representation was found from single impairment organization i.e. 26 percent (20 out of 77). To elaborate, by impairment type, Blind Association, Deaf association, Physical disability association, Deaf-blindness association, Hemophilia Society, Stutter Association, Psychosocial health self-help group district network were assessed. Involvement of one of the OPDs belonging to organization

and initiatives of children and young persons with disabilities named BYAN Kaski added value to our survey.

It was found that most of the cross-disability OPDs involved persons with physical disability, visually impaired, few included persons with hearing impairment. Only 3 cross disability OPDs included persons from under-represented impairment groups such as persons with Psychosocial disability, Intellectual disability (2) and Parents.

Organization/ legally registered or listed with a local body?

Under UNCRPD, it has been mentioned; OPDs that are not legally registered cannot be left behind. The survey attempts to also include those OPDs that are not registered with local government body or NFDN. Among 77 OPDs, only one OPD from Tanahu, Gandaki reported to be unregistered with local body due to COVID-19 circumstance.

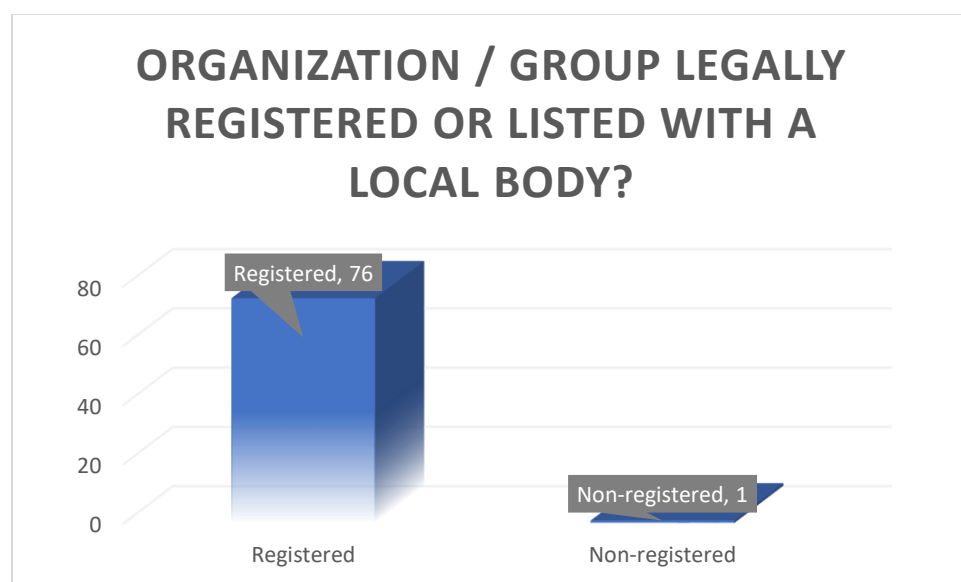


Figure 4: A bar graph showing 76 OPDs registered with local body and one OPD as unregistered

Where is the organization registered or listed?

Highest number of OPDs i.e. 91 percent out of 77 OPDs reported to have registered under District Administration Office while the unregistered ones mostly came from Province 1. Likewise, 73 percent out of 77 OPDs reported to have registered under NFDN (equal number of unregistered OPDs were found from three provinces). 14 percent reported to not have registered under Social Welfare Council (majority from province 1, followed by Karnali then Gandaki with only one unregistered

organization). Halt in programmatic activities, absence of financial support might have discouraged registration.

Besides the listed options, these OPDs reported to be registered with NGO Federation and Federation of respective impairment type such as PFPID.

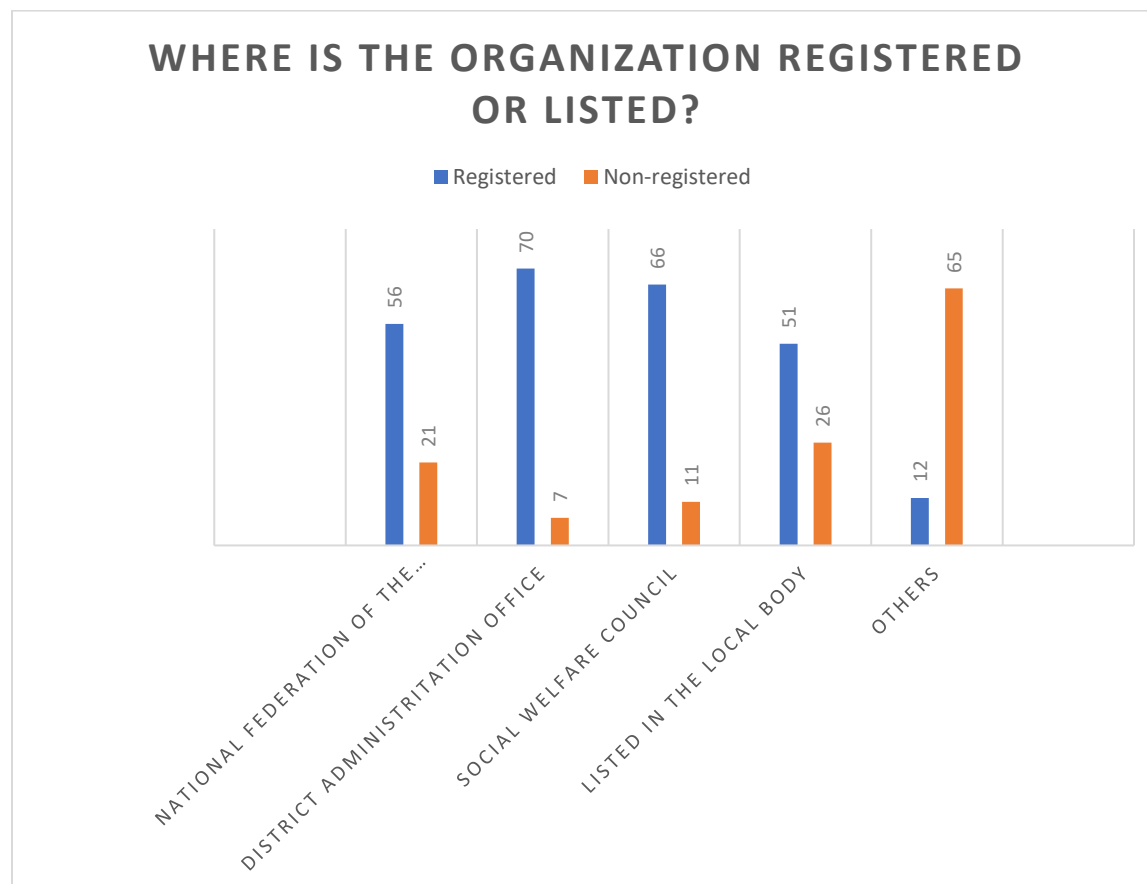


Figure 5: Bar graph showing number of OPDs registered/listed under different categories

Provinces and Districts

The surveyed OPDs belonged to following districts;

Province name	Districts
Province 1	Okhaldhunga, Tehrathum, Udayapur, Sunsari, Illam, Morang, Pachthar, Dhankuta, Jhapa, Bhojpur, Sankhuwasabha
Gandaki	Kaski, Gorkha, Tanahun, Nawalpur, Parbat, Baglung, Myagdi, Lamjung, Syangja
Karnali	Surkhet, Jajarkot, Salyan, Kalikot, Mugu, Dailekh, West Rukhum, Jumla

Establishment

Regarding the establishment of OPDs, it was found that the 77 OPDs were established in 2040s, 50s, 60s and 70s, while the oldest one was established in 2048, the youngest OPD is only 2 years, established in 2076.

Infrastructure and Equipment:

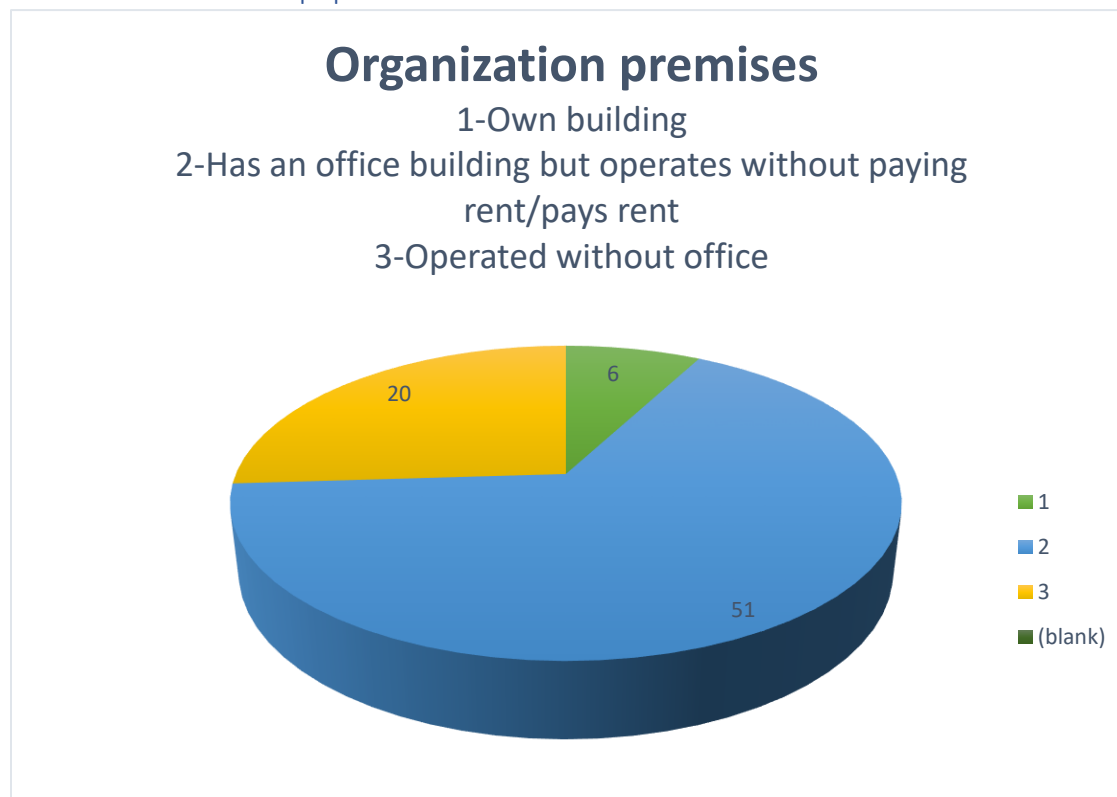


Figure 6: Graph showing OPDs with and without office premises

Note: 1 represents 'own office building', 2 represents 'on lease or building provided by other' and 3 represents 'non-existence of workplace'.

Majority of the OPDs (66 percent), when asked if the organization has its own building, reported to have been operating "on lease or others building", only 8 percent reported to have own building whereas 26 percent reported not having any workplace. Amongst them, OPDs from Kaski, Tanahu, Syangja, Myagdi in Gandaki as well as OPDs from Kalikot, Jumla, Dailekh, Surkhet in Karnali noted not having any workplace. Still a significant number of OPDs in distant and remote areas willing to serve on disability sector are deprived of basic infrastructure; this adds challenge to moving toward higher level of capacity. It is noted that these OPDs require support for office premise by Government or other organizations.

Physical assets

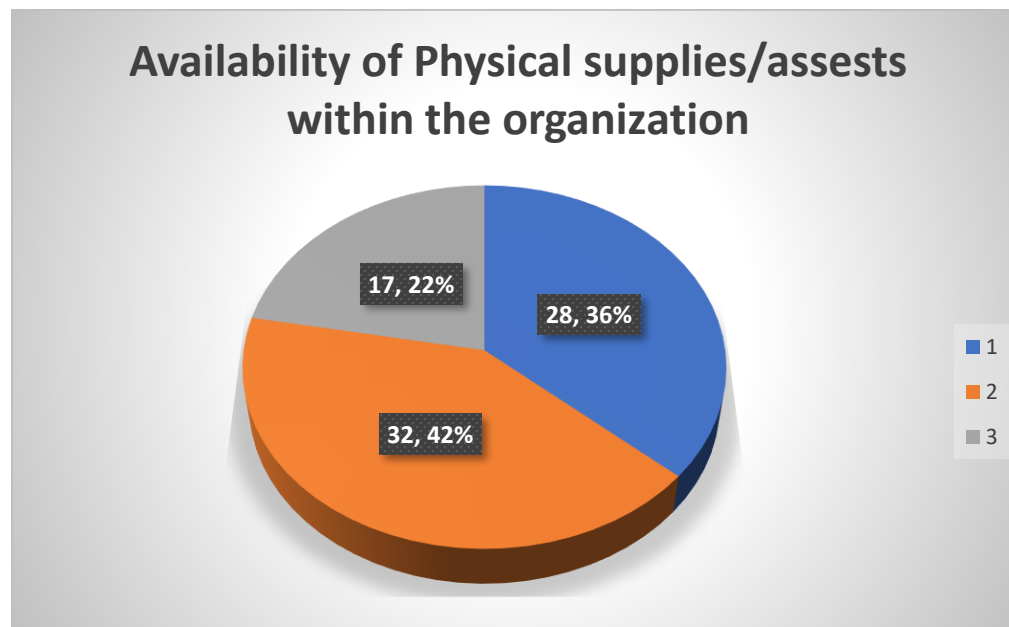


Figure 7: Graph of OPDs scoring 1, 2 or 3 depending on availability of physical assets

Note,

1 represents 'OPD having Four wheeler / two wheeler motor, computer, furniture'

2 represents OPD having 'Only furniture and necessary minutes/register accounts'

3 represents OPDs that have 'register/minutes and so or nothing at all'

26 percent OPDs reported to be in level 3, while 39 percent and 35 percent OPDs were in level 2 and 1 respectively.

OPDs condition is observed much below basic requirement for its operation. Organization of women and girls with disabilities in Dailekh, Karnali reported not having any physical assets including minute and register. It was noted that, 76 OPDs have Minute, register, 29 OPDs have computer, 27 with Printer, 18 reported having Laptop/Telephone/Internet, only 10 with Camera, 17 had Internet, 3 had Projector, 12 with Mobile set. However, none of the OPDs were noted having car/jeep/van. This implies, access to easy transport is challenging, also commuting without own vehicle may limit their mobility or coverage.

OPDs capacity is under-utilized as they do not have even basic requirement for performing organizational activities. As long as OPDs are not financially strong, they will continue to have work limitation. This will somewhat create a barrier in

communication at times of disaster further pushing them towards more vulnerability. However, the extent of barrier cannot be identified without further probing.

Geographical representation:

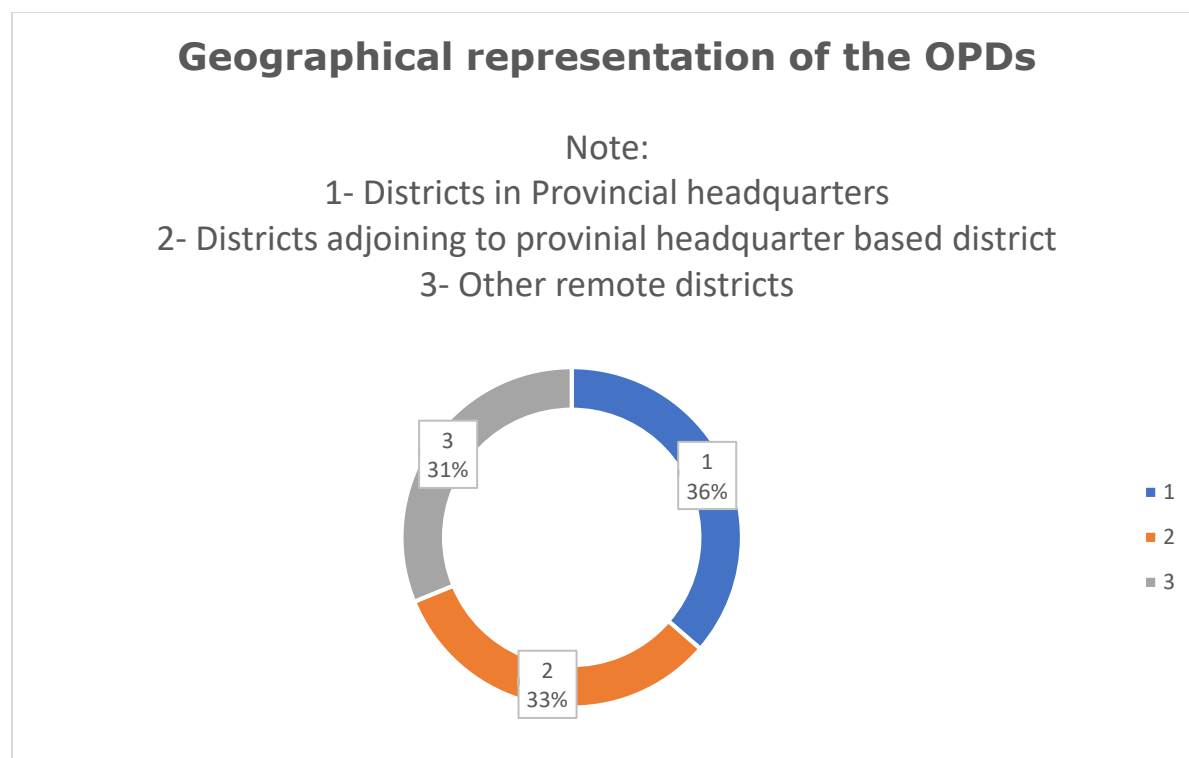


Figure 8: Graph showing geographical representation of the OPDs

Note;

1 represents 'Surkhet, Kaski, Morang'

2 represents 'Dailekh, Jajarkot, Salyan, Syangja, Parbat, Lamjung, Baglung
Sunsari, Jhapa, Tanahun'

3 represents 'Other districts farther from headquarter'

OPDs from provincial headquarter based district as well as those far away were almost equal part of the survey.

Inclusion

I. Women's representation in the;

a. *Working committee*

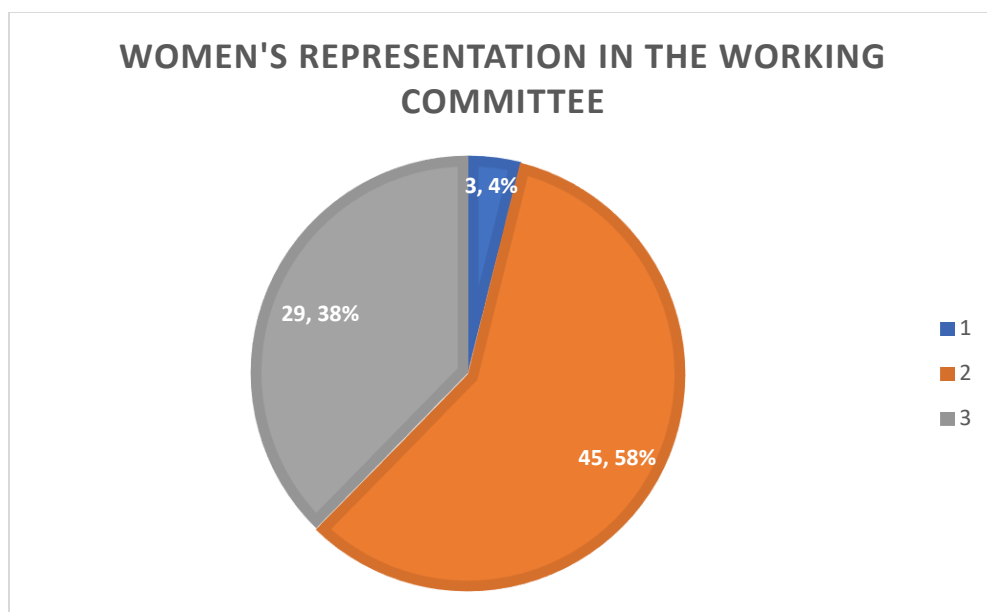


Figure 9: Women's representation in the working committee

Note;

- 1- At most one women in the working committee,
- 2- More than one or half of working committee
- 3- More than half or all members are women

More than one third of the OPDs are led or have majority of women's representation in the working committee. It is observed that only 4 percent need to ensure more women representation for gender inclusion in their workspace. Although Social Organization Act mentions at least one-third women representation in working committee, OPDs are yet to comply with the statute.

b. Considering women's status in the working committee;

Number of women in office bearer position; President, vice president, secretary, treasurer

Note;

- 1 represents 'at most one woman'
- 2 represents 'two women'
- 3 represents 'three or more women'

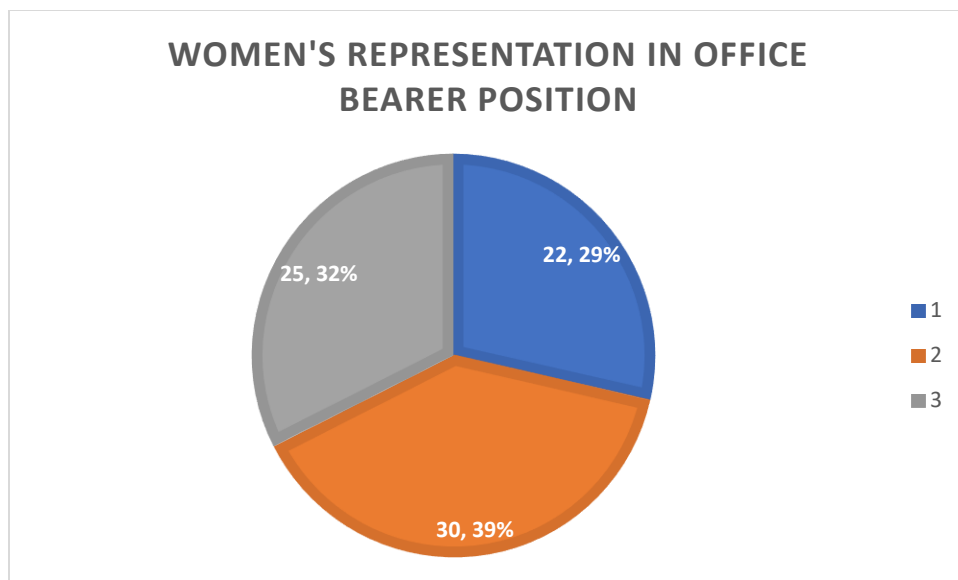


Figure 10: Pie chart showing Women's representation in office bearer position

There still seems enough scope to work on improving overall perception and attitude towards under-represented ethnic groups in order to improve their equal and meaningful participation in organizational decision-making level. More people belonging to under-represented ethnic groups need to be encouraged to come forward.

One third of the OPDs reported having more than 3 women in office bearer position while 39 percent of OPDs reported to have two women in the office bearer position. The data portrays significant women representation; however, 29 percent of the OPDs do not have any or at most one woman representation as office bearer. Survey findings reflect more women need to be empowered to come up-front in leading OPDs.

c. Women representation in General Member

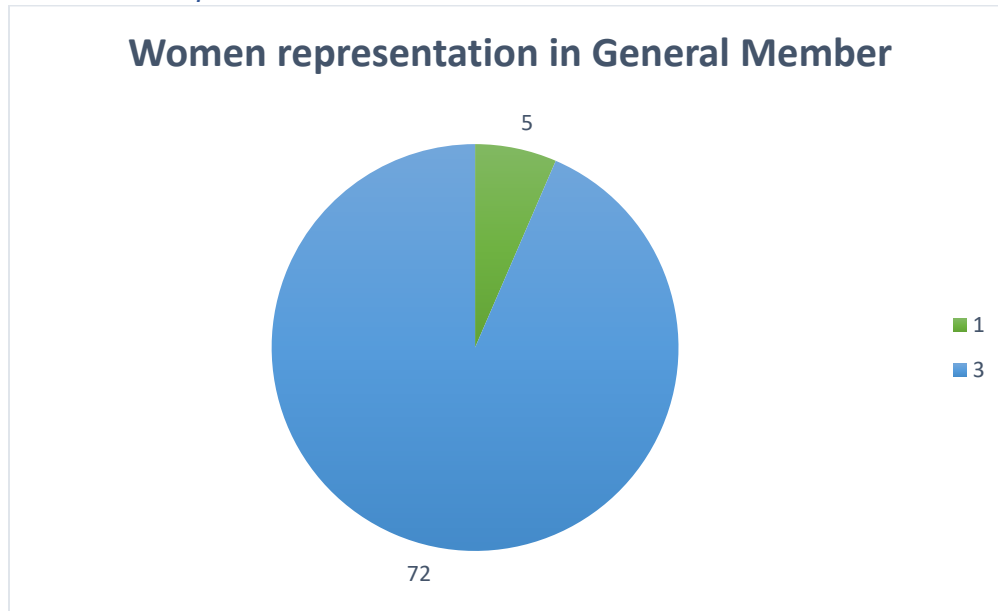


Figure 11: Graph of women representation in General Member shown in levels

Note; Women representation in General member

- 1- 10 percent or more
- 2- 25 percent or more
- 3- More than 25 percent

The survey reflects overwhelming number of OPDs (94 percent) with more than 25 percent women representation as General Member. This is a good indication of one-third representation of women in general membership. However, 6 percent OPDs still need to ensure gender inclusion in their structure applying different strategies.

Representation of persons with disability in the;

a. Working committee

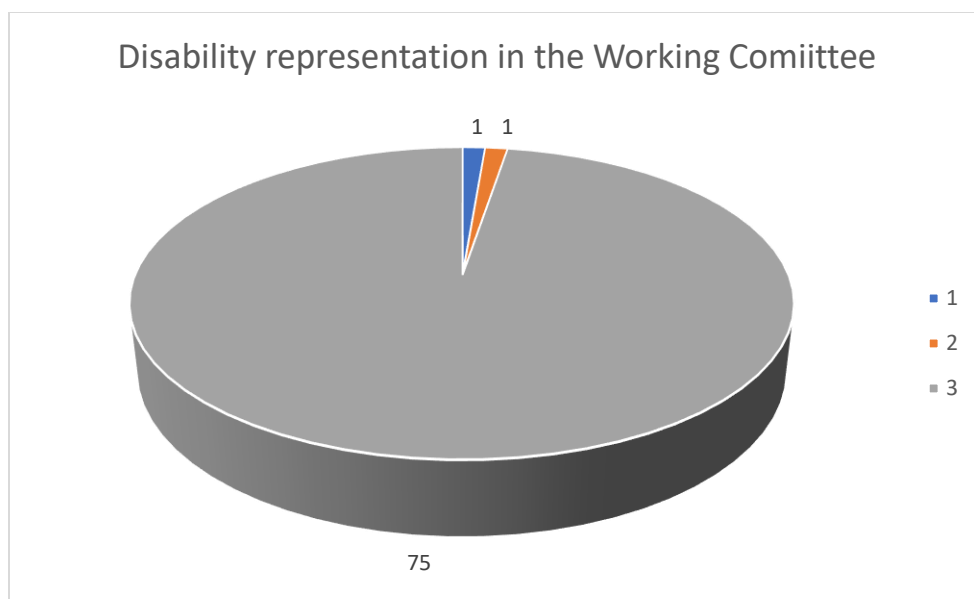


Figure 12: Graph showing disability representation in the working committee

Note:

1 represents 'less than half representation by persons with disabilities',

2 represents '99 percent as persons with disabilities'

3 represents 'all members are persons with disabilities'

99 percent OPDs reported to have more than half or all members as persons with disabilities in the working committee. This is very encouraging aspect of OPDs status regarding involvement of persons with disabilities.

b. Representation of diversity within disability in the working committee;

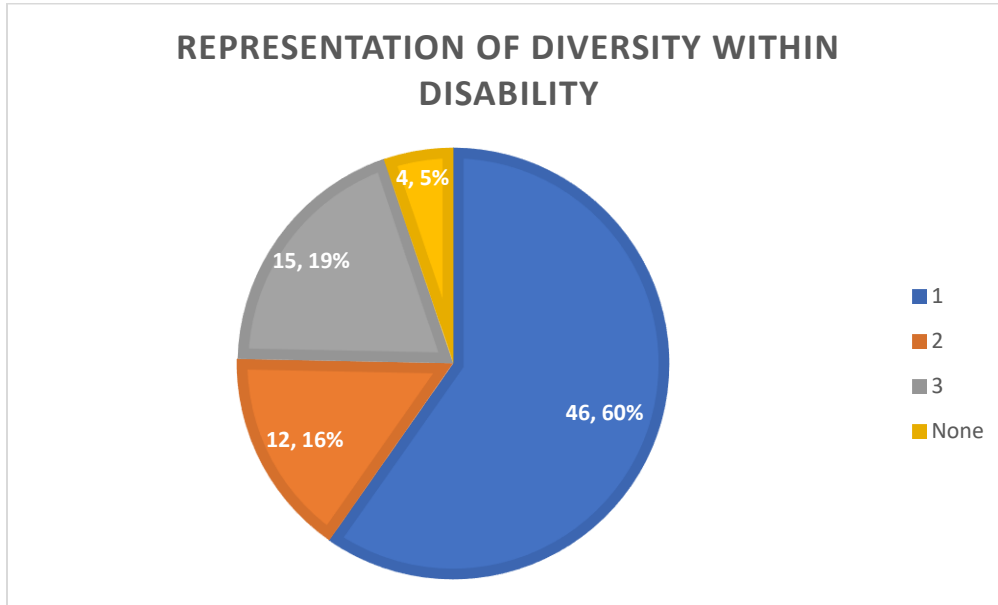


Figure 13: Graph showing representation of diversity within disability

Note;

- 1 represents 'Individuals with intellectual disability, autism, deaf-blindness, psychosocial disability, multiple disability, hemophilia and albino or parent, at most one
- 2 represents 'More than one or half of the total number of members'
- 3 represents 'all members represent above group'

The survey reflects, somehow, there is representation of under-represented impaired groups however, their representation is observed to be minimal. Majority of the OPDs i.e. 60 percent reported not having any representation from such group. There is a dire need to focus on improving the overall development and capability of the groups to ensure mainstreaming of the under-represented into disability agenda and beyond.

c. Representation of disability among General Members

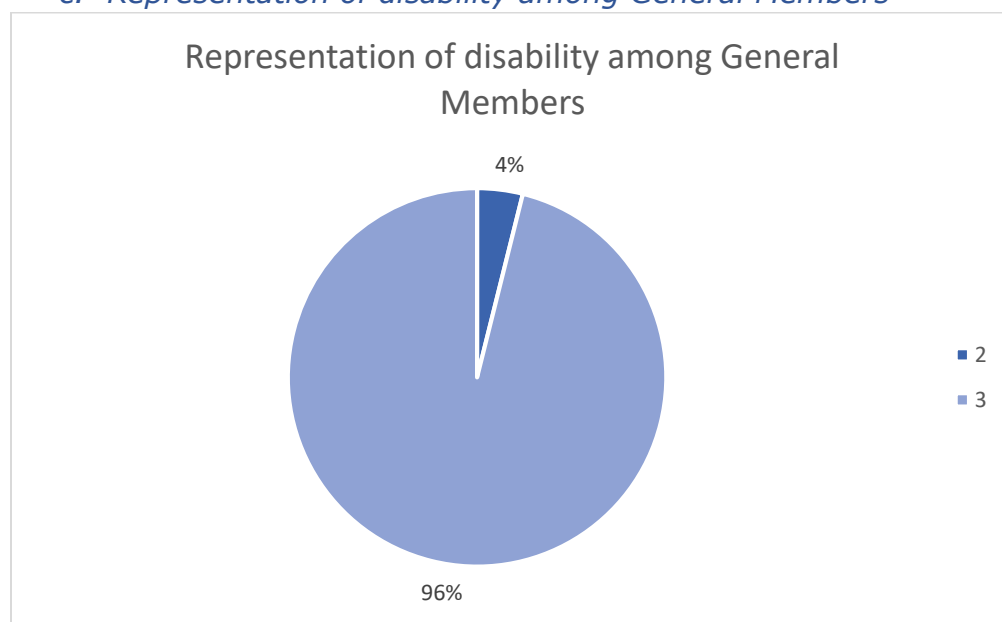


Figure 14: Graph showing disability representation amongst General Members shown in levels

Note;

- 1 represents 10 percent
- 2 represents Up to 25 percent
- 3 represents Above 25 percent

96 percent i.e. 74 out of 77 OPDs reported to have more than 25 percent members as persons with disabilities in the General Member. This is very encouraging aspect of OPDs status regarding inclusion of persons with disabilities in disability agenda. However, 3 OPDs out of 77 reported having up to 25 percent members as persons with disabilities. Issues relating to persons with disabilities can be better put forth with inclusion of both persons with and without disabilities.

d. Representation of diversity within disability in the General Members;

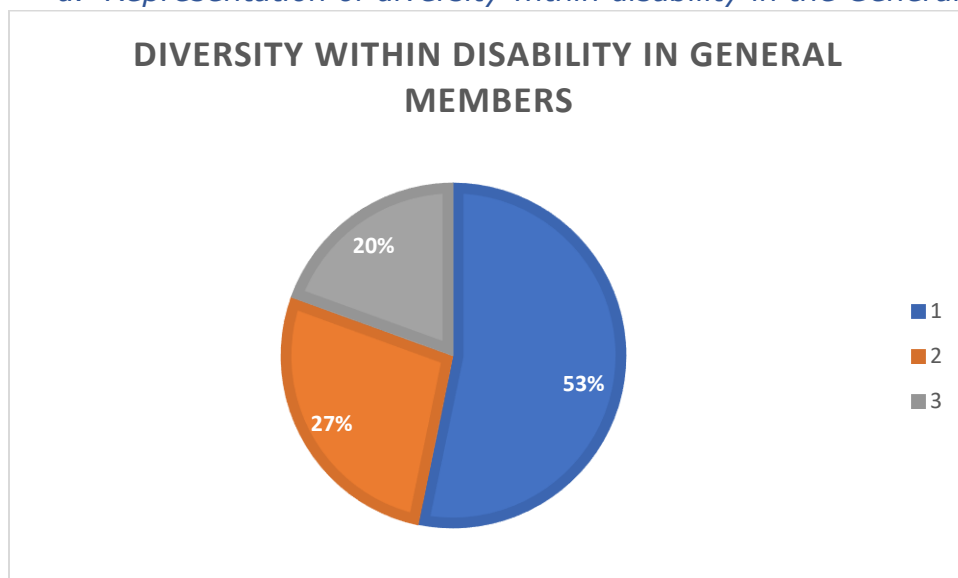


Figure 15: Graph of diversity within disability in General members portrayed in levels

Note;

- Individuals with hearing-impairment, intellectual disability, autism, psychosocial disability, multiple disability, hemophilia and albino or parent, at most 10 percent -1
- At most 25 percent-2
- More than 25 percent-3

Level	Number of OPDs
1	41
2	21
3	15
Total	77

A significant gap is observed in the involvement of under-represented impaired groups in the OPDs as General Members. Majority of OPDs i.e. 41 out of 77 had at most 10 percent or none of the groups in their General members, while only 15 out of 77 OPDs, that too, those working for these impaired groups only reported having more than 25 percent under-represented impaired groups as general members. There is a lot of scope to work in improving the situation of under-represented impaired groups as well as societal attitude towards their ability even within OPDs.

Representation of the under-represented ethnic groups in the;

a. Working committee

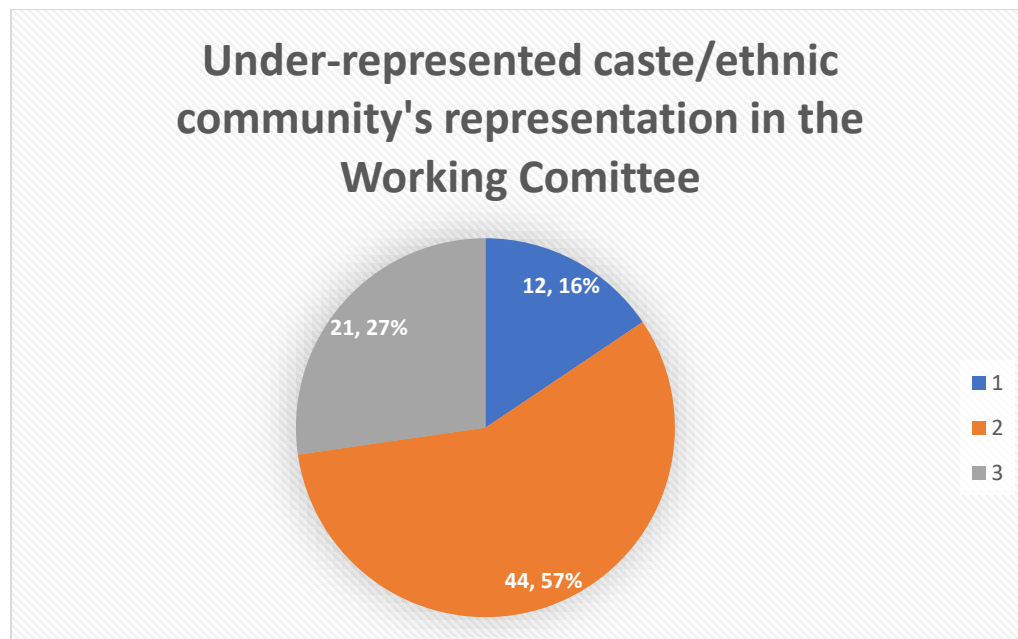


Figure 16: Graph of under-represented caste/ethnic community's representation in working committee

Note:

Underrepresented caste/ethnic community in Nepal refers to Dalit, Madhesi, Indigenous (Adibasi-Janajati), other minority groups

1 represents 'at most one representation from indigenous community (Adibasi Janajati), Dalit, Madhesi and/or other minority groups'

2 represents 'more than 2 or at most half of the members represent under-represented caste/ethnic community'

3 represents 'all members belong to under-represented caste/ethnic community'

In Nepal, although caste based discrimination prevails significantly even in the cities, majority of the OPDs i.e. 57 percent reported to have more than 2 or at most half of the working committee members from under-represented ethnic community, whereas, 27 percent OPDs reported to have all members from the discriminated ethnic community.

b. General Members

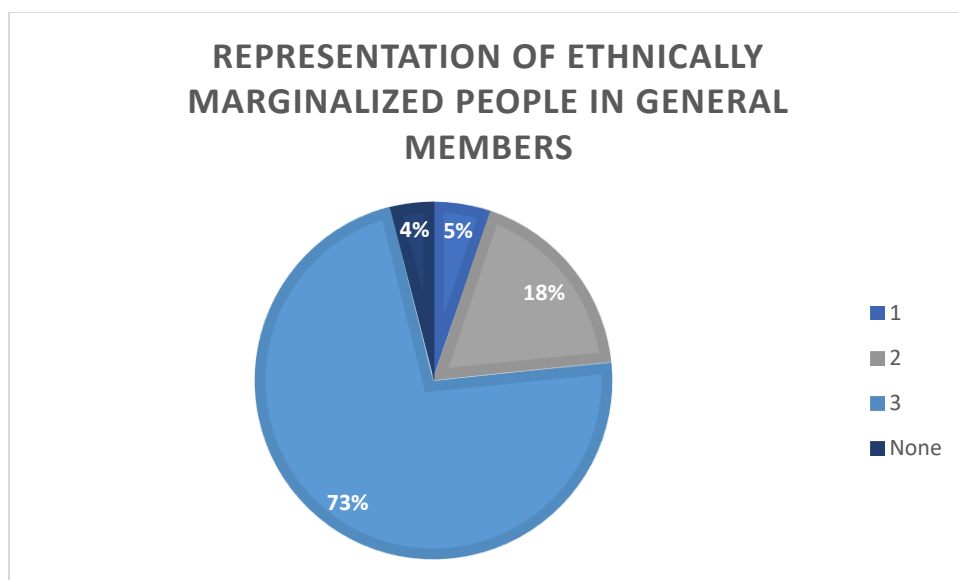


Figure 17: Graph of representation of ethnically marginalized people in general members shown in levels

Note;

- * 10 percent -1
- * Up to 25 percent -2
- * Above 25 percent-3

A gap of 27 percent persists amongst OPDs where representation by ethnically marginalized communities is still below 25 percent. It is noted that proper training, awareness activities are required to bring the communities up-front as members of OPDs who might have different voices and stories to be shared and to work towards common disability agenda.

Level	Number of OPDs
1	4
2	14
3	56
None	3
Total	77

Availability of policies and documents

Has the organization prepared necessary policies, directives or procedures other than the constitution of the organization to perform various tasks?

Constitution document, Gender policy, Child protection policy, financial policy, Human Resource policy; Note;

Level	Number of OPDs
1	4
2	40
3	33
Total	77

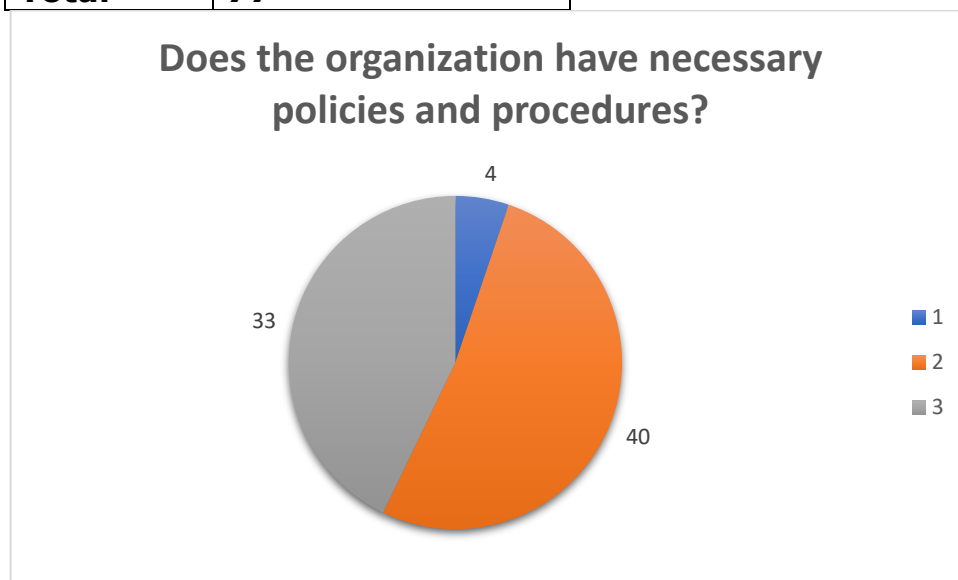


Figure 18: Availability of necessary policies and procedures amongst OPDs

Note;

- * Organization has all of the above documents -1
- * Constitution and few of the documents only - 2
- * Constitution only or none of the above documents – 3

One third of the OPDs do not have necessary policies and documents that help them maintain work standards. 52 percent of the OPDs reported not having all of the policy and guidelines that are basis for organizational work. In order to function efficiently OPDs need to develop documents that describe work standards in line with national and international policies and practices and comply by those standards.

Does the organization / group currently have employees?

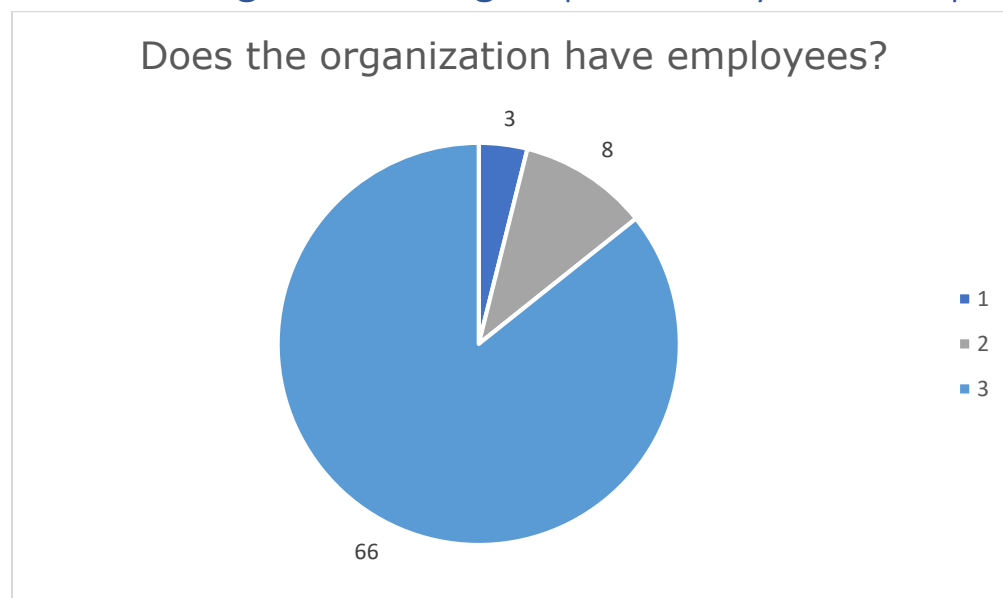


Figure 19: Graph showing OPDs levels based on the extent of employees available

Note;

- 1- More than 5 personnel
- 2- One to four personnel
- 3- None

Majority number of OPDs i.e. 85 percent reported not having any organizational staff. The performance of the OPDs depend on employees, however absence of human resources impede organizational capability to perform better. OPDs are found to be financial weak and/or unable to contract or hire employees despite the necessity.

Findings from the OCA taken with group of executive members are as follows;

System/work processes

Good Governance

Number of executive committee meetings

1 time				
	Province 1	Gandaki	Karnali	Total
	1	-	3	4
2 times				
	-	1	1	2
3 times				
	2	7	3	12
4 times				
	24	18	17	59

Majority of the organization reported to have convened executive committee meetings 4 times in a year. As per standard norms, at least one meeting in three months need to be convened, however, 18 OPDs were found to have conducted 3 or less meeting in a year. Meetings are basis for exchanging information and portray the coordination among executive committees necessary for planning, implementing reviewing activities/progress/challenges. OPDs need to be encouraged to convene meetings at regular intervals.

The interval of meeting is not clear from the above data which needs to be considered in future survey questions.

Four OPDs belonging to Karnali (Rukum Paschim, Dailekh and Surkhet), and one from (Bhojpur) Province 1 reported to have conducted working committee meeting only once in a year. Likewise, two organizations from (Gorkha) Gandaki and (Surkhet) Karnali reported to have conducted meeting only twice.

Issue	Yes	No	Note
Financial audit is regular (carried every year)	66	11	
Meeting minutes of decision is in written form	77		
Regular renewal at District Administration Office	66	11	6 from Karnali-Rukum paschim dailekh, surkhet, Jumla, 3 from Province 1-thrathum, illam, jhapa), Gandaki-Tanahu
Regular Renewal with the National Federation of the Disabled Nepal	45	32	
Regular Annual General Meeting	66	11	

- **Issues identified:**

1. 86 percent are complying to financial rules whereas 14 percent do not comply. This could be due to lack of infrastructure, supporting staff, financial transactions. This group of OPDs need to be focused and supported in various dimensions.
2. A good practice of maintaining meeting minutes is observed by all OPDs
3. Regular renewal of OPDs are observed among majority of OPDs i.e. 86 percent however 14 percent OPDs need to be supported for administrative functioning such as renewal of organization and conducting AGM.

4. Limited coordination and sharing among few organizations was observed due to constraint in resources both physical and human

Program coordination and activities

Areas where the organization is currently working

1. Advocacy	2. Networking	3. Capacity development	4. Awareness	5. Service	6. Others
56	23	65	65	51	12

Almost 80 percent OPDs are found to be engaged in Capacity development, and awareness raising activities, whereas, 72 percent and 66 percent in Advocacy and Service activities respectively. Only 30 percent is seen engaged in Networking. This is the major work area of NFDN and its affiliates. Besides, OPDs are found to be engaged in activities such as Sign language training, Primary Rehabilitation Therapy, Sports, Relief distribution, Business oriented skill enhancement, Agriculture training, support for income generation business, Good governance, Livelihood, educational material support.

Main Programme and activities of the organization

OPDs from three provinces recognized following activities as major activities carried by them;

Province 1

Advocacy	Awareness	Building construction	Income generation activities	Livelihood
Counseling	Training	Assistive device support	Leprosy identification program	Employment program
Business oriented skill training	Support for Health care/treatment	Recruitment campaign for access to people with autism	Daily self-care	Home program
Home Visit	Identity Card Distribution			

Gandaki

Advocacy (construction of disability friendly physical infrastructure/Inclusive education/health)	PRT services ,	Awareness	Home visit	Livelihood
Income generation activities	Day care center	Referral for speech therapy/Identification of speech related disability	Deaf- blindness related health check ups, development of haptic signal	CBR program, educational materials distribution
Livelihood training				

Karnali:

Recommendations for the disability identity cards of persons with intellectual disabilities	Day care	Advocacy	Awareness
Home visit	Livelihood	Income generation activities	Assistive devices distribution
Referral services for psychosocial disability			

Source of financial and technical assistance a. Nepal Government b. International non-governmental organization c. Local NGOs d. Local support from persons/group/org e. Member f. Organization's own income g. Others	Response a.64 b.16 c.29 d.19 e.20 f.19 g.10		
8.4 Regular partnership available within the organization • Sometimes • Not received any • As per project/activity • Regular support	42 4 29 2		Regular support from Nepal Government,

Mention annual amount your organization has mobilized over the past 3 years			

A majority of 83 percent OPDs (out of 77) consider local Nepal Government to be the source of financial and technical assistance followed by 38 percent of OPDs who consider local NGOs as supporters. 26 percent OPDs believe members are contributing to financial and technical need. OPDs have been receiving more direct support from local NGOs than INGOs.

Considering Province wise OPDs response, 24 OPDs from Province 1 believed to receive support from Nepal Government, Likewise 23 OPDs from Gandaki and 11 OPDs from Karnali. 11 OPDs from Province 1 and 9 from Gandaki and 9 from Karnali believe to receive support from Local NGOs.

Those who mentioned others included due to financial constraints, transportation and lunch are paid from own pockets, money raised through local activities during festivities-deusi bhailo khelera, donation box kept at 15 government offices-Biratnagar Netrahin Sangh,

Very less, i.e. one fourth of the OPDs have some kind of own resources, this depicts more dependency and meagre scope for sustainability. Most of the OPDs are found to not have long term partnership with any external partners. Only two OPDs from Province 1-(Jhapa) mentioned having regular support from Nepal Government.

Mention any of the three partner organizations you are currently collaborating with-

When asked current three partner organizations, the OPDs mentioned the following;

Karuna Foundation, SNJD/LWF, NLR, CWSN, Nepal Red Cross Society, Asha Clinic, Social development Ministry, NLR/NLF /NRCS, Primary health center, municipality, Federation of Intellectual disability, UN, CBM, INF, Hemophilia Federation, Koshish Nepal, Resheed (Gandaki).

S.N	Issues	Current Situation		
	Institutional legitimacy	Yes	No	
1.	The organization is regularly renewed (must be done by mid-October each year)?	70	7	
2.	Membership receipt and identity card given to members?	57	20	
3.	Have members renewed their membership and maintained documentation?	60	17	
4.	Permanent account number taken from Inland Revenue Office?	68	9	
5.	Have you filed tax as per government rules?	67	10	
6.	Do you jointly take institutional decision while getting approval from the municipality to run the program?	61	16	
7.	The organization has obtained tax exemption certificate	28	49	
9.	Is there any document showing work of the organization or the services it provides, including the establishment and introduction of the organization is ready?	44	33	
10.	Various sub-committees have been formed for institutional development	23	54	
	Observation: Those organizations that are not regularly renewed came from Karnali (4), Province 1 (2) and Gandaki (1). In most of the aspect Regulatory and procedural matter is not fully complied. 36 percent OPDs have not filed tax exemption certificate, this might have happened due to lack of proper and regular income. 37 percent OPDs do not have sub-committees to support their work.			
	Meeting of the working Committee	Yes	No	
1.	Except sometimes, all office bearers and members are present in the meeting of the working committee	70	7	
2.	Each month meeting reviews last month's decisions and plans about the next month	69	8	
3.	The organizational resources are spent only after making decisions	74	3	
	Observation: Majority of the OPDs have proper coordination and sharing among each other. However, few are yet to improve on their functioning			

	Accounting and Financial Management	Yes	No	Not necessary
1	The cash received by the organization is deposited into the bank and spent through cheque	69	8	
2	The bank account in the name of the organization is utilized under the signature of the President/Chairperson, Secretary and Treasurer (Signature of any two for Account mobilization)	68	9	
3	The transactions of the organization are done according to the double accounting system	51	26	
4	Forms and formats related to financial management regulations have been used	35	42	
5	The recommendations given by the auditor have been followed	68	9	
6	Each month, the bank statement-pass book or statement is matched with the bank account of the organization	22	45	10
7	If any external facilitator has been used in any program, its agreement is kept in the relevant file	39	34	4
8	The details of registration of goods purchased from the company for distribution and details of the lists distributed are kept in the relevant file	53	24	
9	Physical items not spent have been registered in the Goods/commodity account with code number	22	55	
	Observation: Majority of the OPDs are observed to have properly complied to financial and accounting norms and standards, however, in terms of forms and formats of financial management regulations, double accounting system, bank statement pass book, consultant agreement, registration of physical items (Inventory management) OPDS require more knowledge and training			
	Office Management	Yes	No	
1	The primary documents of the organization have been put in the noticeable place	24	53	
2	Official members of the working committee are listed	26	51	
3	Structure and history of the Organization	35	42	
4	Vision, Mission, Goals, Objectives, Values of the Organization	55	22	
5	Photocopies of certificates such as organization registration, affiliation, PAN, tax exemption, renewal and so on	64	13	
6	Archive of published news about organizations	37	40	
7	Archive of letters received and sent from organization	66	11	
8	Visitor's book are managed in the organization	29	45	3
9	Use of staff register in the Organization	13	52	12
10	In order to evaluate office bearer's work, a record of officials work is kept.	21	56	

	Observation: Majority of the OPDs have mission, vision, values as well as basic organizational documents and archive of letters incoming and outgoing, which is moderate level of office management capacity in place. However, most of them need improvement in remaining aspect of office management as explained above.			
	Rule of Law	Yes	No	
१	Similar understanding on the organizational constitution among the members of the working committee	47	30	
२	Staff regulations printed and kept in the office	19	58	
३	Financial regulations printed and kept in the office	32	45	
६	Involvement of all or majority of the working committee members in planning	73	4	
७	List of accumulated rules and policies of the organization kept in the office and is available when needed.	56	21	
८	संस्थाले तोकेको अधिकारीबाट बिल भर्पाइ प्रमाणित गर्ने गरेको The organization verifies the payment of the bill from the designated officer.	70	7	
९	The members of the working committee and staff are recruited as per the interest of limited number of people	7	69	
१४	Appointment letters issued to employees working in the organization	13	48	
	Observation: Rule of law prevails in terms of financial compliance, planning within organization for majority of the OPDs. Nevertheless, improvements are to be made in aspect of HR management, and in common understanding of the fundamental document of constitution			
	Transparency	Yes	No	
१	All the members of the working committee know the policy and rules	48	29	
२	All members informed on the financial transactions/expenses in the regular meeting	70	7	
१२	Access to all documents by the office bearers and members of the organization, except those documents prohibited by law and those infringing on anyone's privacy	64	13	
	Observation; Improvement is required in the knowledge on policy and rules			
	Accountability	Yes	No	
1	Those who have rights and power have fulfilled their duties and responsibilities	69	8	
2	Complete the scheduled programs	67	10	
3	Tendency to stick to old thinking, style and ideas without changing according to the feelings of young and new members	8	69	

4	Tendency to ignore newcomer without link or who do not have access to power	9	68	
	Observation: Majority of OPDs are moderately capable to perform duties and responsibilities. Most of the OPDs do not limit themselves to conventional style of working and rather welcome perspectives of young people			
	Participation	Yes	No	
1	Only key people of the organization participate in the decision making process	18	59	
2	Meaningful participation of women in the decision making process (their thoughts, ideas are incorporated in decision)	75	2	
3	Members of the organization participate while developing programs and plans	68	9	
4	Target group members participate while programs are implemented	74	3	
5	Decisions are made on the basis of consent from majority or all members	77		
6	Tendency to view the minority as an opponent rather than a source of alternative knowledge	2	75	
	Observation: Majority of the OPDs are satisfied with the Executive members, women, target group, members participation in programs and decision making			
	Inclusion	Yes	No	
१	Environment to listen and accept the feeling of minority	69	8	
३	50 percent participation of women in the programs run by organization	64	13	
४	The constitution of organization has provided 50 percent reservation for the inclusion of women in the Working Committee	73	4	
५	Participation of Dalit, Madhesi or Indigenous group or all in the Programme	75	2	
७	Allow for the development of second generation leaders	72	5	
	Observation: Majority of the OPDs are committed to inclusion and development of women, minority groups, and young leaders through their involvement in system and programme			
	प्रभावकारीता र चुस्तता Effectiveness and agility	Yes	No	
१	Work to be done by the Working Committee and the staff is clear in the policy	62	15	
३	Office bearers and members have an understanding on the work and responsibilities of the OPDs	62	15	

	पदाधिकारी र सदस्यहरूलाई प्रदेशको व्यवस्थापकिय कामको बारेमा जानकारी ? Office bearers and members have an understanding on the work and responsibilities of Provincial management committee	28	49	
४	Working Committee aware on the Vision, Mission, Goals and Objectives	60	17	
५	Conducive environment to learn from the good and successful practices/experiences	73	4	
६	People with disabilities have to repeatedly visit office to get services	15	62	
	Observation: A notable gap is observed in the knowledge and understanding of the office bearers and members on work and responsibilities of Provincial management committee			
	Power Decentralization	Yes	No	
1	All rights vested in the Working Committee or Chairperson/President	37	40	
2	संस्थाको सबै काम म बाट मात्रै संचालन हुनुपर्छ भन्ने चिन्तनले ग्रसीत भएको Stressed with the idea that all the work of the organization should be done by me alone	1	76	
3	लामो समय एउटै ब्यक्तिले नेतृत्व नगरी नेतृत्व हस्तान्तरण गर्ने परिपाटी Practice of handing over leadership without a single person leading for a long time	62	15	
4	Rights delegated to different levels of organization is kept in written form and everyone is aware about it	51	26	
5	Financial decisions of the organization are made in the presence and pressure of a certain person	21	56	
	Observation: In terms of power decentralization, moderate number of OPDs have basic level of capacity, nevertheless for the majority, improvements are required in the area of financial management, documentation of organization procedure and decentralization of power that may impede the proper functioning of the organization			
	Empowerment	Yes	No	
1	In the meeting of the committee, the members have been given an opportunity to speak in turn	75	2	
2	Only people close to the chairperson/President and Secretary are invited to interact in the training, seminars	10	67	
3	Criteria are set before inviting members to the program	44	33	
4	Analysis of the presence of marginalized disability group, Women, Dalit, Madhesi, Muslim and Indigenous Disability is carried	52	25	
5	At least one program has been organized in a year for capacity building of the office bearers and members of the Working Committee	34	43	
	Observation: OPDs need to support for empowerment of staff and working committee members.			

Is there anything you have to say?

Remarks from respondents;

1. Very glad that our organization was searched for and that details are taken
2. Support OPDs with programs
3. NFDN need to conduct various interaction activities for OPDs including 'representatives', more seminar and training programs need to be conducted for OPD members
4. We seek assistance in the preparation of organizational documents
5. Very happy to inform about our organization
6. Due to COVID situation, we could not go to office and provide the detailed information
7. Necessary physical, financial and technical assistance to be supported to run the office
8. The organization does not have any programs now. It would have been better if NFDN had brought programs to improve the situation of the persons with disability
9. Take initiative for empowerment
10. Our economic condition is weak, therefore we are unable to carry out activities, we request NFDN to arrange for sign language interpreters, also in our case, land is available but houses cannot be built, local bodies have not allocated budget. Lack of awareness at the local level, lack of awareness even among parents are major problems in improving disability situation, There is a need for skill-based training.
11. There is a need for Autism related Teacher
12. Bring in programs and project activities focusing on remote OPDs. NFDN and other authorities must encourage the OPD members through different ways for its continuation

KAP Survey:

Beneficiaries composition and coverage

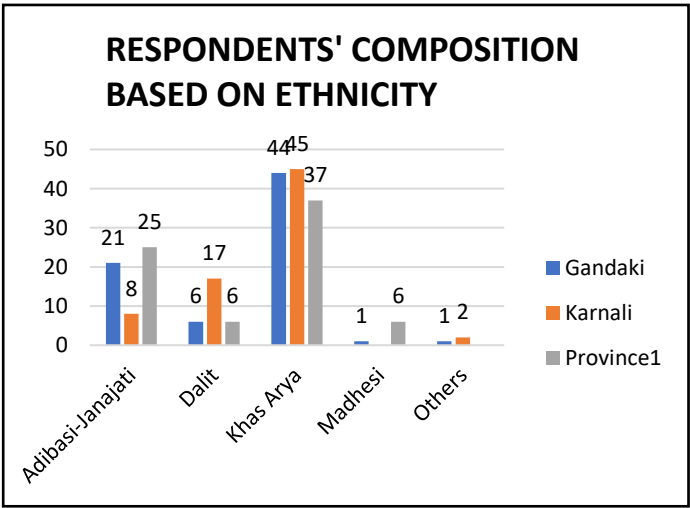
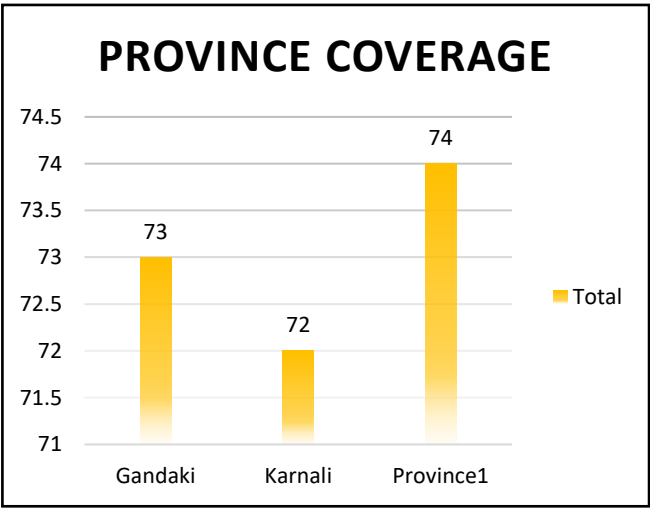
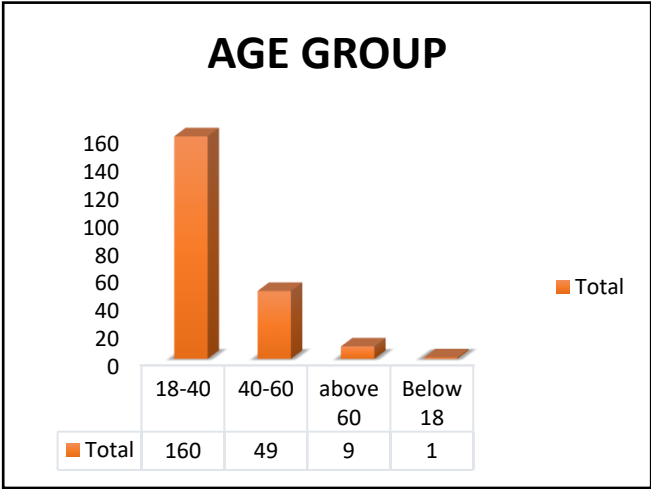
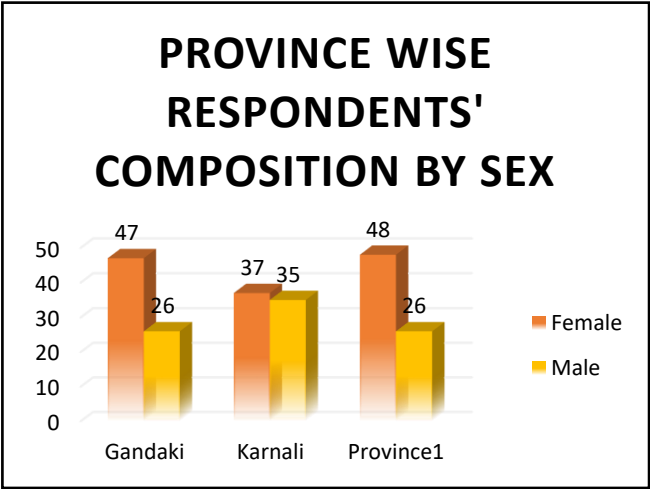
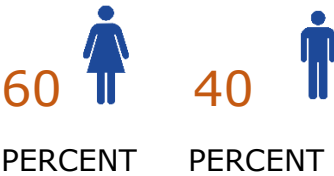
The section includes general demography/disaggregation of respondents based on province, sex, caste/ethnicity, impairment and age group. The survey covered 219 representatives from 77 OPDs of Province-01, Gandaki and Karnali. Women have 10 percent more share than men responses. The age group 18-40 has the highest share amongst the four age categories. Of 219 surveys conducted; 74 from Province 1, 73 from Gandaki and 72 from Karnali province. All 10 categories of disability could be covered alongside 34 parent (people with Autism, Hemophilia, and Intellectual disability) of which 12 percent representation is from under-represented impaired groups.

In the below bar graph, the composition of respondents based on impairment type show the highest share from physical disability group (total 88, Gandaki 24, Karnali 27 and Province-1 37), followed by visual

impairment group (Gandaki 15, Karnali 18 and Province 1-9) then parent (Gandaki 19, Karnali 3 and Province 1-13). 42 percent representation is seen from discriminated caste/ethnic population.

Gandaki

Gender Distribution



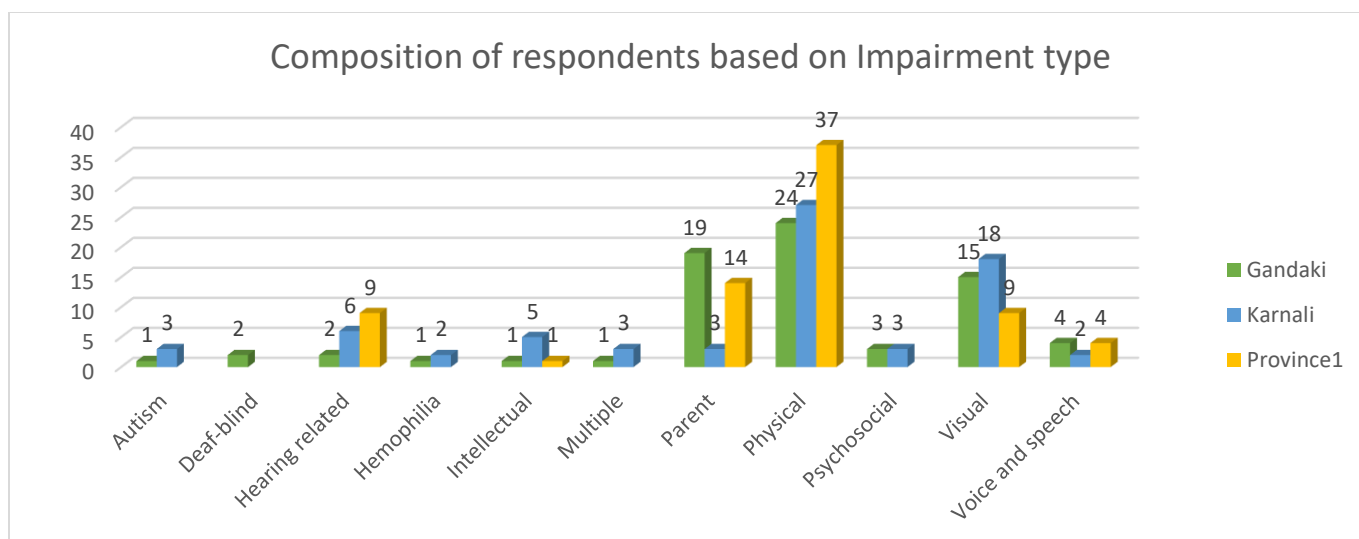


Figure 2: Province coverage, Age group, sex, ethnicity, impairment type of 219 survey respondents

Findings from KAP Survey:

The findings are reflective of the gaps in the Knowledge, Attitude and Practice in the available standards/guidance and implications by OPDs with regards to Disability. One to one survey with 219 respondents using pre-designed Kobo questions were core steps used. Questionnaire composed of 17 questions under Knowledge area, 10 Questions under Attitude and 13 Questions under Practice area, total 40 questions composed and asked. Of 219 respondents approached using telephone, Zoom application, messenger and few physical visits to understand individual knowledge, attitude and practice on disability concept and related legal documents.

OPD representatives' Knowledge on Disability, National International Legal documents on disability, National Protocol.

1.1 What is disability?

Under UNCRPD, disability is understood as a condition that arises due to interaction with outside environment by a person with physical, mental, sensory and/or intellectual impairment. Most of the respondents (79 percent) did not understand disability from UNCRPD perspective. When asked what disability is, 21 percent responded as mentioned by UNCRPD. More women respondents, those from Province 1 and 18-40 age group were aware of the basic disability concept. These respondents from Khas Arya and Adibasi Janajati community knew disability from the lens of UNCRPD. Among the remaining 79 percent, most common belief identified was physical and mental weakness and any organ not functioning well (31 percent). Whereas 5 percent said inability to do anything due to illness and 11% had other opinion such as differently able, unable to work like others. The response was analyzed in line with NFDN approach to defining and promoting disability (as mentioned in CRPD and DRA 2074).

By districts, Dhankuta, Okhaldhunga, Pachthar, Tehrathum from Province 1, Baglung, Gorkha, Nawalparasi, Nawalparasi East, Nawalpur East from Gandaki province and Jajarkot, Mugu, Salyan and Rukkum East from Karnali province were least likely to know about disability concept. In terms of geography, 25 from province 1 followed by 11 each in Gandaki and Karnali were able to give response as expected. Considering impairment types, persons with Hemophilia, Intellectual, Multiple and Psychosocial disability were least likely to understand the disability from UNCRPD standard. The gap is likely due to their education background and lack of proper environment/resources to induce disability trainings/workshop.

A significant gap (79 percent) identified in the basic disability concept. The respondents put forth their perception to disability based on physical, mental, sensory and/or intellectual limitation and incompetence. They have not been able to connect with existing physical, attitudinal, environmental barriers. Therefore, a different perspective to disability focused on incompetence rather than capability is reported and the reason behind this is the reduced disability movement and activities in the relatively new federal structure. Imprecise information on disability affects OPDs ability to effectively comprehend and advocate on disability issues and remain active in the disability movement.

It is noted that training and OPDs active participation is required to ensure disability is consistently understood from the lens of UNCRPD and DRA 2074 and that the international/national provisions are well implemented.

The responses by gender, province, impairment type, caste/ethnicity, age group can be found hereunder in tables and graph,

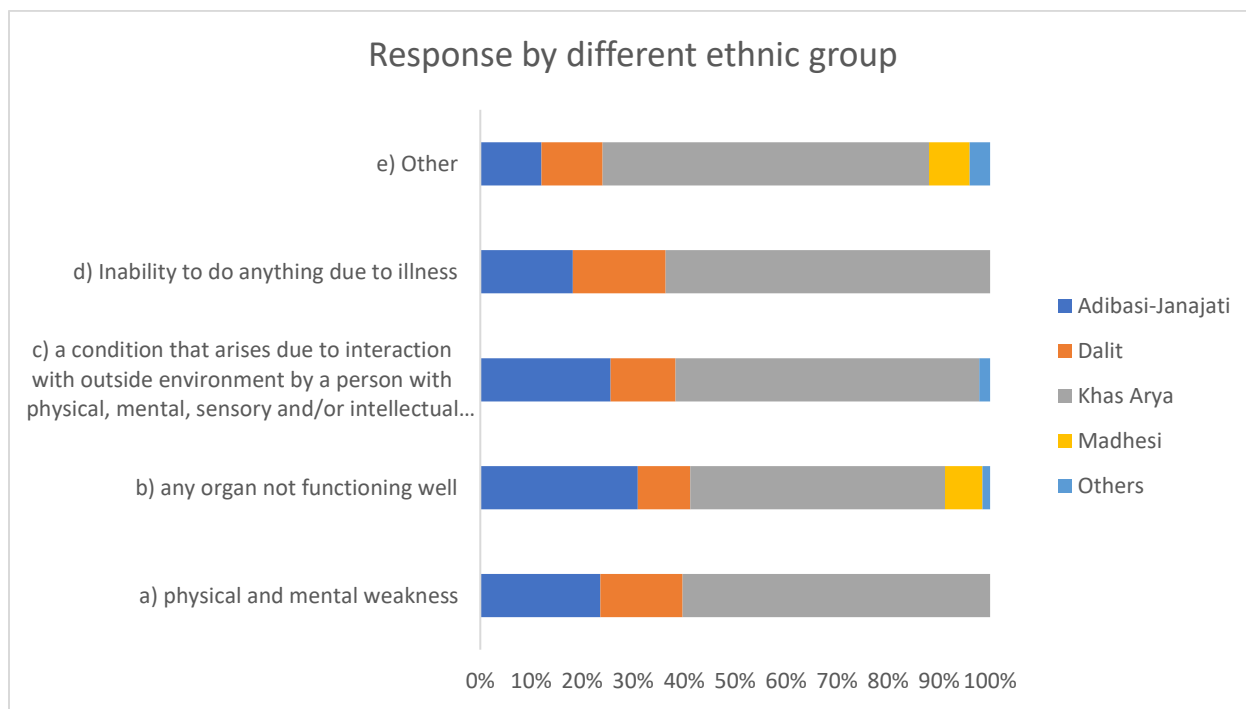
Response by gender and province:

	Gandaki			Karnali			Province 01			
What is Disability?	F	M	Total	F	M	Total	F	M	Total	Grand Total
a) physical and mental weakness	22	11	33	7	8	15	12	8	20	68
b) any organ not functioning well	9	9	18	15	12	27	16	7	23	68
c) a condition that arises due to interaction with outside environment by a person with physical, mental, sensory and/or intellectual impairment	6	5	11	6	5	11	16	9	25	47
d) Inability to do anything due to illness	3		3	3	3	6	1	1	2	11
e) Other	7	1	8	6	7	13	3	1	4	25

Grand Total	47	26	73	37	35	72	48	26	74	219
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Response by different ethnic groups:

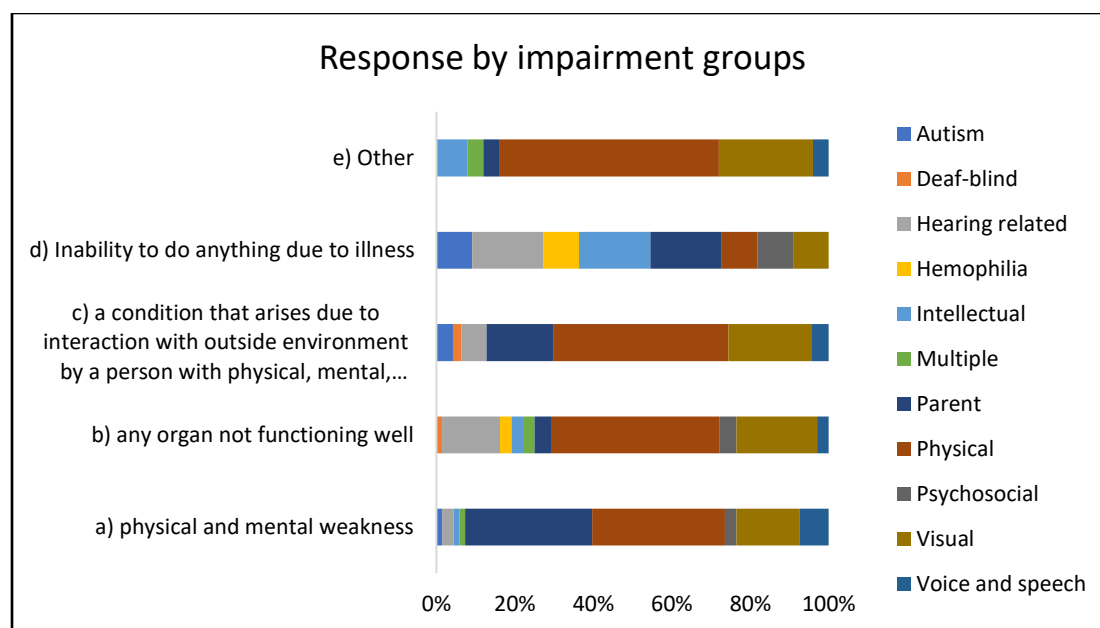
0-1 Response to what is disability disaggregated by caste/ethnicity



Correct response by different ethnic group	Adibasi-janajati	Dalit	Khas Arya	Madhesi	Others	Grand Total
Disability is a condition that arises due to interaction with outside environment by a person with physical, mental, sensory and/or intellectual impairment	12	6	28		1	47

Response by different impairment groups

0-2 Response to disability disaggregated by impairment type



Response by different impairment group	Disability is a condition that arises due to interaction with outside environment by a person with physical, mental, sensory and/or intellectual impairment
Autism	2
Deaf-blind	1
Hearing related	3
Hemophilia	-
Intellectual	-
Multiple	-
Parent	8
Physical	21
Psychosocial	-
Visual	10
Voice and speech	2
Total	47

Response by districts of Province 1

Response by districts of Province 1	Disability is a condition that arises due to interaction with outside environment by a person with physical, mental, sensory and/or intellectual impairment	%
Bhojpur	1	
Dhankuta	-	
Ilam	4	

Jhapa	9	
Morang	3	
Okhaldhunga	-	
Panchthar	-	
Sankhuwasabha	1	
Sunsari	1	
Tehrathum	-	
Udayapur	6	

Out of 74 respondents in province 1, 25 gave correct response.

Response by districts of Gandaki

Response by districts of Gandaki	Disability is a condition that arises due to interaction with outside environment by a person with physical, mental, sensory and/or intellectual impairment	
Baglung	-	
Gorkha	-	
Kaski	4	
Myagdi	1	
Nawalparasi	-	
Nawalparasi East	-	
Nawalpur	3	
Nawalpur East	-	
Parbat	1	
Syangja	1	
Tanahun	1	
Total	11	

Out of 73 respondents from Gandaki, 11 gave correct response.

Response by districts of Karnali

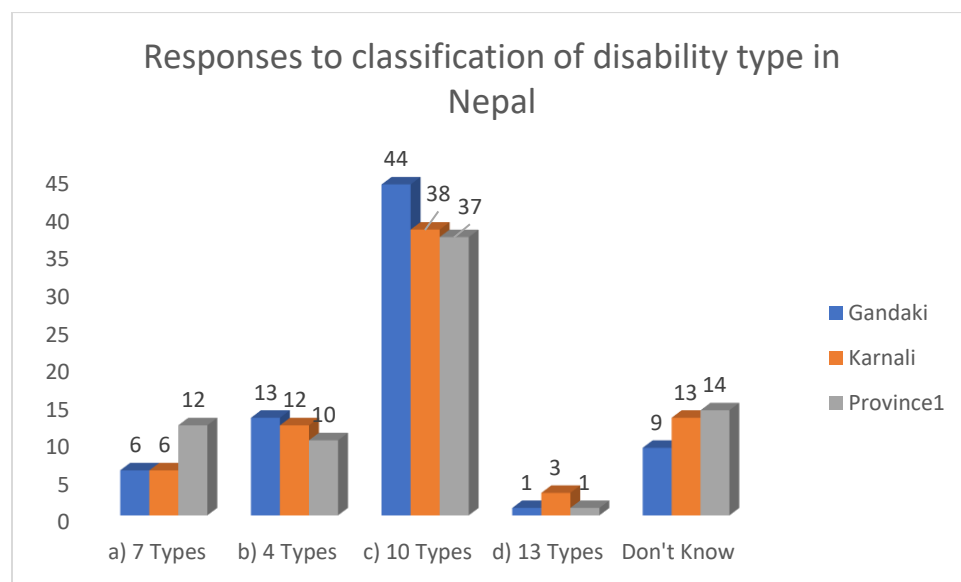
Response by districts of Karnali	Disability is a condition that arises due to interaction with outside environment by a person with physical, mental, sensory and/or intellectual impairment	
Dailekh	2	
Jajarkot	-	
Jumla	1	
Kalikot	1	
Mugu	-	
Rukkum West	-	
Salyan	-	
Surkhet	7	
Total	11	

Out of 72 respondents from Karnali, 11 gave correct response

1.2. Based on the problems and difficulties in the organs and systems of the body, into how many types has Nepal Government classified the disability in Nepal?

Response to classification on disability type:

0-3: Response to classification of disability type as mentioned in DRA 2074



	a) 7 types	b) 4 Types	c) 10 Types	d) 13 Types	Don't Know	Grand total
Province 1	12	10	37	1	14	74
Gandaki	6	13	44	1	9	73
Karnali	6	12	38	3	13	72
Total	24	35	119	5	36	219

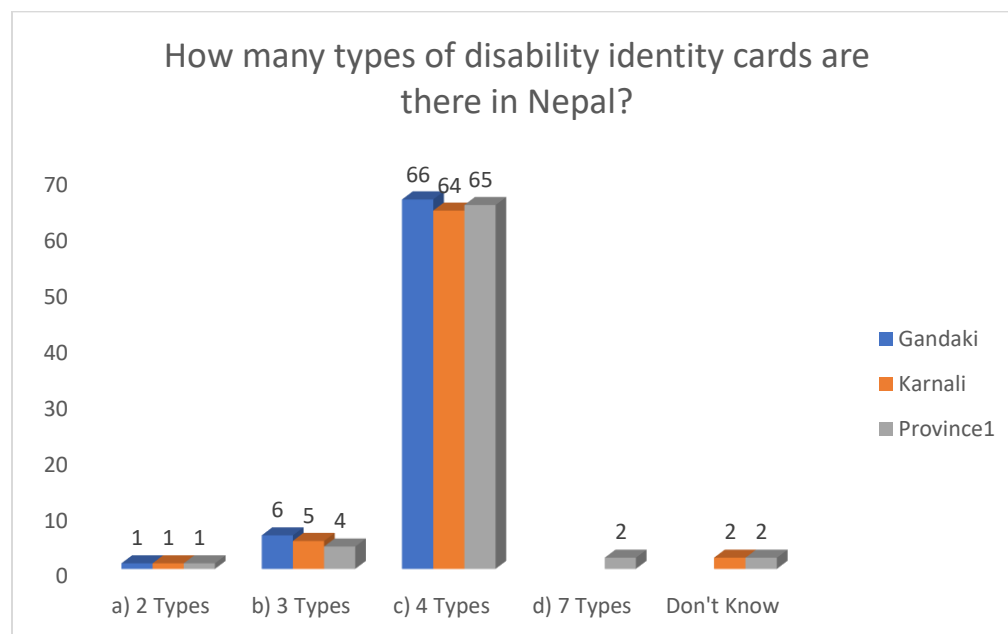
More women than men were likely to be aware on classification of disability type. (Higher number of women respondents i.e. 60 percent) When asked number of classification of disability type, 54 percent pointed out 10 types as mentioned in DRA 2074, amongst them 31 percent were from Province 1, 37 percent from Gandaki, and 32 percent from Karnali. Absence of strong support and shortage of financial resources are seen as barriers to increased level of understanding among OPD members.

The ten types of disability mentioned in the DRA was introduced in the year 2074 when country shifted to the new system of federalization. As country shifted to new system, there was halt in the disability movement. With hazy working environment, there existed gap in proper coordination and collaboration among OPDs and local authorities. Therefore, many respondents who are relatively new to disability movement are not well updated on disability issues and are unaware on the approaches to remain active in the movement.

It was also found unavailability of financial resources has affected OPDs capability to conduct disability specific activities; therefore, there is gap in awareness of available provisions.

1.3) How many types of disability identity cards are there in Nepal?

0-4 Response to type of disability identity cards in Nepal as mentioned in DRA 2074



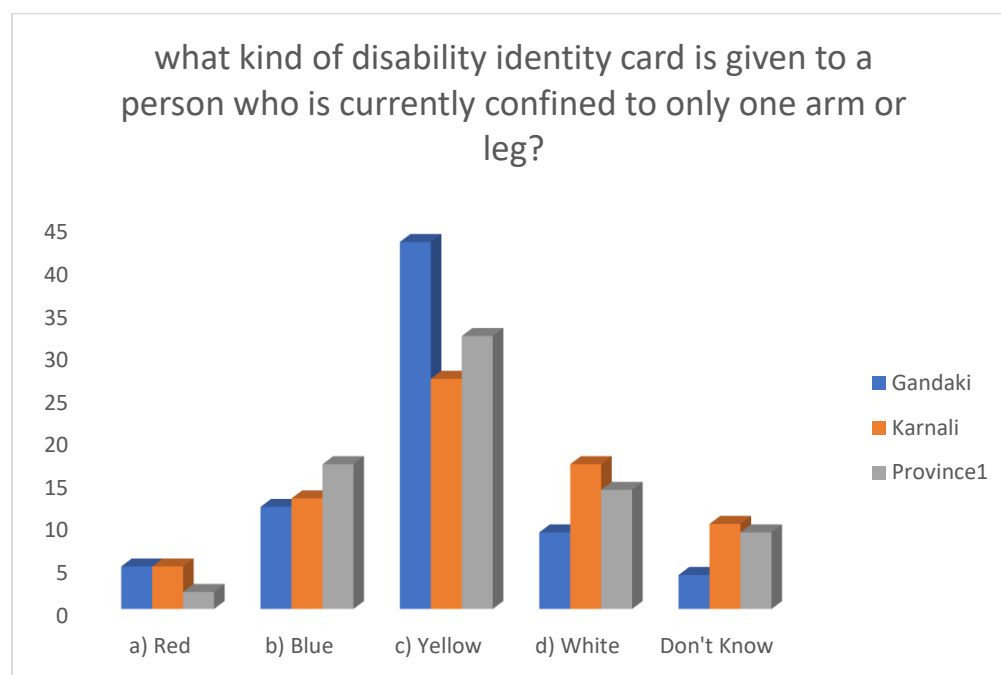
Types of Disability identity cards	a) 2 Types	b) 3 Types	c) 4 Types	d) 7 Types	Don't Know
Province 1	1	4	65	2	2
Gandaki	1	6	66		
Karnali	1	5	64		2
Total	3	15	195	2	4

85 percent respondents were aware that Nepal Government has provisioned four types of disability identity cards in Nepal. Amongst them, 33 percent were from province 1, 34 percent from Gandaki and 33 percent from Karnali province. Women respondents were three times more likely to fall in the 15 percent category. Khas Arya reported higher level of awareness on disability identity cards than other caste/ethnic groups, with 51 percent and Madhesi 3 percent.

Local authorities with assigned responsibility of identity card distribution are themselves unable to effectively carry their duty due to lack of awareness. Persons with disability lack access in receiving the cards at municipality level. The existing gap in implementation of provision is one of the reasons for lack of awareness on disability identity card.

1.4. In Nepal, what kind of disability identity card is given to a person who is currently confined to only one arm or leg?

0-5 Identification of disability and provision of ID card



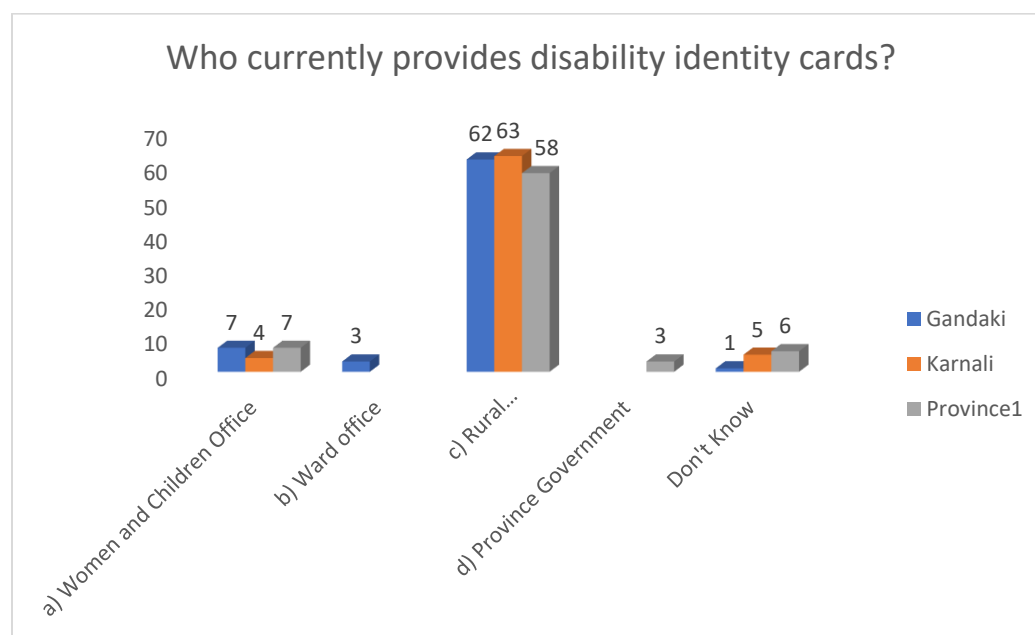
	a) Red	b) Blue	c) Yellow	d) White	Don't Know
Provine 1	2	17	32	14	9
Gandaki	5	12	43	9	4
Karnali	5	13	27	17	10
Total	12	42	102	40	23

47 percent responded accurately that Yellow disability card is issued to a person who is currently confined to only one arm or leg. (Out of that, 31 percent were from Province 1, 42 percent from Gandaki and 26 percent from Karnali province). Notably women reported higher level of unawareness; the difference was seen by 24 percent. Age group noted gaps in awareness. Amongst 53 percent who did not know, 71 percent belonged to 18-40 age group (this age group has highest number of overall respondents), 23 percent to 40-60 age group, 5 percent to above 60 years of age and less than 1 percent to below 18 years age.

This indicates identification of severity of disability under each category can be an area of focus. With the shortage in financial resources, OPDs are not as active in the disability movement, and lack of effective engagement in activities reduce their awareness level which is why we observed reduced awareness especially among new campaigners.

1.5. Who currently provides disability identity cards?

0-6: Response to which local authority currently provides disability identity cards disaggregated by province



	a) Women and Children Office	b) Ward office	c) Rural Municipality/Municipality Office	d) Province Government	Don't Know
Province1	7		58	3	6
Gandaki	7	3	62		1
Karnali	4		63		5
Grand Total	18	3	183	3	12

When asked who currently provides disability identity cards, 84 percent responded accurately "rural municipality/ municipality office", Out of the 84 percent, 32 percent were from province 1, 34 percent from Gandaki and Karnali province. More women (14 percent more women) than men reported they are aware municipality provides disability identity cards. The reasons are similar as explained above.

1.6. Which of the following legal documents do you know about?

	a) CRPD	b) Rights of persons with disabilities	c) Rights of Persons with Disabilities	d) Local Government Operation	e) Sustainable Development Goals	f) Specific disability provisions as mentioned	g) ACCESSIBLE PHYSICAL STRUCTURE AND	h) Don't know any	i) Other	If other, then which legal documents do
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		ies Act 2074	biliti es Reg ulati on 207 7	Act 2074		ned in the Constit ution of Nepal 2072,	COMMUN ICATION SERVICE DIRECTI VE FOR PEOPLE WITH DISABILI TIES 2013			you know?
Total	55	77	30	29	41	36	36	115		
%	25	35	14	13	19	16	16	53		
Gandaki	35	32	17	21	31	23	19	28		
Karnali	5	25	9	5	8	11	15	42		
Province 1	15	20	4	3	2	2	2	45		

Around 14-35 percent only knew about the pertinent legal instruments and 53 percent said they do not know any of the mentioned legal documents. The most common national and international legal instruments they identified were Disability Rights Act, 2074 (35%), CRPD (25%), Sustainable Development Goals (19%), Specific disability provisions as mentioned in the Constitution of Nepal 2072 (16%), ACCESSIBLE PHYSICAL STRUCTURE AND COMMUNICATION SERVICE DIRECTIVE FOR PEOPLE WITH DISABILITIES 2013 (16%), Rights of Persons with Disabilities Regulation 2077 (14%), and Local Government Operation Act 2074 (13%).

It is evident that the representatives require knowledge on important legal documents, which is also basis for advocacy and other important works on promotion and protection of rights of persons with disabilities. Most respondents are relatively new in the disability movement and lack knowledge on available legal documents. Capacity building for local, provincial as well OPDs with more specificity in the disability issues should be a priority.

1.7 Which of the following legal documents do you think you can explain or train other people?

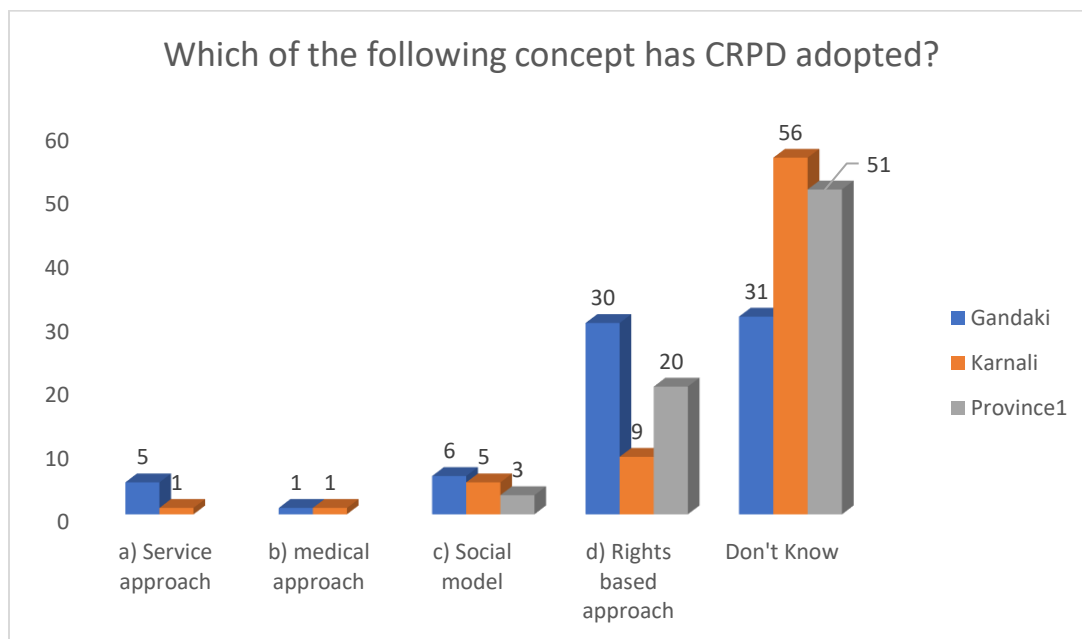
Findings from the survey indicate that participant's capability to interpret the legal documents lag behind in comparison to the number of participants who said they are aware of the legal documents. Around 6-18 percent felt they can explain the above mentioned legal instruments, and amongst them 12 percent said CRPD, 18 percent said Disability Rights Act 2074, 8 percent said Rights of Persons with Disabilities Regulation 2077, 6 percent said Local Government Operation Act 2074, 11 percent said Sustainable Development Goals, 7 percent said Specific disability provisions as mentioned in the Constitution of Nepal 2072, 8 percent said ACCESSIBLE PHYSICAL STRUCTURE AND COMMUNICATION SERVICE DIRECTIVE FOR PEOPLE WITH DISABILITIES 2013, while 60 percent felt they are not able to explain any of the mentioned documents. It is clear that the capability to explain these documents is limited.

	a) CRP D	b) Rights of	c) Rights of	d) Local Govern ment	e) Sustaina ble	f) Specific disability	g) ACCESSIBLE PHYSICAL	h) Do n't	i) Oth er
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		person s with disabilit ies Act 2074	Persons with Disabili ties Regulat ion 2077	Operatio n Act 2074	Develop ment Goals	provisio ns as mentio ned in the Constitu tion of Nepal 2072,	STRUCTURE AND COMMUNICA TION SERVICE DIRECTIVE FOR PEOPLE WITH DISABILITIE S 2013	kno w any	
%	12	18	8	6	11	7	8	60	
Numbe	26	40	17	14	24	16	18	131	

1.8) Which of the following concept has CRPD adopted?

0-7 Response to approach to CRPD



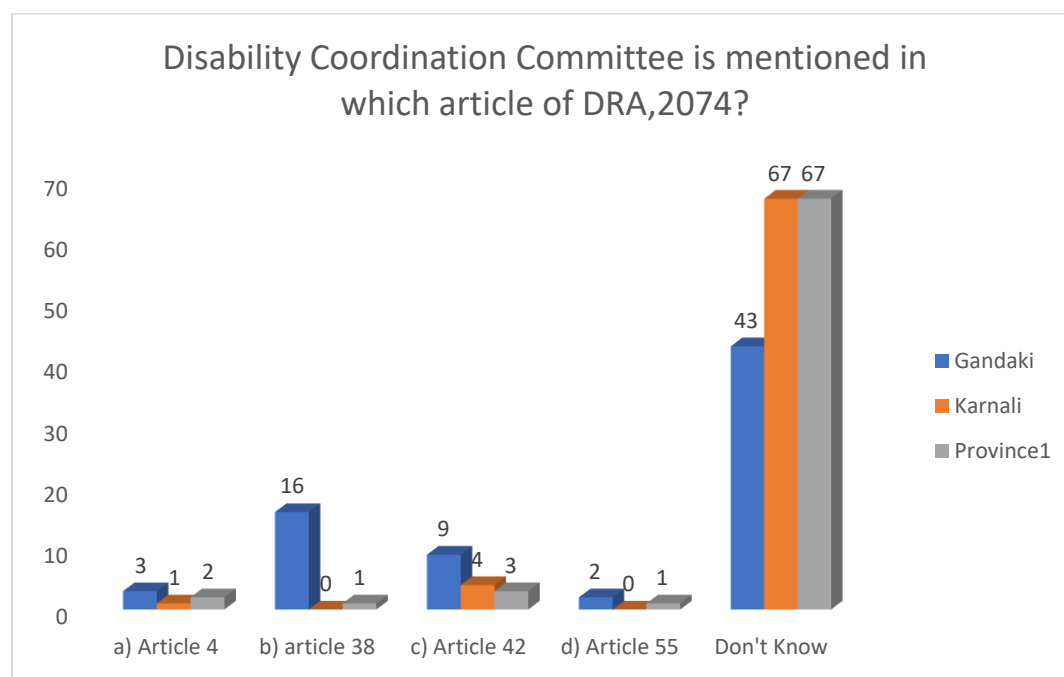
	a) Service approach	b) Medical approach	c) Social model	d) Rights based approach	Don't Know
Province1			3	20	51
Gandaki	5	1	6	30	31
Karnali	1	1	5	9	56
Grand Total	6	2	14	59	138

The Rights based approach views person with disability as part of the society who has individual choice to make decisions. 33 percent respondents believe person with disability as productive and capacitated member of society who has legal rights and who has individual choice to make decisions, however, majority still are not clear on how disability is perceived by UNCRPD. Among 33 percent, both male and female

respondents reported equally on awareness on Rights based approach. By caste/ethnicity, Khas Arya represented highest level of awareness (56 percent), followed by adibasi-janajati (30 percent), Dalit (8 percent), Madhesi (5 percent), others (1 percent).

1.9) Which article of the Disability Rights Act, 2074 mentions the Disability Coordination Committee at the local level?

0-8 Response to which article of DRA 2074 mentions Disability Coordination Committee shown in graph disaggregated by province

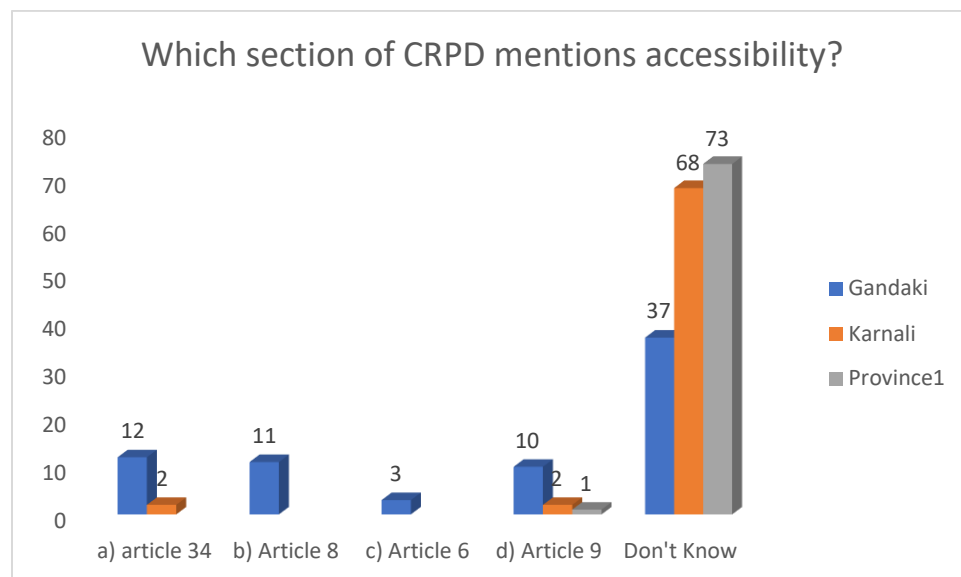


35 percent of total respondents reported to have known DRA 2074 and only 18 percent said they are able to explain it well to others.

Only 7 percent of total respondents pointed out rightly, Article 42 when asked which article mentions DCC. Majority (81 percent) reported to not know. Out of 7 percent, nine were from Province 1, four from Gandaki and three from Karnali. More women than men were aware on the provision (60 percent women representation). By ethnicity, 3 Adibasi janajati, 1 Dalit and 12 Khas Arya reported to have known exact information on the Disability Coordination Committee as mentioned in the DRA 2074. The reason for this is, the respondents have not received disability training; moreover, local authorities' role to support social inclusion is not clear which affects policy implementation resulting in lack of interest and understanding.

1.10) Accessibility is in which section of CRPD?

0-9: Response to which article of CRPD mentions accessibility provision disaggregated by province



Women (5) were less likely to know about the accessibility section as provisioned in the UNCRPD, with only 6 percent of total respondents saying "YES". Of 6 percent, 77 percent were from Gandaki, 15 percent from Karnali and eight percent from Province 1. Khas Arya (9) and Adibasi janajati (3) were able to point the section. The specific section 'Accessibility' is pointed out, but by very few.

It is observed that accessibility is not taken seriously by local authorities and therefore not implemented. This has reduced interest in accessibility concern.

1.11) What are the special services provided by the Government of Nepal to persons with disabilities?

0-10 Awareness on special services by provided by GoN

	A) Free educat ion	B) Scho larsh ip arra nge men ts	C) Free healt h care	D) 5 per cen t res erv atio n in em ploy me nt (in gov ern me nt ser vice),	E) Provision of 50 percent discount on transportati on	F) Free legal couns eling servic es	G) Pro visi on of ide ntit y car d,	H) Free assistive devices and rehabilit ation services,	I) Oth ers	If othe r, plea se spec ify
Total	128	62	86	70	107	16	12 7	67	55	
%	58	28	39	32	49	7	58	31	25	
Provin ce 1	42	24	28	15	35	5	48	19	11	
Ganda ki	47	23	27	36	37	7	44	24	15	
Karnal i	39	15	31	19	35	4	35	24	29	

Regarding the special services provided by GoN, 7 to 58 percent of respondents were likely to be aware. The findings are consistent across age groups, caste/ethnicity, sex and disability under each service category. However, responses from men were seen higher under the scholarship arrangement and free legal counseling services. Respondents from Khas arya community, 18-40 age group, physical disability group were more informed on the available services. These groups also represent high number of respondents. Under-represented impaired groups were also aware of all mentioned services but in low number. Notably, all caste/ethnic groups with Khas Arya followed by Adibasi Janajati, Dalit, Madhesi and Others responded to each services.

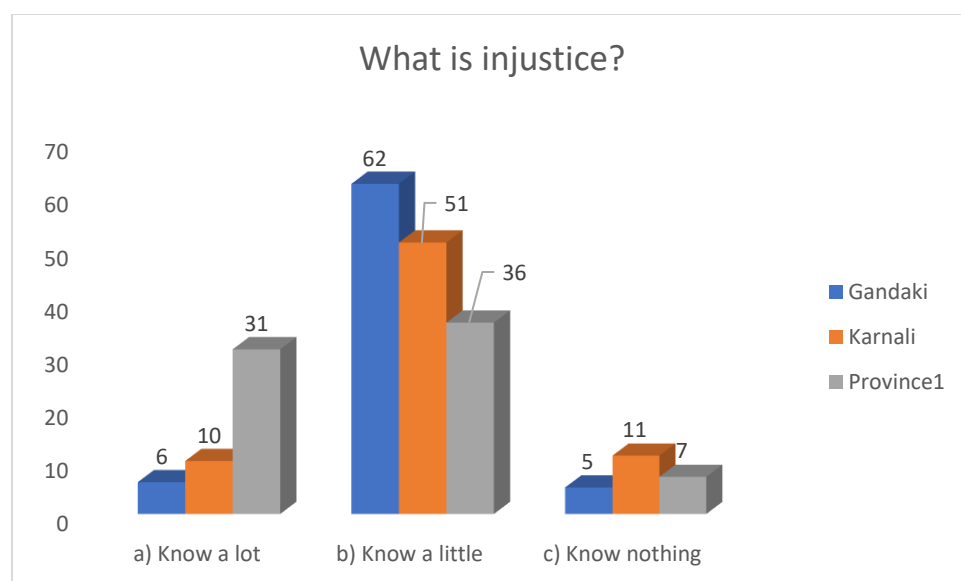
The most common services identified were free education (58%) Scholarship arrangement (28%), free health service(39%), five percent reservation in civil service (32%), provision of discount on transportation(49%), free legal counseling

service (7%), provision of identity card (58%), free assistive devices and rehabilitation services (31%), 25% mentioned other services that include social security allowance, rebate on land tax, exemption on custom in vehicle, sign language in education, braille for visually impaired, Insurance, Trainings). It is observed that people are most likely to know about free Education and least likely know about legal counseling services. Provision of identity card is one of the most common services accessed through which new opportunities and available services can be grasped. However, 42 percent engaged in disability activism did not mention about the identity card provision and there is a need to address the gap.

Although special services are provisioned, persons with disabilities find it hard to access those services. Lack of policy implementation affects knowledge on availability of services as mentioned in the legal framework.

1.12 What situation can be called as Injustice?

0-11: Level of awareness on Injustice



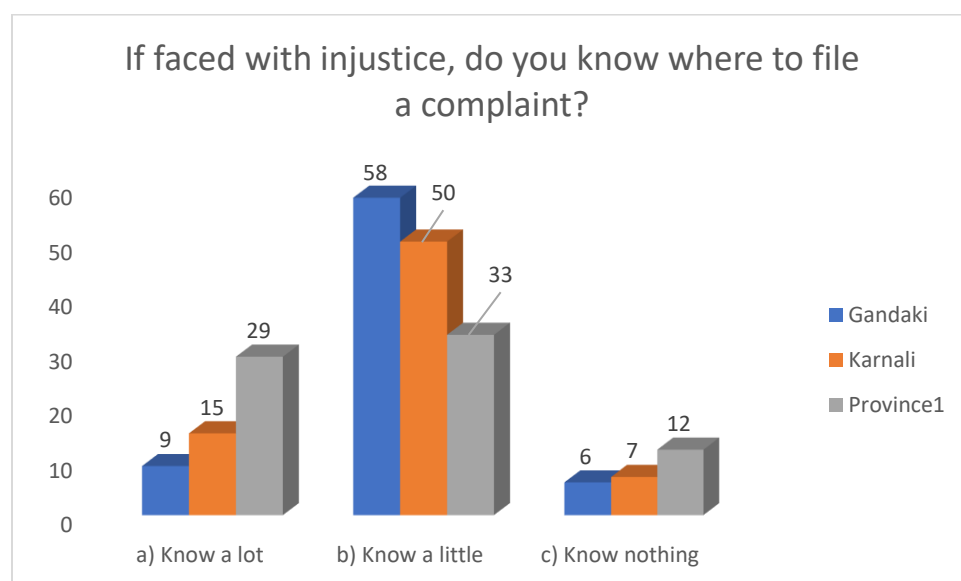
Female and male respondents were consistent in their answers. 8 percent respondents from Surkhet, Jajarkot, Mugu, Salyan districts (Karnali province), Kaski, Gorkha (Gandaki province), Jhapa, Udayapur from Province 1 were not able to express what injustice means to them. Amongst them were persons with hearing disability, Hemophilia, Multiple, Physical, Visual, Voice and Speech related disability. This implies clear need of information on Justice and access to justice, which is major area of concern for persons with disabilities. 21 percent believed injustice means sexual and other forms of violence, abuse, deprivation of the human rights, forceful behavior. Men and women were equally likely to report knowing injustice. Only 4 respondents from under-represented impaired groups (3 Autism, 1 Deaf-blindness) were able to explain Injustice. Likewise, 16 from physical impairment group, 11 from visually impaired group, 4 from hearing impairment group, 3 from Voice and Speech impairment group and 5 parents were aware on what injustice is. 19 from Adibasi community, 4 from Dalit, 23 from Khas Arya community, and 1 from Madhesi

reported to have understood Injustice. Most (68 percent) of the respondents knew at least some terms under injustice. However, they are not clear on what comes under injustice.

Only if one is aware of injustice, the person will understand justice. In a society that believes in reconciling parties in incidence of injustice, it is difficult for many to recognize injustice and mechanisms to access justice. It is found that Persons with disabilities are mostly unaware of injustice.

1.13 Do you know where to file a complaint if you feel that your own family members, neighbors or anyone else has done injustice to you?

0-12 Level of awareness on existing complaint mechanism

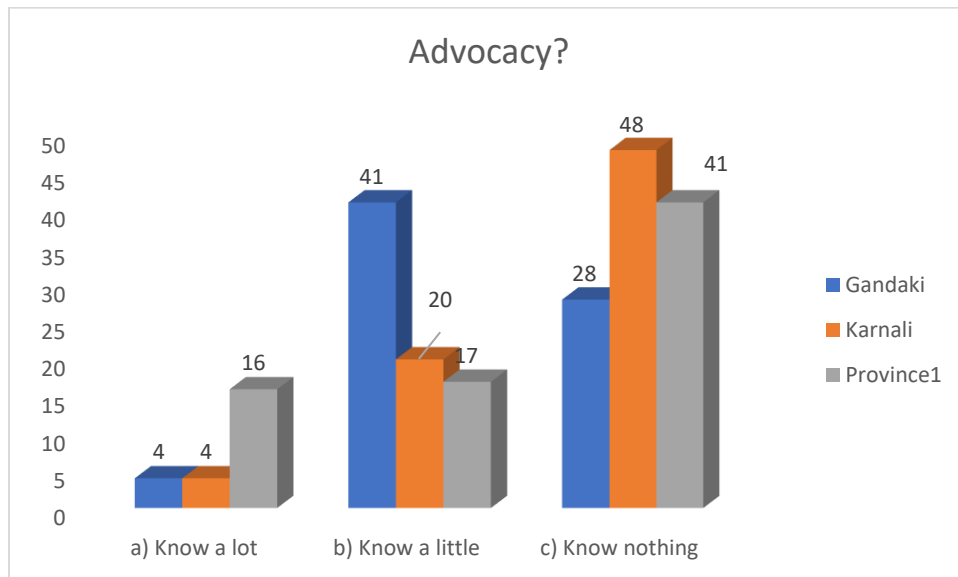


Majority of the respondents (141 out of 219) reported to somewhat know where to file complaint while faced with incidence of injustice, whereas 53 out of 219 said they know a lot. Amongst 53, 15 from Adibasi janajati community, 4 from dalit, 20 from Khas Arya community and 1 from Madhesi community reported to have known the existing reporting mechanism within the community. However, 25 reported to not know any complaint mechanism in case injustice occurs. It is noted that knowledge on access to justice/ existing complaint mechanism should be imparted for prevention from any kind of injustice facing persons with disabilities.

The CRPD committee recommends that the state party strengthen and implement legislation and provide for accessible monitoring and reporting mechanisms to detect, prevent and combat all forms of violence, including sexual violence, against women and girls with disabilities.

1.14 What is advocacy?

0-13 Level of awareness on advocacy



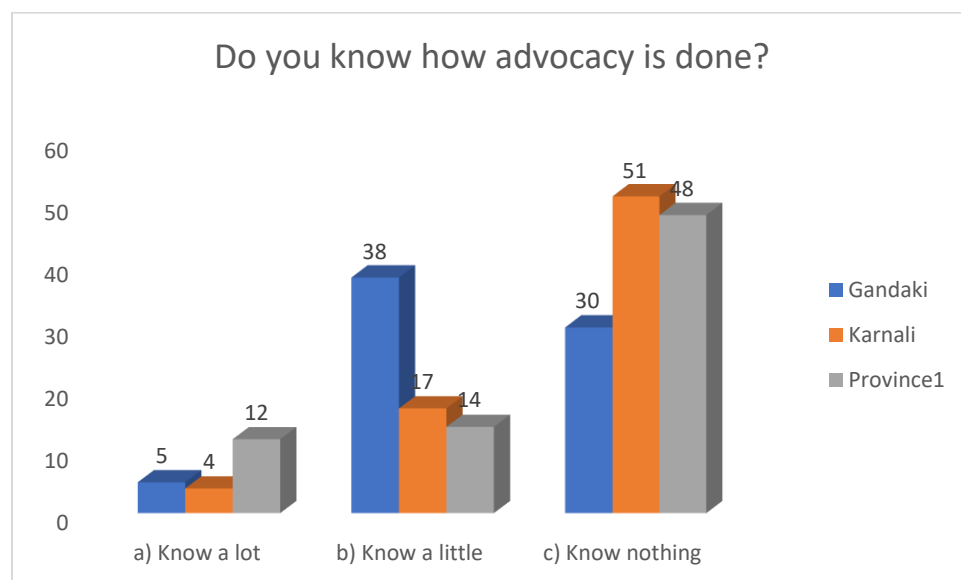
A significant gap is noted in basic knowledge on Advocacy amongst OPDs. Only 11 percent consider advocacy as an initiation or intervention for positive change in any subject / issue / policy/law or problem and/or to sit down with the concerned body and find a solution. The response had higher percentage of male than female. Based on caste/ethnicity, 10 from Khas Arya, 7 from Adibasi Janajati, 5 from Dalit, 1 from Madhesi and 1 from Others (Puri) was observed. No response was observed from under-represented impaired groups, however, 12 from visual impairment group, 8 from Physical impairment group, 3 from Parent and one from hearing impairment group was noted. 'Know a little' had 36 percent response and the response 'know nothing' had highest 53 percent response i.e. 24 said they know a lot, 78 said they know a little, 117 said they know nothing.

Significant portion of the respondents mentioned they do not know what advocacy means, with high response from women (83) compared to men (34). This indicates more focused approach for women is required for better exposure to concepts of advocacy to be better able to deliver disability mandate/ issue in an effective manner. Advocacy should be an area of focus in the core capacity building training.

Advocacy is carried to promote and establish rights, the rights enshrined in the constitution and other important legal instruments. It is evident from above that most of the respondents are unaware of existing legal instruments, policies, services and privileges available for persons with disabilities. Why carry advocacy can be a question when the basis for advocacy is unknown to many respondents.

1.15 Do you know how advocacy is done?

0-14: Awareness on process/steps of advocacy disaggregated by province

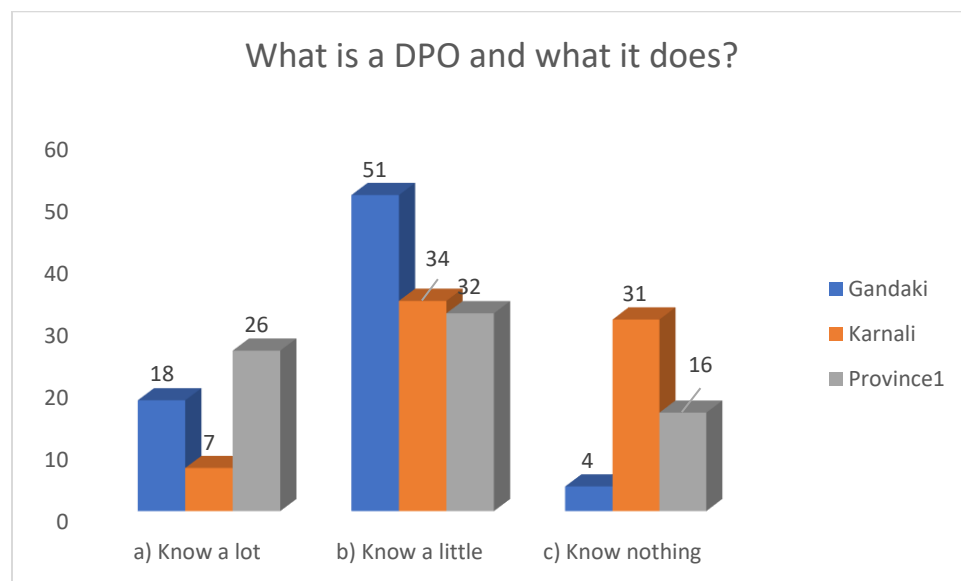


A higher response is seen in the 'Know nothing' side. As illustrated by the above data, majority of 89 percent somewhat or completely do not understand what advocacy is. This indicates better exposure is needed firstly on concepts of advocacy and on carrying the advocacy works. Around 90 percent somewhat or completely do not understand how advocacy can be done.

OPDs approach local authorities but they have not been able to deliver well, as advocacy is not a one-time or an easy process. There are different steps to advocacy. Media mobilization, pressurizing, issuance of notes/paper/letters are the most common advocacy methods used. However, when respondents are not well informed on existing special services provided by the nation, steps to advocacy can be unserviceable. Therefore, approaches/methods to advocacy may not be a subject of concern as most respondents are found to be unaware of available services.

1.16. Do you know what a DPO or an organization / group run by a person with a disability is and what it does?

0-15: Respondents level of awareness on DPO and its work

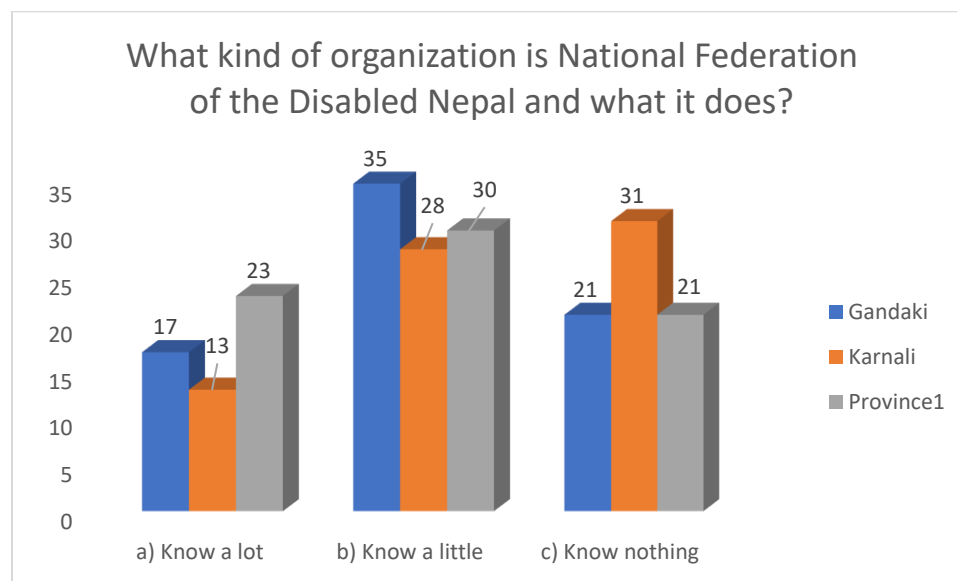


Women were much less likely to know about DPO and its functions, with 58 percent saying somewhat yes or completely no. It was noted that 23 percent strongly understood DPO roles and responsibilities. Amongst, 23 percent respondents, 3 from under-represented impaired groups (2 deaf-blind 1 Hemophilia), 2 from hearing impairment, 18 from physical impairment, 17 from visual impairment, 4 from voice and speech, 7 from Parent reported to have known DPOs work. Likewise, 31 from Khas Arya community, 12 from Adibasi Janajati, 4 from Dalit, 3 from Madhesi and 1 from Others (Puri) reported to apprehend DPOs roles and responsibilities. More male (31) than female (20) reported to know DPOs well. Additionally, 54 percent said they know a little, whereas 23 percent said they know nothing.

OPD movement in the federal system is still disorganized. Due to shortage of financial resources, lack of coordination with provincial and local authorities many OPDs are not able to work as effectively. Moreover, some OPDs are not able to conduct general assembly, regular meetings. This has hindered the understanding of role and responsibilities of OPD.

1.17. What kind of organization is National Federation of the Disabled Nepal and what it does?

0-16: Respondents perception towards NFDN and its roles/responsibilities



More men (33 out of 219) than women (20) knew NFDN well. Likewise 17 from Gandaki, 13 from Karnali, and 23 from Province 1 reported to know NFDN well.

24 percent of respondents said NFDN is an umbrella organization of DPOs working in the disability sector, which is also of non-political and not-for-profit characteristics. It works to promote protect rights of persons with disabilities through strategic interventions such as awareness, advocacy & lobbying, capacity building, networking and collaboration. Based on disability, 5 from under-represented impaired groups (Autism, Deaf-blindness, Hemophilia, Intellectual), 18 from physical impairment, 2 from hearing impairment, 16 from visual impairment, 7 Parents, 5 from voice and speech knew NFDN. Similarly, 33 from Khas Arya community, 12 from Adibasi Janajati, 4 from Dalit community, 3 from Madhesi community, and 1 from Others (Puri) knew NFDN roles. Besides, 42 percent said they know somewhat about NFDN while 33 percent reported to not know NFDN.

In the unitary system, NFDN had its presence and reach at district level, now as the country moved to Federal system, NFDN has its presence at provincial level. Unavailability of activities at district level has created gaps in recognizing work of NFDN.

2.1 Have you faced discrimination on following grounds?

0-17: Types of discrimination faced by respondents disaggregated by sex and province

	Province 1		Gandaki		Karnali		
Sex	M	F	M	F	M	F	Total
Disability based discrimination	6	6	3	2	11	6	34
Gender based violence discrimination						1	1
Caste based violence discrimination	1			1			2
Violence Discrimination on other grounds such as religion, place and so on		1			1		2
Total	7	7	3	3	12	7	39

A number of discrimination/violence experiences were identified during the interview. 'A Study on Disability and Sexual and Gender Based Violence', country report by NFDN showed persons with disabilities in Nepal often experience violation of their basic human rights due to social stigma, myths, negative attitudes in the form of pejorative language, social, legal, environmental barriers, sexual and gender based violence. However, reporting of violence is low due to challenge in recognizing abuse and communicating when it happens. The study revealed 67 percent women and girls with disabilities are sexually violated whereas this ratio for women without disabilities is 33 percent.

During the survey, one woman from Karnali belonging to Khas Arya group reported to have experienced Gender based violence in a month or more. Two respondents, one female with visual impairment from Khas Arya (Gandaki Province) reported caste based discrimination that occurred once or more than once a year. Another male from Dalit community with visual impairment reported caste based discrimination that he experienced frequently-every day/week.

0-18: Graph showing frequency of occurrence of disability based discrimination or violence

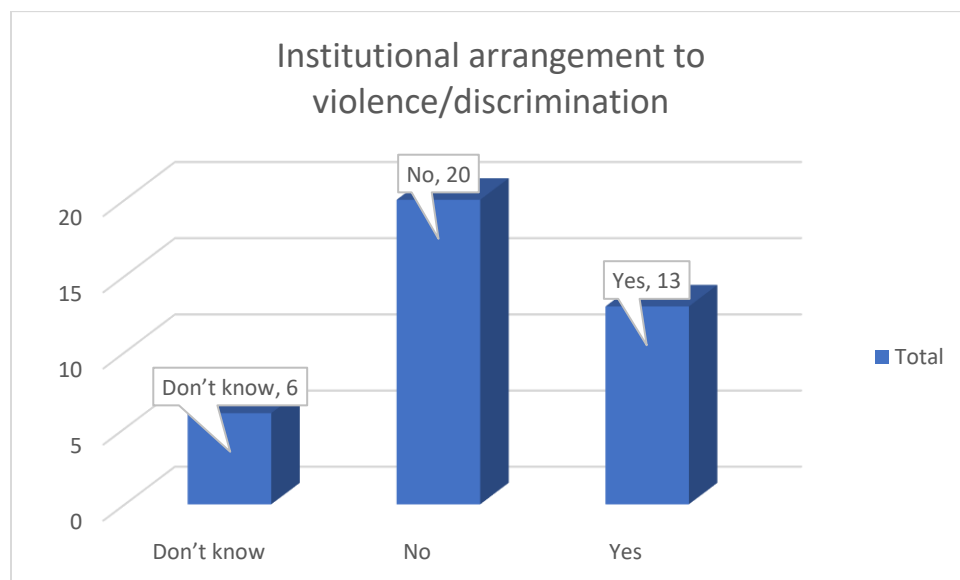


Total 34 out of 219 reported to have experienced Disability based violence or discrimination. Out of 34, 13 said that it happened in a month or more, 10 reported to have experienced it weekly or daily basis and another 10 reported once or more than once a year, one reported to have experienced the incidence rarely-i.e. once or more than once in a year.

Likewise, two reported to have experienced other kind of violence, one Male from Karnali province with hearing disability belonging to Dalit community reported to have experienced it sometimes, in a month or more. Another female from Province 1 with physical disability belonging to Adibasi Janajati group reported to have experienced it sometimes, in a month or more.

2.4 Do you look for Institutional solution to violence/discrimination?

0-19 Existence of mechanism for access to justice



Out of 39 who said yes when asked if they experience violence or discrimination based on gender, disability, or caste or any other reason while working in an organization/group, 20 reported non-existence of institutional provision to deal with such situation. Thirteen reported there are institutional provision and six reported to not know of such provisions. This indicates there is a need to make the respondents recognize violence whether big or small and advocate/explore/establish complaint mechanism to report such incidence at organizational and local level.

2.5 Do you think local bodies or municipalities are providing services to persons with disabilities?

8 percent respondents felt that the local authorities are completely fulfilling their duty of providing services for persons with disabilities, while 74 percent felt they have partially fulfilled their responsibility and 19 percent felt no services are being provided. A gap in understanding is noted amongst those who think local authorities are completely providing services or not providing any which can be addressed through the core capacity building training.

2.6 Are you satisfied with the work by the organization/group (DPO) you are involved?

Most of the respondents reported to be partially satisfied with the work of DPOs they are involved in i.e. 114 out of 219 reported to be partially satisfied (53 Gandaki, 31 Karnali, 30 Province 1). Likewise, 89 (39 Province 1, 30 Karnali, and 20 Gandaki) reported to be completely satisfied and 16 (11 Karnali, 5 Province 1) reported to be dissatisfied with the DPO work.

0-20 Are you satisfied with the achievements by the organization/group (DPO) you are involved?

	Gandaki		Karnali		Province 1		Grand Total
	F	M	F	M	F	M	
Fully satisfied	10	11	10	17	24	14	86
Partially satisfied	37	15	19	14	18	11	114
Not satisfied			8	4	6	1	19
Total	47	26	37	35	48	26	219

2.7 What is your opinion about the current work and the role of NFDN?

0-21: Respondents perception on NFDN role and responsibilities disaggregated by sex and province

	Gandaki		Karnali		Province1		Total
	F	M	F	M	F	M	
A) Very good, keep up the good work			1	3	9	2	15
B) Doing well but it can	29	18	23	19	18	12	119

	Gandaki		Karnali		Province1		Total
	F	M	F	M	F	M	
make efforts to improve and become achievement oriented							
C) It may be working but there is no achievement,	3	4	2	3	9	5	26
D) It is doing nothing and has not achieved anything,					2	1	3
E) I do not have anything to say or I do not want to speak about this	15	4	11	10	10	6	56
	47	26	37	35	48	26	219

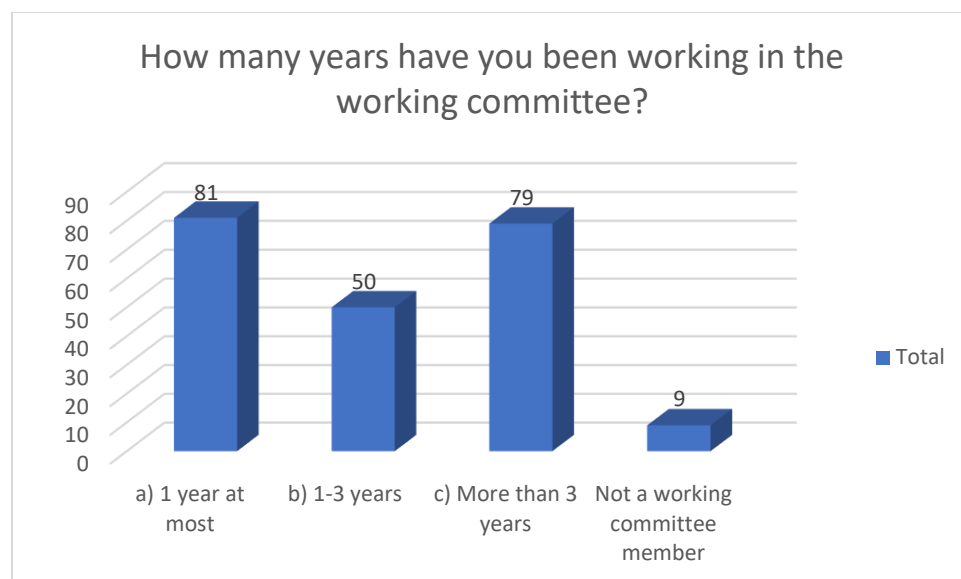
Most respondents (54 percent) felt that NFDN is doing well in its work but it can improvise with efforts and become more achievement oriented, while 7% from Province 1 and Karnali province felt that it has been doing good work. 26 percent did not want to speak about it or had nothing to say in this regard. 12 percent felt they see no achievement. More women (10) than men (5) reported they feel they are satisfied with NFDN work (7 percent). By ethnicity, 9 from Khas Arya community, 4 from Adibasi Janajati, 1 from Dalit and 1 from Madhesi community felt they are satisfied. Similarly, 5 from Physical impairment group, 5 from Visual impairment group, 4 parents and 1 from Autism are fully satisfied with NFDN's work.

When asked for suggestions, it was suggested NFDN to move ahead using technology, to view every organization in equal basis and provide suggestions for improvement, push for the implementation of Disability Rights, ensure NFDN role and responsibilities are effective and practical, support organizations that are geographically and technically backward, monitor the implementation of plan and policies.

3. Practice

3.1 How many years have you been working as a member of working committee?

0-1: Number of years in the working committee



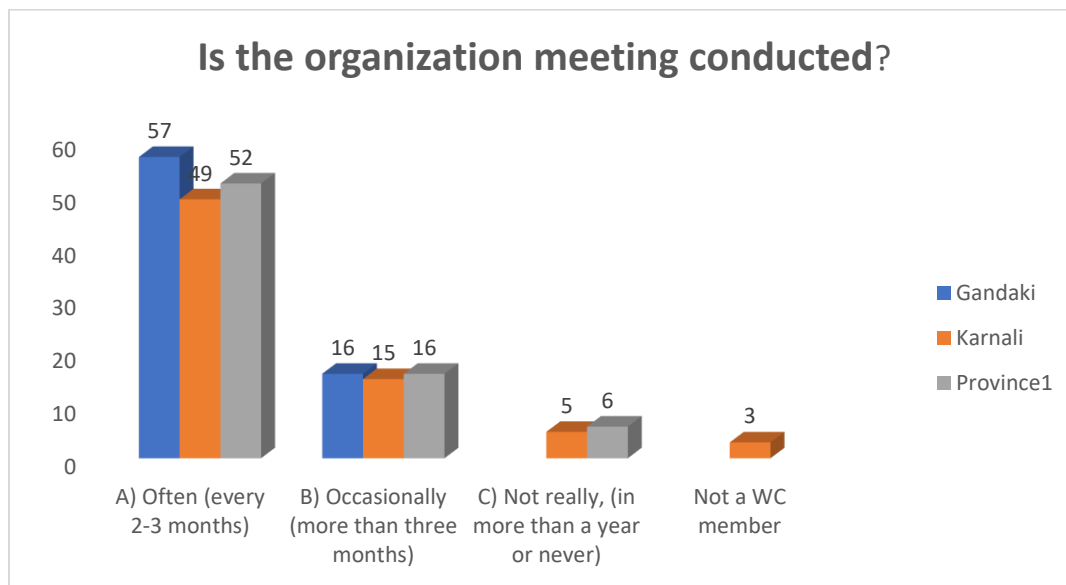
Most of the respondents reported to have experience of 1 year at most (37 percent). More women than men reported to have experience of 1 year at most. By ethnicity, 44 from Khas Arya, 20 from Adibasi Janajati, 14 from Dalit, 2 from Madhesi, 1 from Others (Bharati) reported least experience. Likewise, 9 from under-represented impaired groups (2 Autism, 2 Intellectual, 3 Multiple and 2 psychosocial), 11 from hearing impairment, 23 from physical, 12 parents, 22 from visual, 4 from voice and speech reported same experience.

23 percent shared that they worked for 1-3 years as working committee.

Similarly, 36 percent reported having more than 3 years of experience with consistent response from both men and women. By ethnicity, 50 from Khas Arya, 18 from Adibasi Janajati, 8 from Dalit and 3 from Madhesi community represented the working committee of OPDs. Similarly, 10 from under-represented impaired groups (3 psychosocial, Intellectual, 2 Autism, 2 Deaf-blind, Hemophilia, Multiple), 2 from hearing impairment group, 34 from physical impairment group, 17 parents, 13 from visual impairment group, 3 from voice and speech had more than 3 years experience. Respondents Representation in the working committee is inclusive as they represent all caste/ethnic groups and impairment types, but representation from Madhesi community, under-represented impaired groups, and those from voice and speech group is low in number. 60 percent respondents reported to have at most one or 1 to 3 years of experience.

3.2 Is the organization/group meeting conducted?

0-2 Graph showing frequency of meetings conducted by OPD



72 percent reported that meetings are conducted every 2-3 months, while 21 percent reported meetings to be organized occasionally and 5 percent reported that organizations meetings are not really conducted. This indicates 26 percent need to improve on its governance.

3.3 Do you get to voice your opinion or do you speak at the organization's meeting?

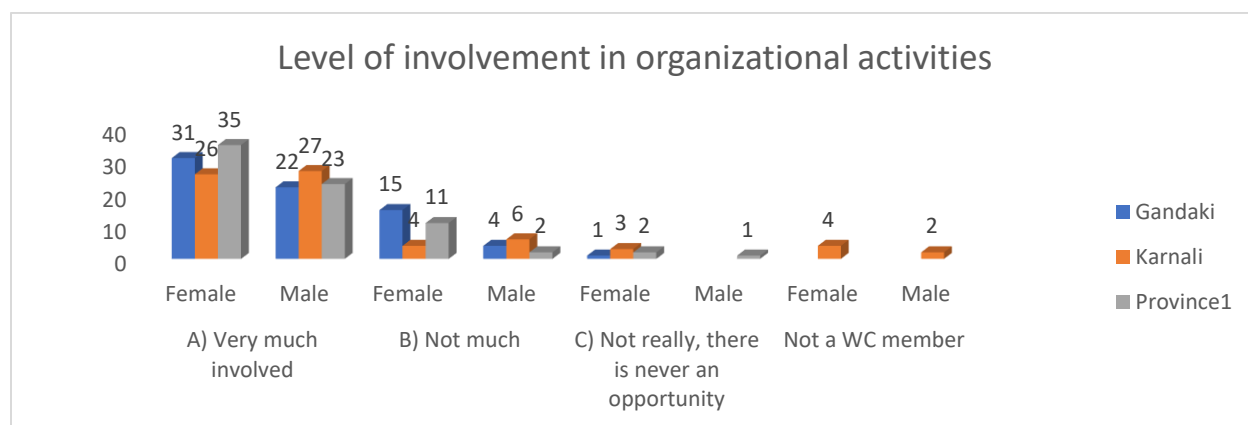
0-3: Graph showing respondent's chance to voice their opinion as a part of inclusion in their respective organization



86 percent (110 F, 79M) perceive that they can have their say as much as they want with 60 percent women respondents. 10 percent felt they speak to some extent as there is less opportunity (15 F,7 M) and only 1 % (2 F,1 M) felt they never get a chance to speak out. Women representation in the survey is 10 percent higher than male; women saying yes represent executive members. Respondents from Rukkum, Morang and Surkhet, belonging to physical impairment group with 2 women and a man felt they never get a chance to speak out. More respondents from Khas Arya community (13) and least from Madhesi community (1) felt that there is less opportunity.

3.4. What is your level of involvement in the activities of the organization?

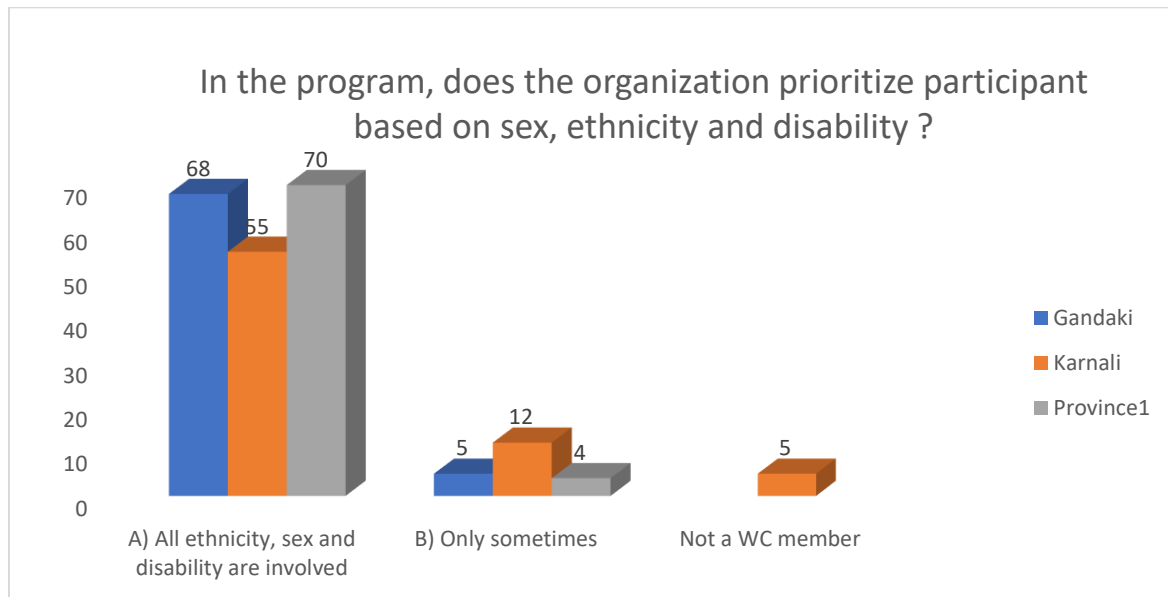
0-4 Respondents level of involvement in the organizational activities disaggregated by sex and province



Women respondents were more likely to say they are very much involved in organizational activities. 75 percent (92 F, 72 M) perceive they are very much involved in organizational activities. 19 percent (30F, 12M) felt they are not as much involved and 3% (6F, 1M) felt there is never really an opportunity. Women respondents represent executive board members as to why they are very much involved.

3.5 Does the organization prioritize based on sex, ethnicity and disability while organizing program?

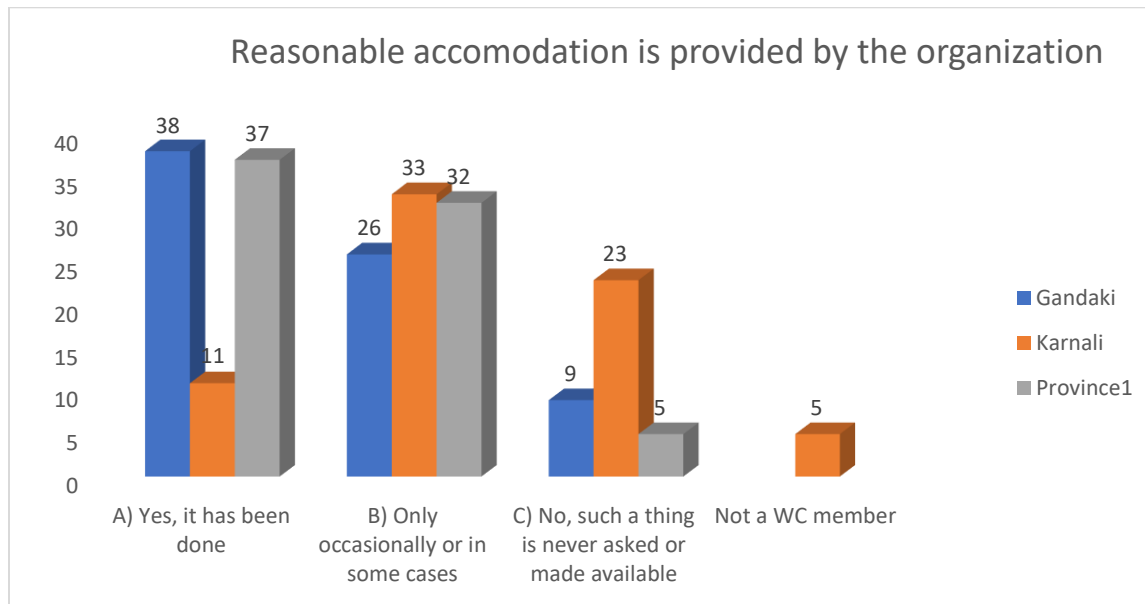
0-5: Inclusion practice based on sex, ethnicity and disability



88 percent felt that their organization involves persons from different ethnic, sex and disability groups into their program. Looking at the organizational structure minimum two to fifty percent of respondents belong to under-represented caste/ethnicity community such as Dalit, Madhesi, Janajati. Likewise, women representation in executive committee is found mediocre, while, high disability representation is found in executive committee.

3.6 During the meeting, program or other work of the organization, do you take information about personal needs of attendees and provide services accordingly?

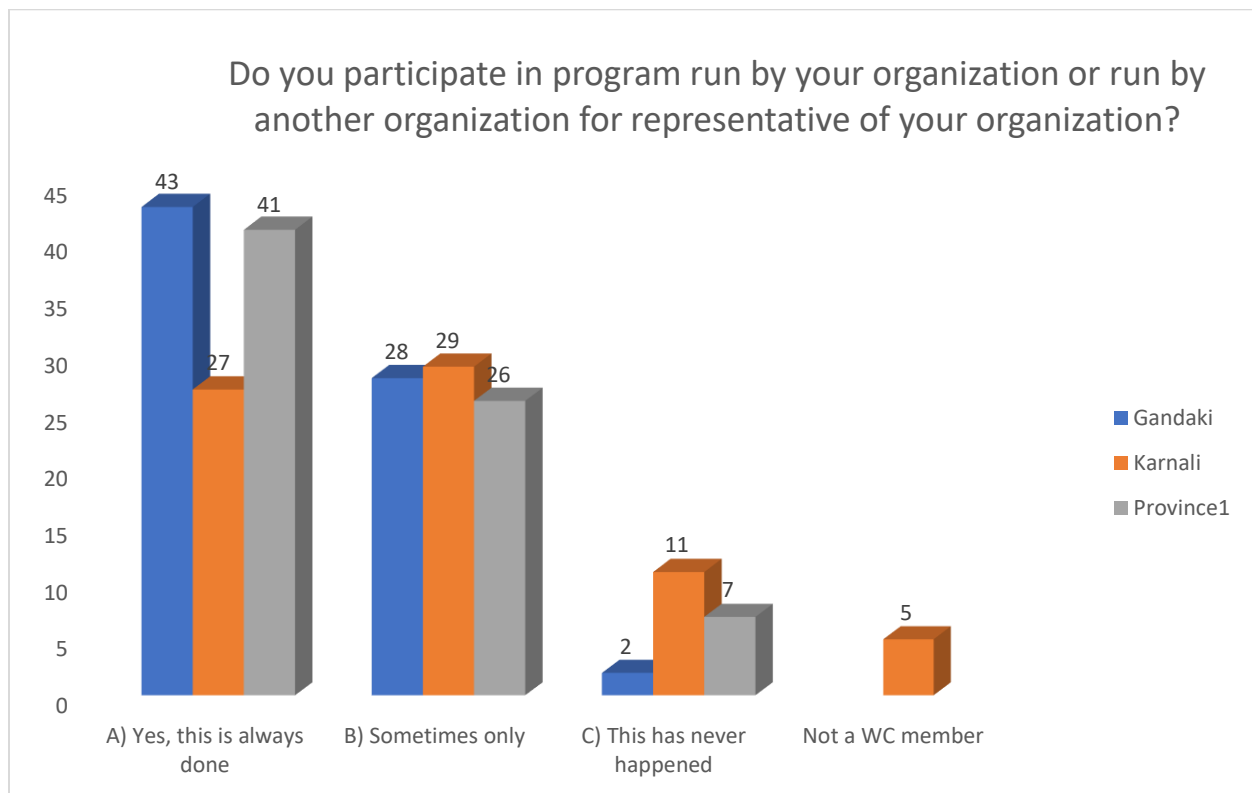
0-6 : Reasonable accommodation provision by OPDs disaggregated by province



39 percent agreed that the practice of reasonable accommodation such as personal assistant, sign language interpreter, braille, accessible site, material arrangement is adopted while 42 percent felt is done occasionally and 17 percent felt that such thing is never practiced. 37 respondents from Province 1, 38 from Gandaki and 11 from Karnali feel reasonable accommodation is practiced.

3.7. Do you participate in program run by your organization or run by another organization for representative of your organization?

0-7: Participation in the program run by organization disaggregated by province



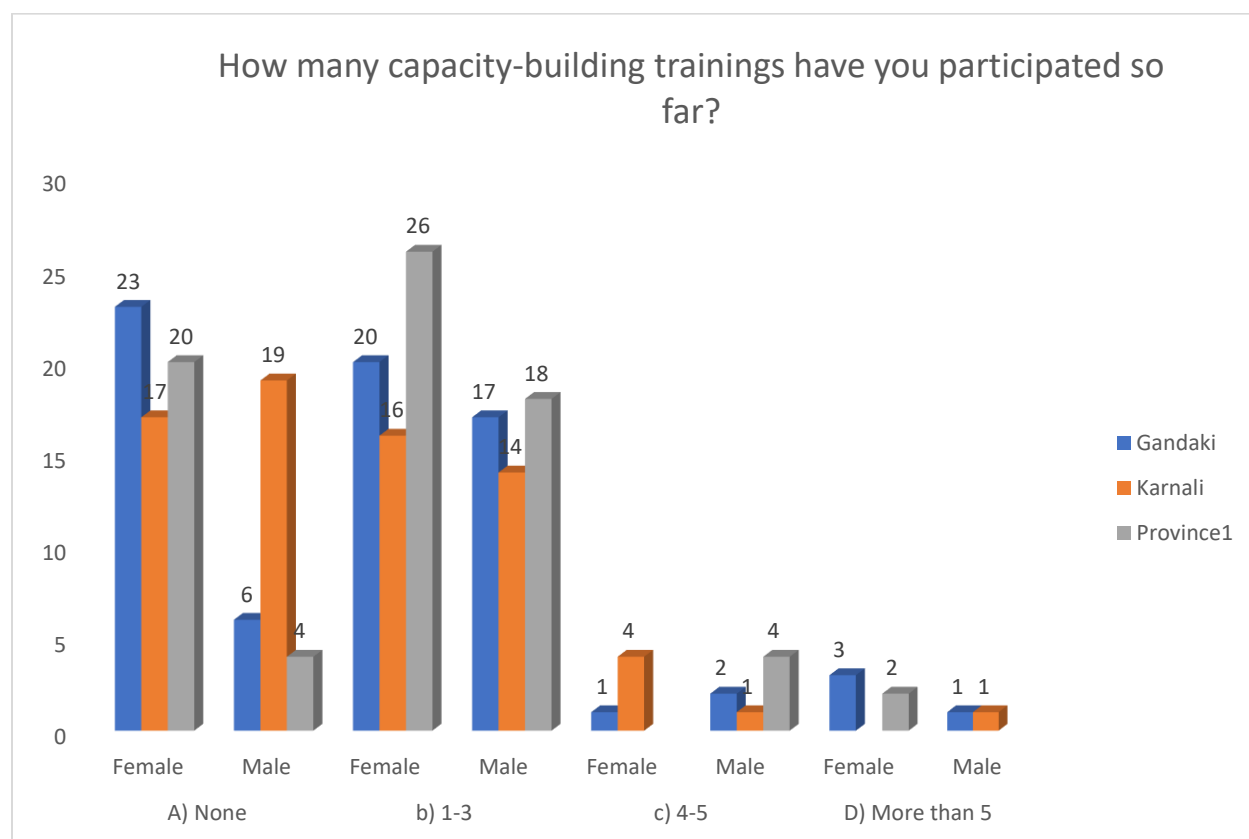
51 percent agreed that they always participate in program run by their organization or by other organization for representatives, while 38 percent felt that happens sometimes only and 9 percent felt that such practice has never happened.

Women (61) were likely to say they always participate in the program than men (50). Among 51 percent that said they always participate, 69 belong to Khas Arya community, 27 Adibasi janajati community, 11 from Dalit community, 3 from Madhesi. Highest participation found from Khas Arya community. Likewise, 12 from under-represented impaired groups (Autism, Intellectual, Deaf-blind, Hemophilia, psychosocial), 38 from physical impairment group, 25 from visual impairment, 6 from voice and speech, 9 from hearing impairment group, 21 Parents said they always participate.

What are we trying to tell through this?

3.8 How many capacity-building trainings have you participated so far?

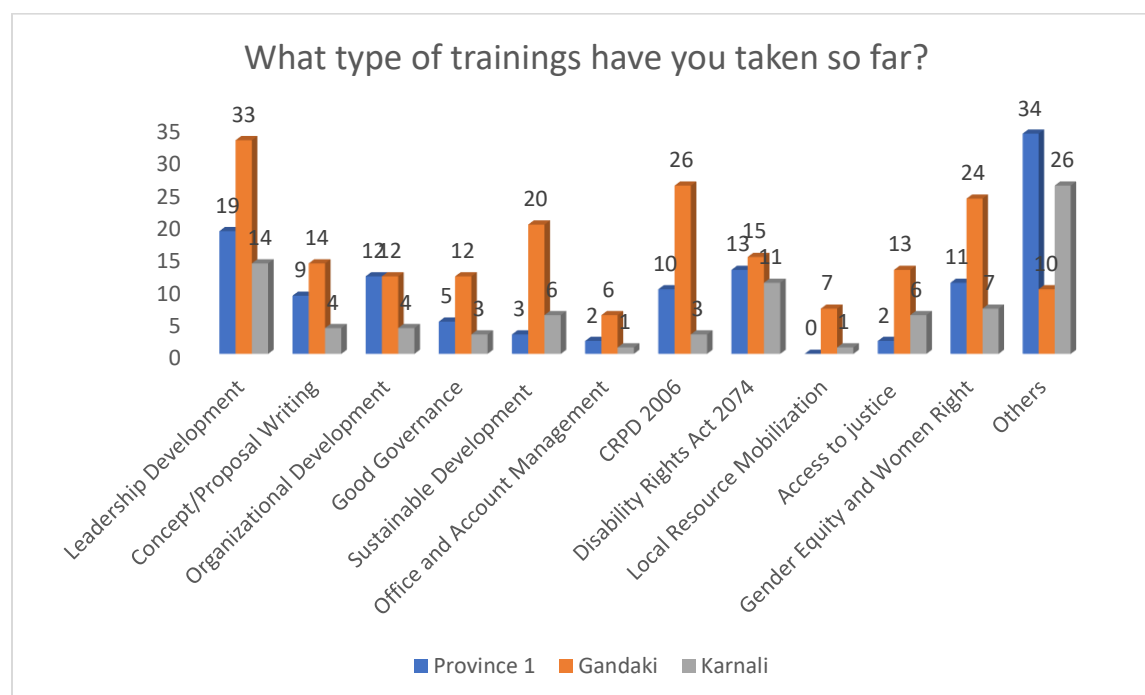
0-8 Number of trainings taken by respondents



Notably, only three percent reported taking more than five trainings and five percent reported 4-5 trainings. 41 percent said they had not taken any trainings most respondents i.e. 51 percent reported taking 1-3 trainings. 41 percent of respondents were new to disability movement, therefore understanding basic disability concept and key areas will be prominent. Among 41 percent, women were twice more likely than men to not receive any trainings with highest respondents from Karnali (36) followed by Gandaki (29) then Province 1 (24). By ethnicity, 50 from Khas Arya, 20 from Adibasi Janajati, 13 from Dalit community and 3 from Madhesi community did not receive any trainings. Similarly, 14 from under-represented impaired groups (4 Intellectual, 2 Hemophilia, 4 Psychosocial, 2 Autism, 2 Multiple), 37 from Physical impairment group, 11 from Visual impairment, 2 Voice and speech, 15 Parents, 10 from hearing impairment group reported not taking any trainings.

3.9 What type of trainings have you taken so far?

0-9: Type of capacity building trainings by respondents disaggregated by province



0-10: Table showing type of trainings taken by respondents and disaggregated by province

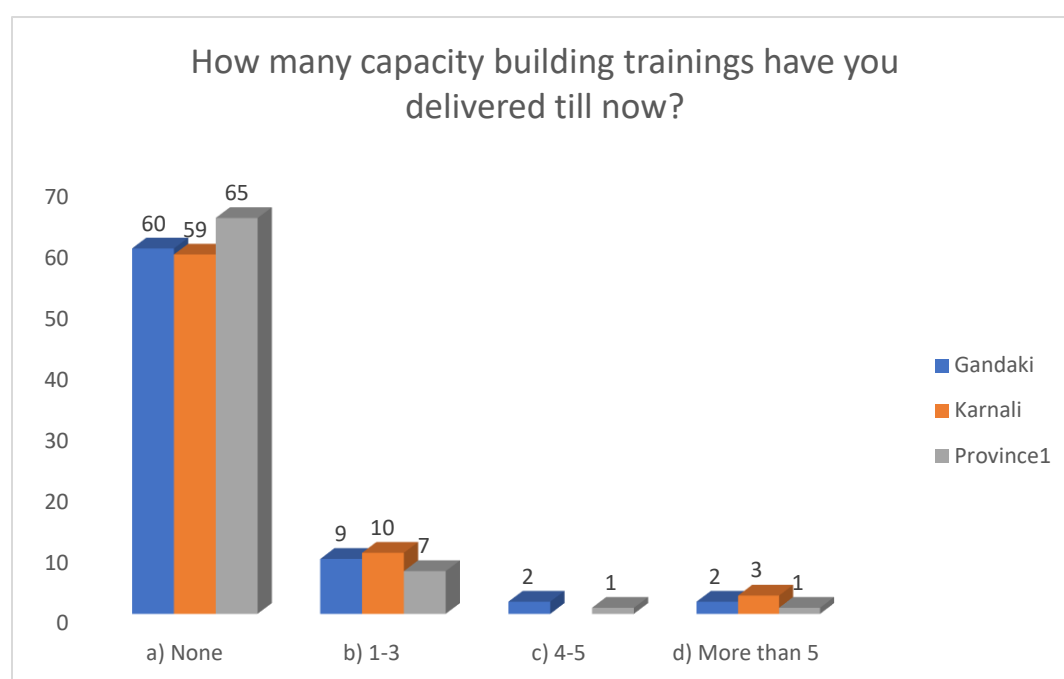
	Province 1	Gandaki	Karnali	%
Leadership Development	19	33	14	30
Concept/Proposal Writing	9	14	4	12
Organizational Development	12	12	4	13
Good Governance	5	12	3	9
Sustainable Development	3	20	6	13
Office and Account Management	2	6	1	4
CRPD 2006	10	26	3	18
Disability Rights Act 2074	13	15	11	18
Local Resource Mobilization	-	7	1	4
Access to justice	2	13	6	10
Gender Equity and Women Right	11	24	7	19
Others	34	10	26	32

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The training opportunity that respondents most participated included Leadership development (30 percent), Gender Equity and Women Right (19 percent), CRPD (18 percent), Disability Rights Act 2074 (18 percent), Organizational Development (13 percent), Sustainable Development (13 percent), Concept proposal writing (12 percent), Access to justice (10 percent), Good Governance (9 percent), Office and Account Management (4 percent), Local resource mobilization (4 percent); Others include Mental health counseling, computer basic training, livelihood related, Advocacy, Sexual and Reproductive health.

3.10 How many Capacity Building trainings have you delivered till now?

0-11 Number of capacity building trainings delivered by respondents

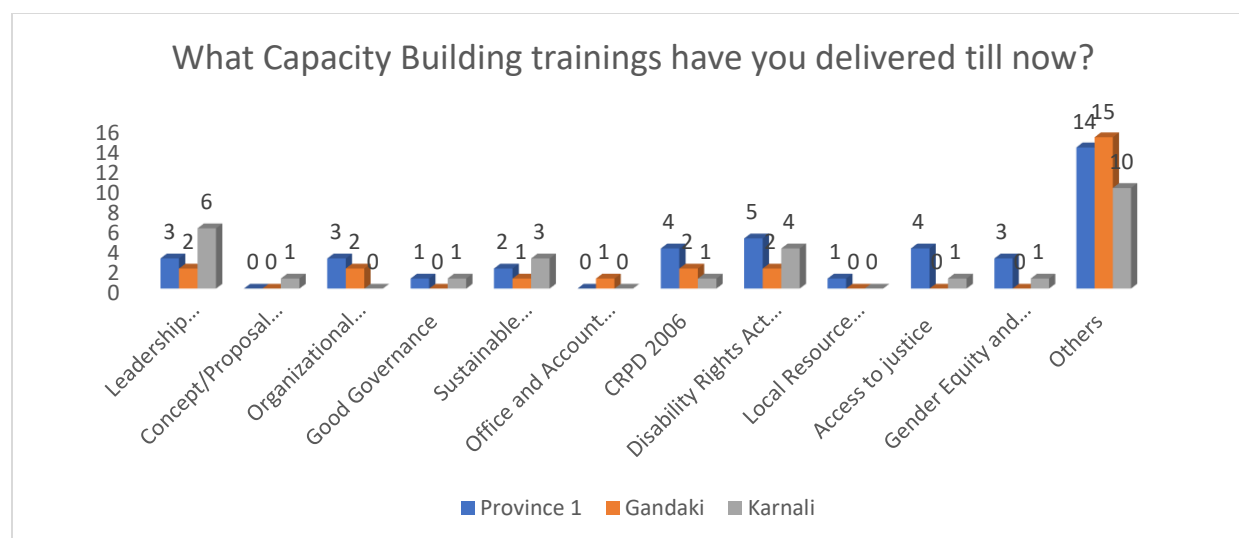


Most of the respondents i.e. 84 percent agreed that they have not delivered any training, while 12 percent reported delivering 1-3 trainings. 1 percent reported delivering 4-5 trainings, and 3 percent delivered more than 5.

More female (122 out of 219) reported not delivering any trainings than men (62) did. Overwhelming number of respondents who are also representatives of OPDs need to improve their capability in order to be able to deliver key disability mandates/issues.

3.11 What Capacity Building trainings have you delivered till now?

0-12 Capacity building trainings delivered by respondents



0-13: Capacity building trainings delivered by respondents

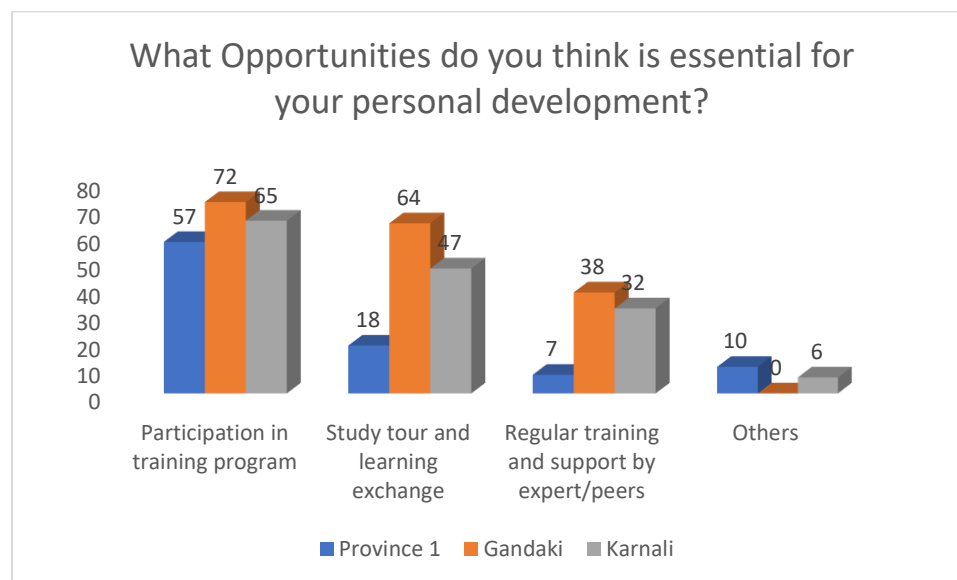
	Province 1	Gandaki	Karnali	%
Leadership Development	3	2	6	5
Concept/Proposal Writing	-	-	1	
Organizational Development	3	2	-	2
Good Governance	1	-	1	1
Sustainable Development	2	1	3	3
Office and Account Management	-	1	-	
CRPD 2006	4	2	1	3
Disability Rights Act 2074	5	2	4	5
Local Resource Mobilization	1	-	-	
Access to justice	4	-	1	2
Gender Equity and Women Right	3	-	1	2
Others	14	15	10	18

From the above data, it is clear that majority of the respondents' capability to interpret the legal instruments and other issues affecting disability sector are lagging

behind. Between 1 to 18 percent respondents said they delivered trainings on Leadership development, DRA 2074, CRPD, Access to Justice, Gender Equity and women Rights.

3.12. What opportunities do you think are apt for your personal development?

0-14: Personal development opportunities identified and prioritized by respondents (based on province)



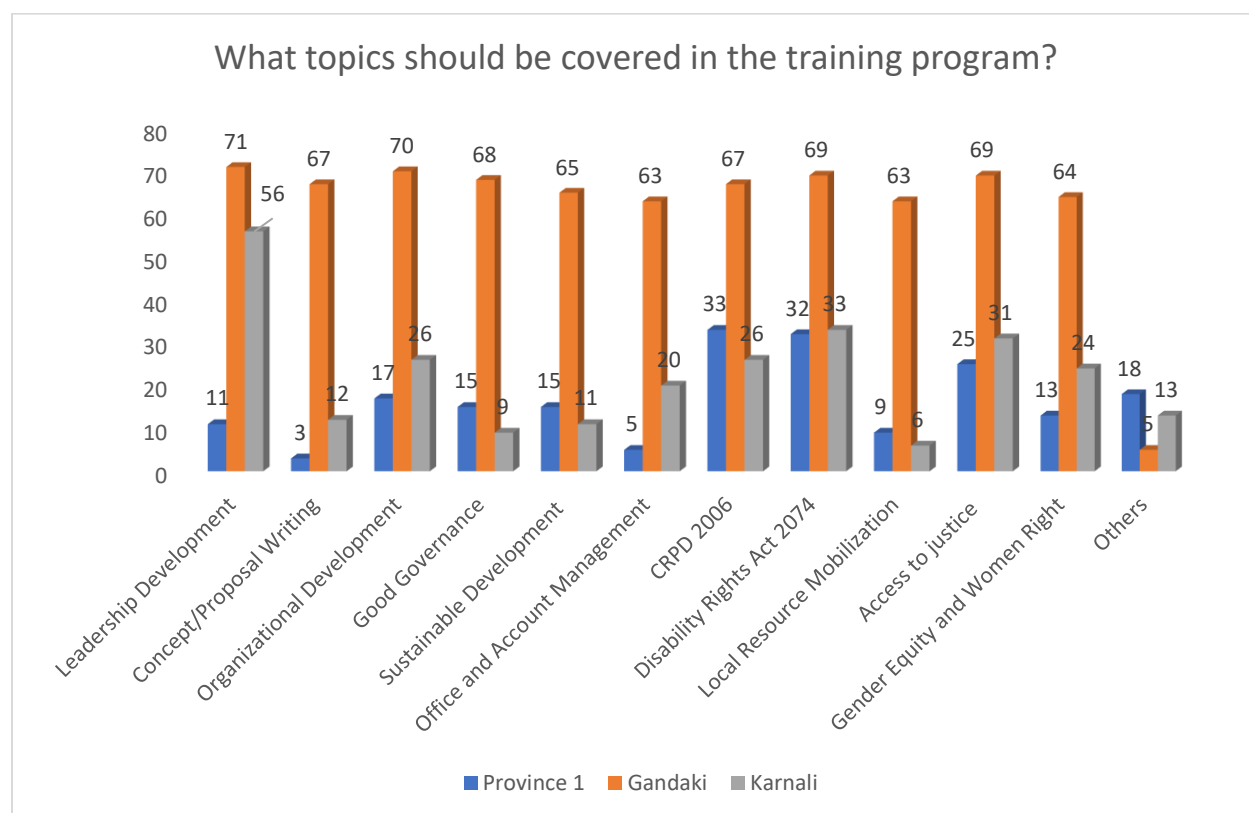
0-15: Personal development opportunities as preferred and identified by participants

	Province 1	Gandaki	Karnali	%
Participation in training program	57	72	65	88
Study tour and learning exchange	18	64	47	59
Regular training and support by expert/peers	7	38	32	35
Others	10	-	6	7

Among the 219 respondents who responded to each opportunity, 88 percent felt participation in training program as the most apt personal development opportunity followed by 59 percent (219 respondents) that felt study tour and learning exchange as an important personal development opportunity. 35 percent felt regular training and support by expert/peers as the most apt learning opportunity.

3.13. If you want to participate in the training program, what topics should be covered?

0-16: Training need as identified by respondents



0-17: Training need as identified by respondents of three provinces

	Province 1	Gandaki	Karnali	%
Leadership Development	11	71	56	63
Concept/Proposal Writing	3	67	12	37
Organizational Development	17	70	26	51
Good Governance	15	68	9	42
Sustainable Development	15	65	11	41
Office and Account Management	5	63	20	40
CRPD 2006	33	67	26	57
Disability Rights Act 2074	32	69	33	61
Local Resource Mobilization	9	63	6	36
Access to justice	25	69	31	57

	Province 1	Gandaki	Karnali	%
Gender Equity and Women Right	13	64	24	46
Others	18	5	13	16

The most common areas to be covered through training as identified by respondents were Leadership development, DRA 2074, CRPD, Access to justice. Besides the listed areas respondents also felt that Computer education, Agriculture related training, Technical Training (TV, Freeze), Hotel line related, Skill training, Livelihood related, Advocacy, Industry and business related, vocational training, Mental and psychosocial health related training, new policies and laws, Psychosocial counseling training, care for persons with intellectual disability as an area of opportunity.

Is there any other feedback or anything you want to say?

"I realized I am very unknown/ignorant about disability rights and law, a lot of study and training is required." - Province 1

"I have not been able to participate in the disability-training seminar yet. That is why I do not know much about it. When I was asked questions, I felt that I was far behind and there was a lot to learn." – Karnali Province

I am happy to share about my organization and what I know, I hope to be able to share what I learn through training- Gandaki Province

NFDN should give more capacity building opportunities to OPDs – Province 1

We hope NFDN looks out for persons with disabilities who are ill-treated at home – Karnali, Gandaki, Province 1

Monitor the situation of groups through field visit, identify problems and offer counseling

I advise for regular monitoring of OPDs – Province 1

Type of OPDs in the capacity assessment process;

In the Capacity assessment process, 6 types of DPOs could be covered of which Cross disability organization type has highest share i.e. 50%, followed by organization of single impairment type by 26%, Organization of women and girls with disabilities and self-advocacy organization by 9 % each, Organization including both persons with disabilities and family members or relatives by 5% and Organization with initiatives of children and young persons with disabilities by 1%.

Type of OPDs ; 76 districts;

The OPDs covered following provinces and districts;

Province	Districts
Province 1	Bhojpur, Dhankuta, Illam, Jhapa, Morang, Sunsari, Udayapur, Okhaldhunga, Tehrathum, Pachthar, Sankhuwasabha
Gandaki	Kaski, Gorkha, Tanahun, Baglung, Myagdi, Nawalparasi East, Nawalpur, Parbat, Syangja, and Lamjung
Karnali	Surkhet, Kalikot, Dailekh, Mugu, Jajarkot, Jumla, Rukhum West, Salyan

Summary:

Overall, we found the knowledge, attitude and practice of OPDs to be limited and of mixed experiences. A key finding is the need for more comprehensive understanding of the disability and related areas. While international and national legal documents are in place and are accessible, they have not been internalized within all OPDs. 41 percent respondents reported not taking any trainings with women twice more likely to not receive any trainings. Most of the respondents were new and starters to disability movement.

Nepal's shift to the new system of federalization has brought risks and opportunities for disability movement. Challenges in policy implementation and coordination among provincial and local authorities has affected active engagement of OPDs that has led to confusion. One of the enumerators noted the importance of developing the capacity of local authorities, which are responsible for disability inclusion, to improve their attitude towards disability and thereby induce ownership of disability related issues by the local area itself.

A significant gap (79 percent) identified in the basic disability concept. The respondents put forth their perception to disability based on physical, mental, sensory and/or intellectual limitation and incompetence. They have not been able to connect with existing physical, attitudinal, legal, environmental barriers. Therefore, a different perception to disability that is focused on incompetence rather than capability is seen and the reason behind this is the reduced disability movement and activities in the relatively new federal structure. Imprecise information on disability affects OPDs ability to effectively comprehend and advocate on disability issues and remain active in the disability movement.

IDA in its recommendations has pointed out that OPDs can and should play a key role in advocating for disability issues. Significant portion of the respondents could not express what advocacy means, with high response from women (83) compared to men (34). This indicates more focused approach is required for better exposure to concepts of advocacy and underlying legal instruments to be better able to deliver disability mandate/ issue in an effective manner.

Low awareness on inclusion of person with disability and consideration of disability inclusion/practice as responsibility of specialized agencies can be a major barrier to change. This can be an obstacle to inclusion and meeting global commitments. A key issue emerged from the finding is that neither the local authorities nor OPDs have been well facilitated in disability issues. Related gaps include not knowing priority areas, available services, OPDs roles, responsibilities, NFDN work, and on capacity to deliver trainings. Likewise, there is a need to improve governance, accountability, training opportunities and networking.

Recommendation

Recommendation to NFDN (for future survey)

- Ensure enumerators build honest rapport with the interviewee to encourage honest participation
- Reduce questions to important ones only, too many questions take longer time and may not provide desired results in any dimension
- Participants to be provided with the questions prior to the survey so that they have enough time to internalize the question and provide better information
- Set scores for questions to be able to evaluate the responses and evaluate organizational performance over various dimensions
- Ensure the one providing information is familiar with the system, processes of the organization and have disaggregated data on its own human resource structure, considering including those from different levels
- Insufficient funding resources is the major impediment for many OPDs to perform the work as desired, focus on supporting OPDs on this area
- Provide knowledge and understanding on mechanism, structures that are available for OPDs support also, provide support to improve system and processes within OPDs
- Conduct surveys in every 3 years to evaluate change and continue the capacity building as well as other organizational development support

Recommendation to external stakeholders

- Support OPDs with capacity enhancement and financial resources
- Work with local authorities to change perspective towards disability and encourage inclusive development

Annex

Photographs from the survey



Figure 20: KAP survey with Shreejanshil Apanga Samaj, Gandaki

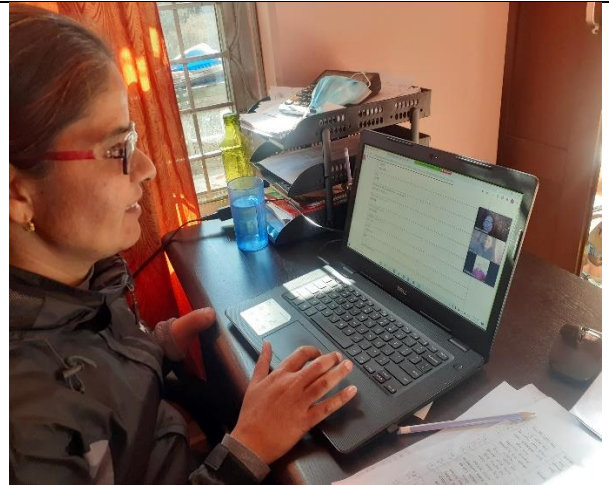


Figure 21: Rama Bhandari, Advocacy Coordinator at Gandaki conducting online survey with OPD member



Figure 22: Surveying executive members of Deaf-blind Association Nepal, Kaski



Figure 23: Enumerator from Karnali conducting survey with OPD members at their premise

Survey Questionnaire

[kobotoolbox](#) [KAP Survey questionnaire](#) [NFDN 2020](#)