



## **Progress Report (2015)**

**Disabled Persons' Association of Bhutan (DPAB),**

**Azha's Apartment, Near Swimming Pool**

**Post Box no. 1531,**

**Thimphu: Bhutan.**

**Telefax: +975 2 339996**

**Email: [info@dpab.org.bt](mailto:info@dpab.org.bt)**

**Website: [www.dpab.org.bt](http://www.dpab.org.bt)**

## **Introduction**

The lack of public awareness on the rights and needs of persons with disabilities coupled with inaccessible infrastructures and facilities further highlights the need to work closely with the government to support and empower Bhutanese living with disabilities so that they can be integrated into the social mainstream to live a fully independent, productive and meaningful life. Although no extensive studies have been conducted to determine the types and prevalence of disability issues in Bhutan, the National Population and Housing Census conducted by National Statistical Bureau (NSB) had estimated that at least 21,894 Bhutanese (over 3.4 per cent of the country's total population) were living with various types of disabilities as of 2005 and over the years, this number would have certainly increased. The 2-stage disability study on children aged 2-9 carried out in 2010-2011 by Ministry of Education in collaboration with Ministry of Health, National Statistical Bureau and UNICEF also indicated that about 21.3 per cent of children in Bhutan are living with some kind of disability. This means that for a small country like Bhutan with a small population, we have a significant number of people with disabilities in the country. The World Health Organization (WHO) estimates at least 10 per cent of the population includes persons with disabilities in developing countries. This is an alarming trend that requires greater attention.

To make the matter worse, the traditional family support systems and community bondages are fast breaking down due to various socio-economic factors such as rapid modernization, rural-urban migration and dysfunctional marriages. As a result, people with disabilities are confronted with more serious challenges especially in rural communities. Many disabled children still do not have access to formal education either due to financial constraints or because of the lack of psychosocial support. These issues are further heightened by the country's terrain topography that makes it more difficult and expensive to develop accessible public infrastructures for people with disabilities. As a result, most of the public facilities and services are still not accessible for persons with disabilities in the country and this has been one of the greatest challenges for the disabled segment of the society. Considering all those issues and challenges, it was deemed necessary to have an association for the disabled to supplement the efforts of the Royal Government of Bhutan to educate the public on the rights and needs of persons with disabilities and to create an inclusive society for all where everybody enjoys equal rights and dignity regardless of his or her disability status.

Deeply inspired by this noble idea, a group of persons with visual impairment came together in early 2010 to work towards establishing an association for the disabled in Bhutan. Several meetings were convened during the year to discuss, design and develop the entire organizational structure as per the Civil Society Organization ACT 2007. With support from friends and well-wishers, the documents for the registration of the Association were successfully completed and submitted to the Civil Society Organization Authority (CSOA) in September 2010 for endorsement. The registration was finally approved on 26<sup>th</sup> November 2010

and the Disabled Persons' Association of Bhutan (DPAB) was formally born as one of the first public-benefit Disabled Persons' Organizations in Bhutan under the patronage of His Royal Highness Prince Namgyal Wangchuck. The Association has been guided by the following vision, mission and objectives:

### **Vision**

“An inclusive society that recognizes and respects the rights, needs of all persons with disabilities in Bhutan, and promotes their long-term psycho-social well-being”.

### **Mission**

“To facilitate the provision of quality education and improve the living conditions of persons with disabilities in Bhutan so that they can meaningfully participate in social, economic and political life.”

### **Objectives**

The Association endeavours to meet the following objectives to realize its vision and mission outlined above:

- To raise awareness and advocate for the rights of persons in Bhutan with disabilities
- To enhance the education and capacity of persons with disabilities
- To improve the quality of life and living conditions of persons with disabilities
- To facilitate communication, coordination and collaboration with relevant organizations within and outside the country

The Association is governed by a Board of Trustees, whose members are elected from among members of the Association for a fixed term of office. An Executive Committee oversees the day-to-day functions of the Association. An Advisory Board provides technical and managerial support to the Executive Committee.

The functioning of the Association is guided by its charter and the Articles of Association, as per the requirement of the Civil Society Organization Act 2007. Financial transactions and performance of the Association are subject to external auditing and scrutiny by the board and donors.

Since the certificate of registration was officially handed over to the Association on 20<sup>th</sup> December 2010, the members have worked hard to lay a strong foundation for the Association. Despite consistent financial and human resource constraints, the Association has come a long way in addressing some of the needs of persons with disabilities in whatever small way possible. So, this report contains some of the key achievements of the Association from January to December 2015.



## CIVIL SOCIETY ORGANIZATIONS AUTHORITY

### **CERTIFICATE OF REGISTRATION**

This is to certify that **The Disabled Persons' Association of Bhutan**, located at Thimphu, Post Box 1531, Thimphu is hereby registered as a **Public Benefit Organization** under the Civil Society Organizations Act of Bhutan, 2007 with effect from **26<sup>th</sup> November, 2010** corresponding to the **20<sup>th</sup> day of the 10<sup>th</sup> Bhutanese month of the Iron Male Tiger Year**.

The firm is hereby allotted Registration number: **CSOA/PBO-09**

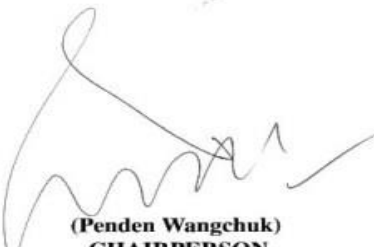
The Organization seeks to fulfill the objectives as defined in its Articles of Association and Memorandum of Association and shall operate in **the whole of Bhutan**.

The aforementioned organization is subject to the provisions of the Civil Society Organizations Act of Bhutan, 2007 and other laws in force in the country.



Seal



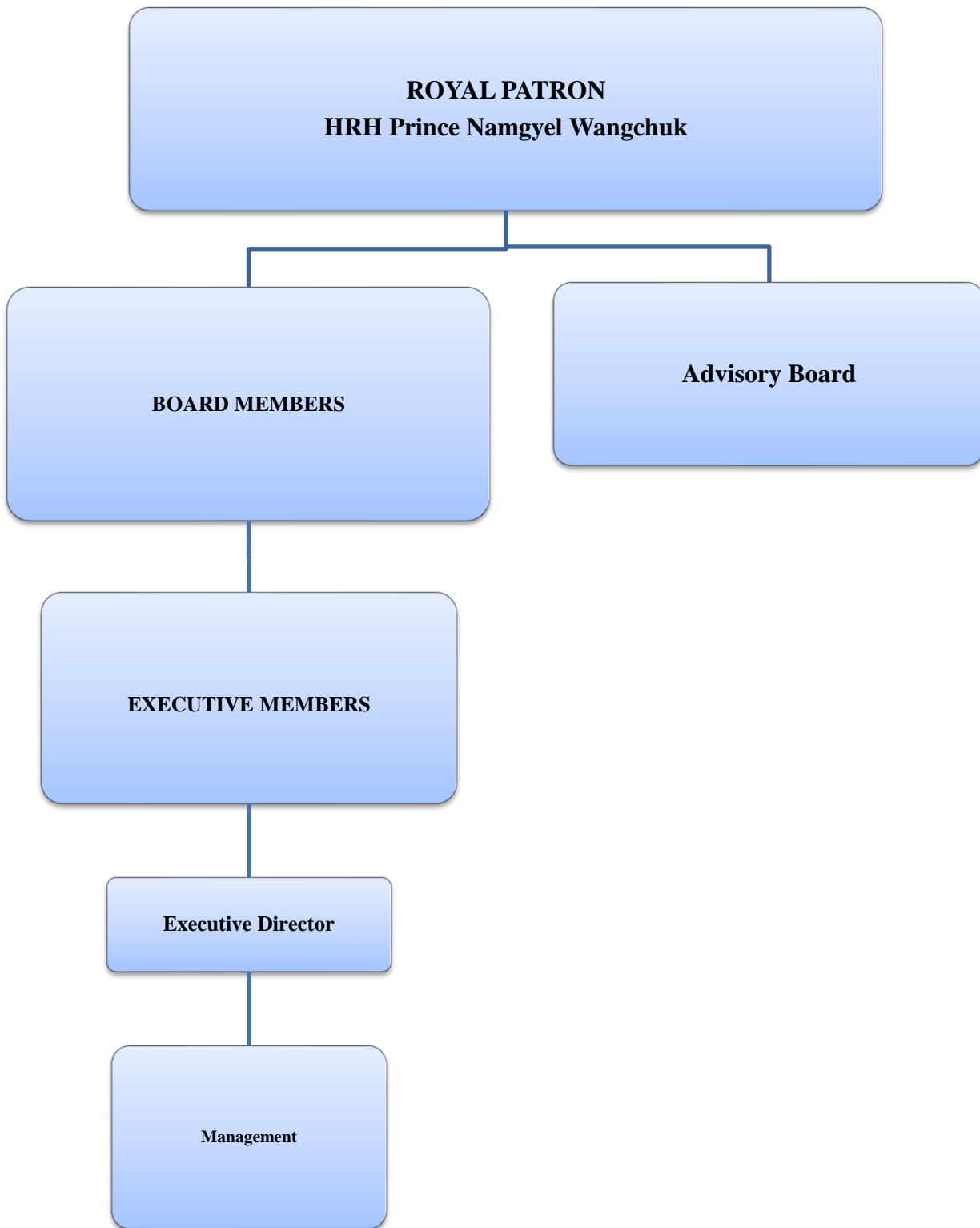
  
(Penden Wangchuk)  
**CHAIRPERSON**  
Civil Society Organizations Authority  
**THIMPHU ; BHUTAN**





*HRH Namgyel Wangchuk, Patron*

DPAB Annual Report 2015  
**ORGANOGRAM**



DPAB Annual Report 2015  
**DETAILED REPORT**

2015(January -December)

**JANUARY**

**Gift received from Physio Net for humanitarian aid for handicapped children and adults in difficult circumstances and for vulnerable people in Bhutan**

Physio Net, Registered Charity No.1135684, Lower Dunsforth , York, YO26 9RZ, United Kingdom legally represented by Mr. Peter Gordon Thompson contributes Hospital and Physiotherapy equipment, wheelchairs, mobility items and ancillary supplies to Disabled Persons' Association of Bhutan.

Transportation Charge from United Kingdom to Phuentsholing was sponsored by Bhutan Society of United Kingdom.



*The photos show students loading Polly and Teddy the mascots accompanying the Bhutan consignment & after loading the equipment*

After corresponding for almost 6(Six) Months with Mr. Harry Franks and Physionet .On November 29, 2014, Mr.Peter wrote" We loaded the container on November 29, 2014 and the vessel will sail on 3rd December 2014".



*The container at Phuentsholing, Bhutan.*

The container arrived in Calcutta Port on January 5, 2015 and reached Phuentsholing on January 14, 2015(morning).



*Unloading the container, Nima Wangmo holding Polly and Tandin Zam holding Teddy, mascots accompanying the Bhutan consignment at Phuentsholing, Bhutan and after loading the DCM trucks*

On January 15, 2015, after the verification by Custom Officer In charge, the equipment are transferred from the container to the trucks on same day. It was loaded in 4(four) DCM Trucks.



*The DCM trucks with equipment at Yangchenphu and the equipments in Yangchenphu Higher Secondary School's Auditorium*

On January 16, 2015, the equipment are unloaded at the auditorium of Yangchenphu Higher Secondary School, Thimphu, Bhutan.



*During Hanging/Taking over of equipment by Mr. Micheal Ruthland OBE, Honorary Consul to Bhutan to Ms. Sonam Wangmo Executive Director of Disabled Persons Association of Bhutan*

On January 16, 2015, Mr Micheal Ruthland OBE, British Honorary Consul to Bhutan has handed over the documents/Equipment to Ms. Sonam Wangmo, Executive Director, Disabled Persons Association of Bhutan.



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The equipment are distributed to Ability Bhutan, Draktso Vocational Institute, Jigme Dorji Wangchuk National Referral Hospital and to the members with disabilities as per their needs. The details given hereunder;

Cat	Description	Sub	Description	Qty received	Ability Bhutan Society	Draktso Vocational Training Institute	Jigme Dorji Wangchuk National Referral Hospital	Disabled Persons' Association of Bhutan	Total Issued
		Cat							
1	SN Equipment	1A	Seats/ corner seats	30	5		11	14	30
		1B	Standing frame/prone standers	18	6		9	3	18
		1D	Wedges/mats/bean bag	17				17	17
2	Seating	2C	Standard stools	3		1	2		3
3	Toiletry/ Amenity	3A	Commodes	11			6	5	11
		3B	Wheeled Commodes	2				2	2
		3E	Perching stools	6		6			6
5	Miscellaneous	5A	Books/toys	5 cases				5	5
		5B	Household utensils	8cases				8	8
6	Support	6A	boots/splints/brace	3cases			3		3
		6B	Crutches - pairs	73 pairs	5	7	54	7	73
		6C	Walking sticks	127 nos	5	12	70	40	127
		6D	Hoist frame	10			10		10
		6E	Hoist slings	2 boxes (17 nos)			2 boxes (17 nos)		2 boxes (17 nos)
		6F	Zimmers (Walker)	54	8	15	20	11	54
		6H	Turntable/transporter	4			4		4
7	Walkers	7A	Walker/rollator	60	13	15	4	28	60
8	Wheelchairs	8A	Self-propelled	64	5	10	28	21	64
		8B	Push type	66	15	20		31	66
		8C	Baby buggy	6				6	6
		8D	Cushions/strap/pad/trays	5boxes	2 boxes		3boxes		5boxes
		8E	Wheelchair spares	3boxes			3boxes		3boxes
9	Medical	9A	Bed	3				3	3
		9C	Incontinence pad	1 cartoon				1	1
		9D	Medical consumables	9			9		9
10	Exercise Equipment	10A	Standard bikes	30	5	5		20	30
		10D	Treadmill	1				1	1
		10F	Cycle accessories	4cases				4cases	4cases

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Note: The equipment with Disabled Persons Associations of Bhutan is issued directly to the beneficiaries.



*The equipment issued to the members with disabilities as per their needs by Disabled Persons Association of Bhutan*

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Disabled Persons Association of Bhutan would like to thank the following supporters for their unwavering support and cooperation in getting the equipment till Thimphu.

1. Mr. MichealRuthland OBE, British Honorary Consul to Bhutan for making link between DPAB and Physio Net.
2. Mr.Hary Franks, Mr.Peter Gordon Thompson, Mrs.Susan, Staff & Volunteers of Physionet, United Kingdom
3. Bhutan Society of United Kingdom for bearing the transportation cost from UK to Phuentsholing, Bhutan.
- 4.Mr. Alex Ralls, Ms.Jenny Sleigh and Queen Ethelburga helpers.
5. Mr. Samdrup Norbu and Mr.KarmaGyamtsho of Bhutan Construction Pvt.Ltd.
6. Madam Principal, Yangchenphu Higher Secondary School for providing us Auditorium to store the equipment.

Compiled by

Sonam Deki

**Administrative/Accounts Officer**

Disabled Persons Association of Bhutan

## FEBRUARY

### Educational support



*Students of Drugyel lower secondary school*

DPAB continued to support economically disadvantaged students with disabilities in different special schools. In February 2015, the Association provided financial support to 38 students. The beneficiaries included students from Choekhortoe PS in Bumthang, Chagangkha MSS in Thimphu, Samdrup Jongkhar CS in S/Jongkhar, Muenselling Institute in Khaling, Jigme Sherubling HSS & Khaling LSS in Khaling, Mongar LSS in Mongar, Tendu HSS in Samtse, Zhemgang LSS & Zhemgang Central School in Zhemgang, Drugyel LSS & Wangsel Institute at Paro, and Taktse University at Trongsa. The Association usually sends the money to Principals of the respective schools in February to enable the students purchase their school uniforms and other basic necessities. The Association constantly communicates with school authorities to ensure that the funds are properly utilized. As always, the main objective of providing such support is to help those students from poor family background meet their basic expenses so that they can continue their education.

ON 9<sup>th</sup> February 2015, Disabled Persons Association of Bhutan registered as a member of Disabled Persons International.

The project “**A wider world for the visually impaired**’ has been successfully completed on 15<sup>th</sup> Feb 2015 .The Disabled Persons’ Association of Bhutan (DPAB) was able to provide skills development to enable independent living to people living with disabilities. Four interested members with visual impairment, who have dropped out or have never been to a school, got trained in spa therapy. These four candidates were trained for duration of ten months in spa therapy at the AmanKora, Thimphu.

**Bhutan Foundation** supported the whole project with total grant of U\$4900 and also helped in coordinating with AmanKora in providing the spa training for free. During the training period the trainees were provided with allowances for housing, living, transportation and uniform. The training started from 15<sup>th</sup> April 2014 and successfully completed on 15<sup>th</sup> Feb 2015.

### ***Benefits of the Project***

The candidates got professional skills with certificate as spa therapist and now are ready to seek employment in the spa facilities or start their own home spa.

Due to the skills and the abilities of the first batch candidates, AmanKora management agreed to train 2<sup>nd</sup> batch of spa therapist at AmanKora, Paro and took 4 more visually impaired trainees in September 2014 for 6 months supported by DPAB funding agency (Normisjon, Norway). Therefore, we have now total of 8 spa therapist among the people living with disabilities.

### ***Objective & Methodology***

As our first step, DPAB and Bhutan Foundation collaborated with AmanKora. AmanKora is a luxury hotel group with presence in over 15 countries across the world. They have generously offered to provide free training for the visually impaired candidates in Spa therapy.

During the training period the trainees were provided with housing, living allowance, transportation and uniform and also one meal at AmanKora .The trainees attended 2 hours practical and theory classes daily. The initial training was programmed for 6 months but looking at the need of the trainees, the training period was extended for 4 more months. Bhutan Foundation also kindly approved to continue the support until completion.

With the hotel and Spa industry growing in Bhutan, a career as a spa therapist projects a bright and secure future.

The Disabled Person’s Association of Bhutan (DPAB) as mandated by the mission intends to help people living with disabilities for transition into better jobs and lead a satisfying independent life.

### ***Way forward***

Depending on the vacancy, some therapist will be employed in Hotels with spa facilities and Mr. Tshering Dorji, trained at AmanKora, Paro, has got Trade License to operate SPA in Thimphu. Hence, he is going to set up a SPA with 3 other friends as his employee.

We hope to give training to others in near future by Mr. Tshering and his group/Employee.

Contingent on this program being successful, AmanKora has agreed to train more people with disabilities in their other five lodges around the country in various fields like housekeeping, bakery in addition to Spa therapy for people living with different disabilities too.

The proposed and approved budget was :

1. Term of Grant-April 16,2014 to October 31,2014

SL	Particulars	Monthly	6 Months	4 Heads
1	Housing	250 \$	1500 \$	1500\$
2	Living expenses	50 \$	300 \$	1200 \$
3	Transportation	60 \$	360 \$	360 \$
4	Uniform one set	50 \$	50 \$	200 \$
Total Budget Required				3260 \$(Nu.195,600 /-)

2. Term of Grant-November,2014 to February,2015

SL	Particulars	Monthly	6 Months	4 Heads
1	Housing	200 \$	600\$ (3 months)	600\$
2	Living expenses	50 \$	200 \$	800 \$
3	Transportation	60 \$	240 \$	240 \$
Total Budget Required				1640\$(Nu.1,01303/-)
Grand Total				4900\$(Nu.296,903/- )

After being trained for ten months the candidates were given a certificate stating their qualification as a spa therapist.

**MARCH**

Ms. Sonam Yangden, Assistant Programme Officer attended Fund raising training w.e.f 23<sup>rd</sup> to 25<sup>th</sup> March 2015 at NDRCL Hall. The 3 days training on “fundraising “was very informative, interesting and was really a new thing to me. Moreover I got to know that fundraising is the key element to sustain the organization especially for the CSOs. From this training the very important thing I learned is that fundraising is not only about money but it is about friend-raising, building relationship, trust and giving the best value to our donors.

Lastly I would like to thank CSOA for conducting such an important training and DPAB for nominating me for this training.

Sincerely,

Sonam Yangden  
Asst. programme officer  
DPAB

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## APRIL

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Disabled Persons' Association of Bhutan organized one day meeting on 14th May 2015 to discuss on the registration of disabled persons in 6 pilot districts with other Disabled Persons organization (DPOs) in the country at DPAB conference hall. The participants mainly discussed on data compilation method, issues and challenges and also reviewed the questionnaire for continuation Systematic approaches for the rest of the districts.

### AUTISM DAY

Autism Day was observed on 2<sup>nd</sup> August 2015 by sending bulk sms through Bhutan Telecom

Dungsel Home Spa was inaugurated on 14<sup>th</sup> April 2015 at Chubachu

Normisjon team visit w.e.f 18<sup>th</sup> to 27<sup>th</sup> April 2015



## **REPORT OF STUDY TOUR OF PROTIBANDHI KALLYAN SOMITY (BPKS) PROGRAMMES IN BANGLADESH**

Four person team consists of Dr. Sanga Dorji, Chairman and 3(Three) staff from Disabled Persons Association of Bhutan visited Bangladesh from 25<sup>th</sup> – 28<sup>th</sup> May 2015. The team was received by Ms. Rini Akter, Admin Staff at the Airport in Dacca. We are welcomed warmly by Mr. Animesh Toju and other staff members of BPKS at the entrance.

The main objective of the study tour was to get an insight into the BPKS experiences of PWDs.

1. The BPKS operates at the National level while its member organization operates at the district levels. These member organizations are created through the PSID “Seeding” Process and are called Disabled Peoples’ Organizations to Development (DPODs).
2. Each DPOD sends two representatives to the BPKS National Assembly. BPKS National Assembly elects twenty-seven (27) representatives to the BPKS National Council. Provisions are put in place to ensure the equal participation of women in leadership roles. A 7 member National Executive Council is then elected from these National Council members. This mechanism guarantees that BPKS is an organization made up of persons with disabilities, making decisions for persons with disabilities and managed by persons with disabilities at every level.

The program consisted of meetings with various Field visits, BPKS overview presentation and sharing meeting by Mr.Animesh Toju with the staff of BPKS, Visiting grassroots Therapy Provider Training Session at BPKS, sharing and view exchange with Md. Abdus Sattar Dulal, Executive Director of BPKS.

On 26<sup>th</sup> May 2015, our team along with Mr.Animesh Toju and a monitoring staff visited Tangail Disabled Peoples’ Organization to Development (Tangail-DPOD) at grassroots level.



*Visit to Tangail DPOD*

PSID is a sequential program that allows for a gradual transfer of ownership through the development of persons with disabilities and their representative organizations. A three-year intervention package has been designed for the effective implementation of PSID. During the intervention period, persons with disabilities develop the skills necessary to independently manage and develop their own organizations. This process is accomplished in three steps.

1. A base line survey is conducted in the operation areas. Persons with disabilities are invited to an informational meeting where they learn the benefits of forming a Grassroots Disabled Peoples' Organization to Development (GDPOD). The GDPOD is then formed with the interested persons. BPKS is responsible for the organizational and financial management of the GDPOD through the established PSID Centre servicing all GDPODs in the operation area. The PSID Centre provides all training for the GDPODs.
2. The PSID Centre forms the Centre Management Council with representatives from all GDPODs. The management, financial and training responsibilities are provisionally turned over to this council. BPKS supervises the council to ensure proper management and identifies areas needing improvement. Once BPKS has full confidence with the capacity of the council to manage the programs of the PSID Centre, the third step takes place.
3. Full authority and responsibility is handed over with the formation of the General Council and the project is fully localized. The term "PSID Centre" is replaced with Disabled Peoples' Organization to Development (DPOD). The DPOD obtains its legal status from the government and has full responsibility for all financial and managerial requirements.

Tangail DPOD has 9 Executive and 29 General Council Members. Mohd Shahidul Islam (Physically Disabled) is the Director of Tangail-DPOD. The DPOD is supported or run by BPKS and then hand over to the District Level .The Director and the Executive Members shared roles and achievements.

DPOD is providing training to the people living with disabilities. After the training, the beneficiaries have started tailoring, and some have started their own business. Disabled allowance of 500 Taka is given by Government every six months. For the sustainability of the organization, they are collecting Taka 20 every week from the members and giving it on interest.



Beneficiaries

We visited a shop run by a physically challenged person and a girl doing a tailoring to support her mother. She earns 1000 to 1500 Takka a month.





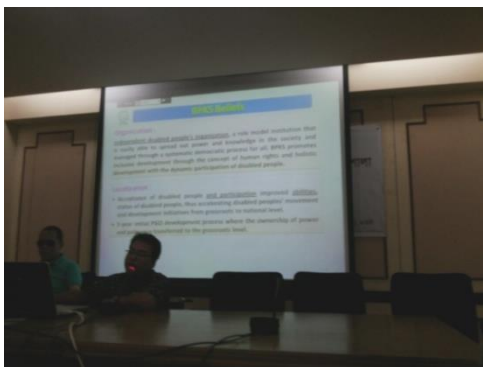
MISS MORIUM

We visited Miss Morium (Partial Physically Visually and hearing impaired). She is 17 years old in class III. She stopped going to school as her class mates teased her. After the DPOD created awareness in the community and school, she continued going to school. Tangail DPOD is providing her with Education Support and Treatment as her parents are farmers and cannot afford to pay the expenses.



GDPOD

We visited Grass root Disability Organization to Development. Every Tuesday, the members meet to discuss the new up comings and they collect 50 taka from the members for the sustainability of their organization. They provide loan to the very needy ones for duration of one year.



*BPKS presentation*

On 27<sup>th</sup> May 2015, we had a meeting with the staff of BPKS. The meeting was started with the Introduction.

Mr. Animesh Toju showed over view presentation on BPKS and exchanged the views. From the presentation, we learnt BPKS, a disabled people's organization, was established on 25<sup>th</sup> October 1985 with the initiative of its current Executive Director Md. Abdus Sattar Dulal.

The first meeting of BPKS took place in an open field by a group of persons with disabilities who decided to take an active role in realization of their human rights. BPKS began as an organization that focused on job placement, vocational training and advocacy etc.



*With BPKS staff*

BPKS, Disabled Peoples International (DPI) and the Ministry of Social Welfare, Government of the Peoples' Republic of Bangladesh jointly organized the 11th Asia-Pacific Regional Leadership Training Seminar on 29<sup>th</sup> November to 3<sup>rd</sup> December 1993 in Dhaka with financial assistance of Japan International Cooperation Agency (JICA). This seminar is viewed as the turning point for persons with

disabilities in Bangladesh. For the first time, issues of persons with disabilities were viewed as human rights and development rather than charity or welfare.

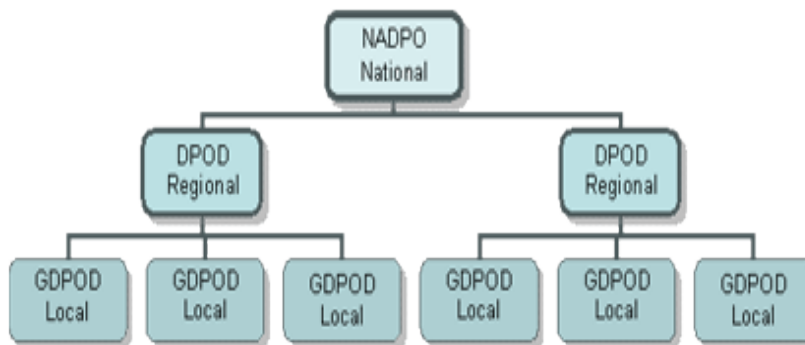
BPKS, being the leading organization in this sector for years is promoting Disabled Peoples Organization (DPOs) through assisting and providing technical support with the aim to ensure PWDs rights and dignity throughout the country. BPKS is currently working in 35 districts (Zilla) and 74 Sub-districts (Upazila) with 35,000 members (46% women) of 1,240 grassroots organizations called Grassroots Disabled Peoples' Organization to Development (GDPOD).

BPKS is a promoter of DPOs and involved from its inception in different national and international bodies. BPKS has facilitated to establish National Alliance of Disabled People National Alliance of Disabled Peoples Organization- NADPO, a network of DPOs in Bangladesh and is member of it. BPKS is also holds membership with the Disabled People National- DPI International Abilympic Federation (IAF), International Federation of Hard of Hearing Young People (IFHHYP) Commonwealth Disabled Peoples Forum (CDPF), and holds associate membership with Asia Pacific Development Center on Disability (APCD). 6

Recently Executive Director of BPKS has received the Asia Pacific Disability Rights Champions Award by the United Nations Economic and Social Commission for Asia and Pacific (UNESCAP) for his outstanding substantive expertise and experience, exceptional record of achievements in mobilizing support for the empowerment of persons with disabilities and disability inclusive development.

PSID is a consumer-driven, rights-based, holistic approach that utilizes three types of organizations to ensure results. These organizations include a national networking organization (NADPO), district level organizations (DPODs) and grassroots organizations (GDPODs).

District level disabled peoples' organizations (DPOs) not created through the PSID "Seeding" Process are able to participate in capacity building programs that allow for the adaptation and replication of the PSID approach within their already existing structures. These organizations operate in the same manner as the DPODs



Although these groups work together to achieve the identified goals, each has a particular focus. The GDPODs form the base of the organizational structure and ensure that the consumers are leading all initiatives while the DPODs and DPOs work to ensure the actualization of barrier-free service systems across all sectors. It is the role of NADPO to monitor and advocate for the fulfilment of rights from the local to the national level through forums and direct discussions.

The cooperation of these organizations ensures that a positive impact will be achieved.

Their vision, Mission and goal are as follows;

**Vision:** BPKS envisions that all PWDs will be able to live independently and with dignity in a barrier-free family and Society, and are able to contribute equally to their own and society's development.

**Mission:** BPKS is a non-governmental, self-help organization of PWDs, committed to directly working with PWDs to enable them to be self-reliant and to contribute to the development of a non-discriminatory society for all.

**Goal:** To ensure equality and opportunity in all activities by emphasizing the needs of PWDs through ensuring the attainment of their equal rights, equal access to all opportunities and full participation in national-building activities.

After the meeting with the staff, we visited the Home based Therapy provider (HBTP) Training. Three months training was organized by BPKS and supported by Bread for World, Germany. The participants are from the community, students, disabled and non disabled who have volunteered. After the training, they will be helping patients/serve disabled persons in the community. Dr.Sanga Dorji, Chairman for board of Trustees shared his experience with the trainees.

In the afternoon, we had a meeting with Md. Abdus Sattar Dulal, UNESCAP "Asia-Pacific Disability Rights Champion", Founder and Executive Director of BPKS, Presidents of National Alliance of Disabled People's Organization(NADPO) and the World Councillor of Disabled Peoples' International(DPI).



*Home based Therapy trainees*

Dr.Sanga Dorji and the team members shared their mission of visiting Bangladesh (BPKS) and what we have learnt from our visit. The Executive Director shared Development is a "Change". He also shared to make People with Disability responsible and sensible as they are also citizens of the Country. We are also told that BPKS is going to provide training on strategic planning and technical support to Disabled Persons' Association of Bhutan. We were given tea with refreshments and ended the meeting.



*Meeting with Executive Director*

On 28<sup>th</sup> May 2015, we had a field visit with Mr. Animesh Toju and a staff to Dhaka Disabled Peoples' Organization at Development (Dhaka-DPOD) at Dumni Union. Meeting among members are held after every

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two weeks. In every meeting 12 Takas (1 Taka for Management fund, 2 Taka for saving Fund and 9 Taka for Development fund) are collected. They Minute the meeting and make resolution. The Chairman closes the meeting.

We visited a lady with partial visually impaired. She was supported by DPOD with capital fund of 15,000 Taka to run a grocery shop. She is earning more than 1000 taka a day. Her husband, an Auto Driver is bringing her grocery items when finished. We have also visited a lady (physically Disabled) running a shop which was supported by DPOD with capital fund of 15,000 Taka. The capital given to them is not to be returned. However, if they wish, she can donate some money to DPOD after their establishment.

In the Afternoon, we visited and had a meeting with Women Committee at Dhaka-DPOD office. We started the meeting with the introduction. Some members are college going students, students and disabled people of the community. This committee is started in 2005 as PSID program for three years. BPKS supported them



*Dinner & Entertainment*

with logistic and provided 5 lakhs Taka when started. Though they are Disabled, they are taking initiative in developing grassroots self help group. There are 15 members in Dhaka DPOD women committee.

Their challenges are they are women and disabled too. However, they are working hard to empower themselves. They raise fund from Individual, Business organization, Government factory, Community etc. to sustain.

In the evening, our dinner was hosted by the Executive Director. We were also entertained after dinner by a famous singer (Visually impaired).

On 29<sup>th</sup> May 2015, we returned to Bhutan. We the team from Disabled Persons Association of Bhutan would like to express our sincere gratitude to the Executive Director, Mr Animesh Toju, Assistant Director, Program Operation and the staff for their kind support and the hospitality during our visit to Protibandhi Kallyan Somity, Bangladesh.

It was really inspiring for us to learn a lot from BPKS, especially including all types of disability, formed, owned and managed by people with Disability.

### **Report compiled by:**

Dr.Sanga Dorji, Chairman, Board of Trustees  
Ms.Sonam Yangden, Assistant Programme Officer  
Mr.Dorji Phuntsho, IT Assistant  
Mrs.Sonam Deki, Administrative & Accounts



*Stake holders meeting held at DPAB Conference Hall*

Disabled Persons' Organizations under CSOA in Bhutan has successfully done the final draft data form for the registration of the people living with the disabilities in the country at DPAB conference hall on 30<sup>th</sup> June 2015.

**WORKSHOP ON HEALTH RELATED ISSUES (HYGIENE, HIV/AIDS, STDS) on 2<sup>nd</sup> July 2016  
AT DISABLED PERSONS' ASSOCIATION OF BHUTAN'S CONFERENCE HALL**



Mr. Wangda Dorji Executive Director, Lhaksam and one of the members of Lhaksam Tshering Choden shared about HIV/AIDS. They shared that there are around 400 people affected with HIV in Bhutan however only 8 of them came forward in the media to share their stories and to create awareness. They went through fear, difficulties, discrimination and stigma however they are working hard to prevent other people from getting HIV/AIDS.

**Topic covered by Mr. Wangda Dorji Executive Director, Lhaksam:**

- 1. Who have a higher risk of getting HIV**
- 2. How HIV is transmitted.**
- 3. HIV/AIDS stigma and discrimination**
- 4. HIV test**
- 5. HIV symptoms**

**1. Who have a higher risk of getting HIV:**

- Anyone can get HIV through sexual intercourse or direct blood contact with HIV infected person. However Women and poor people have a higher risk of getting HIV.
- A person who suffers from hepatitis b, c, gonorrhoea and all have higher risk of getting HIV however 94% medical treatment is possible.

**2. How HIV is transmitted:**

- HIV is transmitted through sexual intercourse with HIV infected person.
- HIV can be passed from infected mother to a child through breast feeding, child during pregnancy, birth, or through breast feeding.
- There is 45-50% chance of transmission of HIV from a mother to a baby.
- Using HIV-contaminated needle and using same drug injection with HIV infected person.

- Receiving blood transfusions that are contaminated with HIV.
- High chances of getting HIV if a person transmit blood from boarder areas and also when doing abortion in boarder areas.

### **3. HIV/AIDS stigma and discrimination**

- Stigma and discrimination exist with the people living with HIV/AIDS.
- In many societies people living with HIV/ AIDS are often seen as shameful.
- People with HIV are teased and insulted by community.

### **4. HIV test**

- 3 ways of HIV test are: Voluntary Test, Pre counselling Test and Post counselling Test.
- Till 18 years old if the child is found to have HIV after the test then Doctors can share to their parents or caretakers but the person infected is above 18 years old then it becomes confidential.

### **5. How to prevent HIV:**

- **99%**- condom can prevent from getting HIV.
- Delivery must be done in the hospital.
- If an infected mother consults Doctor before the delivery she can prevent her child from getting HIV.

### **6. HIV symptoms**

- Headache, Diarrhoea, Nausea and vomiting, Fatigue, Aching Muscles, Sore throat, fever

### **7. HIV Window Period:**

- The window period is time between potential exposure to HIV infection and the point when the test will give an accurate result. In 3 months a person will know if she is infected with HIV or not. So HIV test is done every 3 months.

#### **Numbers of HIV patients in some of the countries :**

- 2.5 million in India
- 38 thousand in Nepal
- 5 million in Bangkok
- 7.8 million in China
- Around 400 in Bhutan. 16 students with HIV are with Lhaksam.

### **Conclusion:**

- HIV infected person should mentally be strong, maintain good diet, take good care of their health and should be 24 hours under medication. Every individual should go for HIV test after every 3 months. Though HIV has medication it has got lots of side effects so one should be very careful and aware of HIV/AIDS and the most important thing is that every individual who knows about HIV/AIDS should share to their families, friends and neighbours without hesitation to make the world better place.

## Farewell Dinner to our Executive Director

On 09<sup>th</sup> July 2015; a goodbye presentation from management is a platform to represent the organization and management well, for the rest of the workers left behind. It can remind people of the good things about the organization. Glad to express how far the organization has come during the time of our ED worked here at DPAB, and indicate the future direction of the organization but only keep this to a few words - try to stay focused on saying goodbye to our person leaving (ED).

On 10<sup>th</sup> July 2015, DPAB attended a workshop on Child Protection for children with diverse abilities which were conducted by Ability Bhutan Society at Druk School.

Under the guidance of Disabled Persons' Association of Bhutan Cultural Group–Semghi Zhidey Luuyang got respectful employment opportunities as Music-Teacher professionally into various schools and institutes through MOE and MOLHR. We hope that it will improve the quality of their life and living conditions and we wish it will create a platform to enable them to showcase their different abilities and finally wish to raise awareness and advocate the needs of the people with diverse abilities in the country.

## AUGUST

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### REPORT ON CRISIS AND DISASTER MANAGEMENT ORGANIZED BY CPAB AND CSOA

DATE: 17<sup>TH</sup> – 23<sup>RD</sup> AUGUST 2015, VENUE: PARO

Ms.Sonam Yangden Assistant Programme Officer, Mr.Dorji Phuntsho, IT Assistant and Ms.Rinzin Dema, Intern attended workshop on Counselling, Crisis and Disaster Management workshop organised by Chithuen Phendey Association of Bhutan with financial support from CSOA.

#### 1.Counselling:

“Counselling is a professional relationship that empowers individual, families and groups to accomplish mental healthiness and wellness, education, career and life goals.”

COUNSELING is **helping people to help themselves.**

Being a counsellor one should be good at listening. In order to listen one must have the desire to know the person, commitment to the work at listening and patience not to rush the conversation. Building relationship with the client is one of the most important key in counselling.

#### 2.Characteristic of counsellor:

- Genuineness/ Authenticity
- Ability to have empathy and form personal relationship.
- Positive regard for those they meet.
- Respect
- Accountable accept responsibility for their behaviours.



- Open-minded curious.
- Understanding of self “know they self.”
- Aware of their personal values and beliefs.

### **3. Build relationship and connection with the client.**

Counselling is not only about exploring core issues and gaining a different perspective on problems and psychological difficulties. It is also about building a rapport and trust with the counsellor, so that a client feels comfortable enough to open up and voice their worries. This relationship is built on trust and confidentiality, and can make all the difference between a positive and negative counselling experience.

### **4. Understanding feelings.**

Counsellors should show empathy towards the client. Empathy means placing yourself in the client's situation while remaining objective. Empathizing requires the counsellor to not be judgmental and to be sensitive and understanding. Empathy helps to build a relationship with the client and helps to draw out valuable information.

### **5. Nonverbal ways to communicate**

- Eye contact
- Body language
- Head nodding
- Attentive silence
- Facial expression
- Gesture
- Physical distance
- Touch

### **6. Crisis and Disaster management**

Challenges of Bhutan: Earth quake, forest fire, Glacial Lake outburst flood and flash floods.

- Impact of disaster are Loss of life, Damage/ destruction of home, damage of public services, psychological distress, grief, anxiety, depression, guilt, shock, social disruption, family separated, economic disruption etc.
- Counsellor should know how to response to disaster and give psychological first aid in a safe area.

### **7. First Aid**

First aid is the immediate assistance or treatment given to someone injured or suddenly taken ill, before the arrival of ambulance.

First aid is done mainly to prevent disabilities and save life.

First aid is given to anyone who is ill or injured.

**Golden hours:** most critical hour.

**Golden rule:** first do no harm.

**First responder:** Police officer, fire fighter, school teachers and community volunteers

**MEMBERS FROM THE FOLLOWING ORGANIZATION ATTENDED THE WORKSHOP:**

1	Ability Bhutan Society
2	Chithuen Phendey Association of Bhutan
3	Disabled Persons Association of Bhutan
4	Royal Society for Senior Citizens
5	Youth development Fund
6	Kelki School
7	LHAKSAM
8	JDWNRH
9	Bhutan Kidney Foundation
10	RSPN
11	RENEW

Lastly we would like to thank CSOA for funding and Chithuen Phendey Association of Bhutan for organizing such a wonderful workshop on Counselling and DPAB for nominating.

Submitted by:

Sonam Yangden  
Dorji Phuntsho  
Rinzin Dema

Disabled Persons' Association of Bhutan successfully conducted a training on Data Registration of the people living with disabilities in the country by nominating each Supervisor from different DPOs. They have mainly focused on Ensuring the successful implementation of the Event Volunteer Registration System. Train, supervise, and direct the Registration System Assistants to ensure accurate data entry into the System. Ensure that data files are downloaded before the start of the event and uploaded to the server at the completion of the event.



*Enumerators during the data registration training*

### **Report on 3<sup>rd</sup> CBR Congress.**

The 3<sup>rd</sup> Asia-Pacific CBR Congress was held in Tokyo from 1<sup>st</sup> to 3<sup>rd</sup> September 2015. The first Congress was held in Bangkok in 2009, resulting in the establishment of the CBR Asia-Pacific Network. Since then a number of dynamic activities like the CBR Convention (2010, Malaysia), the Second Asia-Pacific CBR Congress (2011, Manila), and the CBR World Congress (2012, India), have been organized. Four years ago, Community-based Inclusive Development (CBID) was perceived as the goal of Community-based Rehabilitation (CBR) in 2010 when the CBR guideline was published. Now CBR Asia-Pacific Network shared the good practices and achievements of inclusive development by publishing the outcome of the collected practices at this Congress, so as to be utilized in the exchange of various viewpoints and interactions. The year 2015 was considered as the year of great international importance with the sequence of events such as the revision of the Hyogo Framework for Action concerning disaster risk reduction at the World Conference on Disaster Risk Reduction (March), the adoption of the Sustainable Development Goals (SDGs) for post-2015. It is expected that the promotion of inclusion to society of vulnerable people, including persons with disabilities, will significantly contribute to reduce poverty. In response to such a global trend, the 3<sup>rd</sup> Asia-Pacific CBR Congress discussed the inclusion of persons with disabilities at the community level. To achieve the goal, the efforts of many relevant people at the community level, including persons with disabilities and DPOs are expected to play an important role. This Congress provided an excellent opportunity to learn from Disabled People's Organizations, Parents Organizations, Rehabilitation Experts, Specialists,

Local/ International NGOs, Policy makers, Government officials, and other stakeholders for learning, sharing, replicating good and validated practices from different countries of Asia Pacific region.

The deliberation of the sessions was divided into two methods. In the morning sessions, it was panel discussion with eminent speakers invited from many international organizations and expertise in different fields. The afternoon sessions were divided into concurrent sessions. During those sessions, the speakers were mostly from National organizations and specialists including Persons with disabilities, CBR Practitioners and Government representatives. My presentation was on September 2<sup>nd</sup>, during the Concurrent Session (3-2 Urban and Rural Poverty) with the Title: Poverty reduction through Community-based Inclusive Development (CBID) in Bhutan: Land of Gross National Happiness.

I am copying the abstract of my presentation below.

Bhutan is most popularly known as the happy nation through its developmental policy of Gross National Happiness. Within the ambit of the GNH, poverty reduction is given the main thrust in the current development plan. This has the implication to create conducive environment for the growth and empowerment of the persons with disabilities (PWDs) through promotion of both Non- governmental organizations and within the government organizations. Despite the initiation of CBR program since 1997, PWDs in Bhutan are challenged by the tough geographical terrain and also unfriendly developmental structures. The need for better inclusiveness and empowerment of the PWDs has led to the establishment of three Disabled People's Organizations namely *Drafts* (providing vocational trainings to PWDs who could not access formal education or those unable to continue higher education); Ability Bhutan Society (providing rehabilitation services including ADL to Children with disabilities) and Disabled Persons' Association of Bhutan (providing a forum for advocacy to address the challenges and issues). These three non-governmental agencies have been the pioneers and crucial in paving the way of taking care of the needs of the PWDS and providing platform for advocacy and activism.

In conclusion, I would like to thank all the individuals and Agencies for supporting me to attend this very informative and interesting event. I have learnt a great deal regarding policies and strategies of CBR and CBID indifferent countries in the region and also in the world as a whole. I hope my other friends and colleagues in the rehabilitation profession as well as individual PWDs will have similar opportunities in the future. The 4<sup>th</sup> Asia-Pacific CBR Congress will take place in Mongolia in 2019 and 3<sup>rd</sup> World CBR Congress will be held in Malaysia in 2016.

Sorry for delayed report. I was held up with various other activities related to disability issues. 2015 has been quite an interesting year and in some way productive period for me as an individual and also disability field in Bhutan in general.

Sanga Dorji.

Disabled Persons' Association of Bhutan is happy to participate in the first 'South Asia Regional Disability Rights Dialogue on Political Participation' brought together more than 80 representatives from 34 organizations including disabled people's organizations, election management bodies, media, and international organizations from the eight countries in South Asia, and the Philippines, Indonesia and Fiji in the broader Asia-Pacific region



*'South Asia Regional Disability Rights Dialogue*

1. Mr. Kuenga Dorji and Ms.Sonam Deki attended South Asia Regional Disability Rights Dialogue on Political Participation, October 1-3, Sri Lanka, adopted some recommendations for Disability Inclusive Elections in South Asia to present to the Election Management Bodies of South Asia (FEMBOSA) for their consideration. The members of the Forum of EMBs of South Asia, the Electoral Management Bodies of Afghanistan, Bangladesh, Bhutan, India, the Maldives, Nepal, Pakistan and Sri Lanka in attendance at the 6<sup>th</sup> Forum meeting in Colombo. Recommend for Disability-inclusive elections in South Asia based of the 9 points submission are adopted unanimously in Colombo, Sri Lanka on 2<sup>nd</sup> October 2015.(Recommendations and Colombo Resolutions are attached for your ready reference.
2. Mr. Kuenga Dorji and Ms.Sonam Deki also attended Disabled Persons International meeting on 2<sup>nd</sup> October (5 pm-8pm) at Sri Lanka
3. On 8<sup>th</sup> October 2015, we had a talk with the dealing person of National Assembly and found that there is agenda for the rectification of UNCRPD for the winter session submitted by Ministry of Foreign Affairs. We the DPOs through the Executive Director of Tarayana approached the Foreign Ministry for the same.

4. With the financial support request submitted by National Institute of Visually Impaired, DPAB supported with Nu.20, 000/- (Ngultrum Twenty Thousand) only to celebrate the White Cane Day. The report received from NIVI, Khaling is attached for your ready reference.
  
5. Invitation received for “The course which was developed in partnership with the Centre for International Health and Development, Institute of Child Health, London and is sponsored by the Women’s Council, U.K. and ADAPT (formerly the Spastics Society of India) Mumbai. Ms.Sonam Yangden, Programme Officer of DPAB and Ms.CheyChey, Programme Officer of Ability Bhutan is nominated for Asia Pacific Regional Course “Community Initiatives in Inclusion”. The budget for the same is booked from “the Leadership training for women on disability issues, rights, risks and management”.

**Duration:**

Taught Session: 12 weeks from mid January to mid April

**Location:** ADAPT/ NATIONAL RESOURCE CENTRE FOR INCLUSION, Mumbai, INDIA

**1. THE COURSE AIM**

The course aims to prepare participants to be management personnel, able to run, plan, and to train others to run, community disability services, within an inclusive framework.

**Course objectives:**

It is hoped that the course will help participants to:

- Broaden their knowledge of international and national perspectives on disability issues
- Learn to find and use relevant information
- Gain experience of intervention and home based programmes
- Learn basic facts about the prevention of disability and appropriate interventions
- Explore the relevance of the Child-to-Child Approach
- Develop teaching and curriculum design skills
- Deepen an understanding of inclusive education
- Plan context specific community based programmes
- Develop opportunities for networking and co-operation
- Develop monitoring and evaluation skills

**Celebration of White Cane Safety Day: A Symbol of Independence**

Disabled Persons’ Association of Bhutan supported Khaling Muenselling Institute (financial support) to observe the international White Cane Safety Day on 15th October 2015. Celebration of White Cane Day is to reminds people about how the white cane is an important tool in helping the blind and the visually impaired live with greater independence and to acknowledge the abilities of people who are blind and to promote equal opportunities as any other people in the country.

**Celebration of the 60th Birth Anniversary**

We the Disabled Persons' Association of Bhutan would like to thank the Bhutan Film Association for including us in the Grand Entertainment programme for the Celebration of the 60th Birth Anniversary of the 4th Druk Gyalpo (54 hours of entertainment with 360+ program items in 3 venues) which was held from 9th to the 11th November 2015.

**Data registration**

Enumerators along with the Supervisor from 4 Disabled Persons Organization started registering the persons living with disabilities in 13 districts as follows

SL.No.	Organization	Districts	No. of Blocks	Remarks
1	Ability Bhutan Society	Chukha	11	
		Sarpang	12	
		Zhemgang	8	
2	Draktsho Vocational Training Centre	Mongar	17	
		Pema Gatshel	11	
		Samdrupjongkhar	11	
3	Tarayana	Haa	6	
		Bumthang	4	
		Lhunsi	8	
4	Disabled Persons Association of Bhutan	Dagana	14	
		Trashiyangtse	8	
		Wangduephodrang	15	
		Gasa	4	

Some Volunteers/Interns/Staff are punching the Data collected in forms to Tablets for 7Districts (Thimphu, Paro, Punakha, Samtse, Tsirang, Trongsa and Trashigang) at DPAB office.

## Celebration of the 60th Birth Anniversary of the 4th Druk Gyalpo

Music Group of Disabled Persons' Association of Bhutan joined the Bhutan Film Association's Grand Entertainment programme for the celebration of the 60th Birth Anniversary of the 4th Druk Gyalpo (54 hours of entertainment with 360+ program items in 3 venues-Dechencholing, Changjiji and Clock Tower) which was held from 9th to the 11th November 2015 with Ms.Sonam Deki, Officiating ED as a coordinator.

### SAMBHAV

Disabled persons' Association of Bhutan represented the persons with disability from Bhutan with over 24 countries participated three-day festival (13th-15th November) "Sambhav 2015" Which is organised by a Delhi-based NGO A.L.P.A.N.A, (Association for Learning Performing Arts and Normative Action) at India International Centre in the national Capital New Delhi in order to showcase their talents and prove that disability is not an obstacle to achieving their dreams. The event included an international seminar on "Challenges of working with persons with disability for inclusive growth with special focus on inclusive arts", a workshop of yoga, an exhibition of paintings, sculptures and artefacts made by challenged artists. The participants for cultural show was from Tendu HSS, Samtse and for the art exhibition, Mr.Ugyen Wangchuk (speech and hearing impaired) participated with Ms. Sonam Yangden, Programme Officer as a Coordinator.

### Report on 10<sup>th</sup> SAMBHAV 2015

The 10<sup>th</sup> SAMBHAV festival conducted by A.L.P.A.N.A Society at New Delhi was a successful program which created a huge platform to our special children.



12:11:15



We the Team from Bhutan for SAMBHAV festival started our journey from Paro at 11:30AM and reached New Delhi at 2:00PM. We were warmly received by the organizer from the airport and took us to International Youth Hostel where we settled for the day.



13:11:2015

On 13<sup>th</sup> Nov 2015 with joyous feeling, we went to IIC multipurpose hall where the actual program was held. At 9:30AM, the opening ceremony took place with Shri B.K Gowsomi as our chief guest. With the welcome notes from the organizer and key notes from the chief guest the day's program started. After having important sharing from the dignitaries, we had photo session with our team along with the chief guest. The rehearsal from various countries began in the morning till afternoon for evening stage cultural programs by challenged artists.



14:11:15

As usual on 14<sup>th</sup> and 15<sup>th</sup> Nov 2015 the morning activities took place for the day. At around 8:30 am we were taken to IIC Multipurpose hall. The exhibition from the various countries was exhibited in the morning session. The most of the visitors were overwhelmed by the exhibited items that our presented during exhibition. At 11:30AM the seminars started with the guest speakers from various countries participated. We had our lunch at around 1:30PM and further the seminar continued till 3:00PM. After that we had a tea

break. Then, we had various international cultural programs by challenged artists from various countries till 7:30PM.



15:11:15

We reached ICC Multipurpose hall at 9:00am. We had yoga session including challenged artists with the yoga master which took place till 11:00AM. After this we continued with the seminars from ALPANA, Australia and Russia. ALPANA talked more about the impact of dancing art to develop the vocationally orientated special children, which obviously motivated our children to participate more in such activities. Other two countries talked about how the program are been initiated in their respected places. This was an awesome program as our children performed well.



16:11:15

On this day, the organizer took us to various important places. This was quite interesting as many of us could visit some historic places in the society and we thank the ALPANA society for organizing such event where challenged artists could display their talents & also interact with people from various countries. Also, we would like to thank DPAB office for nominating us to participate in such a fruitful event.

**SUBMITTED BY:**

- Sonam Yangden (Assistant. Program officer- DPAB) -Team Leader
- R.K Chhetri- Escort of the challenged performers
- Tandin Pem- Escort of the challenged artist for art exhibition

## December

### International Day of People with Disability



International Day of People with Disability was celebrated at Paro Town jointly by Wangsel Institute, Drugyel, Ministry of Education, Bhutan Foundation and Disabled Persons' Association of Bhutan. 3<sup>rd</sup> December is International Day of People with Disability (IDPW), Disability organisations, businesses, governments and the community come together at events across the country to mark the occasion and celebrate the achievements of people with disability.

The technical committee including 3 DPOs with Dr.Sanga Dorji representing DPAB will soon start making the policy for the Persons living with Disability.

This is to inform all the people with diverse abilities in the country that the Chairman, Officiating Executive Director of Disabled Persons' Association of Bhutan and other stake holders from DPOs are attending "Training Programme on National Disability Policy Formulation for Bhutan" from 7th to 11th December 2015 which is jointly conducting by GNHC & UNDP at Tashi Namgay Resort, Damsebu, Paro.

The National Policy recognizes that Persons with Disabilities are valuable human resource for the country and seeks to create an environment that provides equal opportunities, protection of their rights and full participation in society.

On 18<sup>th</sup> December CSOs had a quarterly meeting and discussed the updates of Audit outsourcing as follows;

**Updates from CSOA on Outsourcing of Audit Service, Preparation of Financial Manual and any other matters**

Mr.Thinley Norbu, Senior Programme Officer from CSOA, updated the meeting on the outsourcing of CSO's annual audit. CSOA sent a letter to RAA requesting them to continue auditing the CSOs. In turn, RAA informed the CSOA that RAA has requested the Ministry of Finance to allocate Nu.3 million to RAA to audit the CSOs for three years. RAA has not heard a decision on this from MOF. CSOs have no problem if RAA wants to outsource auditing of the CSOs, but there should not be any cost implications on the CSOs since the CSO Act mandates RAA to audit the CSOs. CSOs are concerned about the CSO Act being violated if CSOs are to pay for auditing themselves. CSOA and RAA should sort out the audit issues between themselves. Some members proposed having a CSO Section under RAA seeing the increase in the number of CSO's and their multi-structured operational standards.

**Action:** CSOA is requested to share whatever information they get from RAA about auditing the CSOs as soon as possible as their ongoing projects needs to be audited and submit the report to donor agents

.

The 1st General Assembly/ Annual conference of Disabled Persons' Association of Bhutan was successfully held at Samdrupjongkhar, DYT hall on 19th December 2015. Participants from various SENs schools in Bhutan including DPAB staffs, members, Focal persons from Eastern Dzongkhags and volunteers talked on challenges for working with Persons' Living with Disabilities (PWDs) and addressing the needs/services of PWDs in the country. The report attached for your kind perusal please.

**Report on 1st General Assembly/Annual Conference of Disabled Persons' Association of Bhutan**

The 1<sup>st</sup> General Assembly/ Annual conference of Disabled Persons' Association of Bhutan (DPAB) was held at Samdrupjongkha, DYT hall on 19<sup>th</sup> December 2015.



The day began with the Registration of the participants which started at 9:00 am and ended at 9:30 am. There were 87 participants including teachers from various SENs schools in Bhutan, physiotherapist from Jigme Dorji National Referral Hospital, Ministry of Education, SEN department, staffs and Members of Disabled persons' Association of Bhutan.

Mr. Kuenga Dorji started the conference by giving the welcome speech to the crowd and followed by self-introduction of the participants about their name, designation and village and some of the participants even shared more than that and made the conference a lively one right from the beginning. After self-introduction everyone went out for the group photo session.



*Group photo session*

At 11:00 am, the first session started where the participants from different SEN schools talked about the challenges of working with Persons with Disabilities chaired by Mr. Amrith Bdr Subba, Executive Member of DPAB. All the participants were given 10 minutes each to share about the challenges and followed by group discussion.



1. **Tsangkha Middle Secondary School: Mr.Dawa Drukpa:**

- Lack of teaching materials.
- Lack of ideas, qualification regarding disabilities among the teachers.
- No accessible environment for special need children.

2. **Drugyel Lower Secondary School :Mr.Sonam Dupthop:**

- A financial constraint to conduct various activities is one of the main challenges.
- No proper conducive environment for the students.
- Limited learning and teaching materials.
- Lack of trained teachers in the field of special education.

3. **Khaling Lower Secondary school: Mr. Choku wangchuk:**

- Attitude of parents and teachers towards special students are not positive.
- Limited teachers in the school so difficult to give proper attention to every student.
- Lack of care from the parents and teachers.
- Lack of accessible materials for the challenged students.

4. **Mongar Lower Secondary School: Ms. Yeshey Choeki:**

- Lack of accessibility for physical disabilities.
- Lack of writing and learning materials.
- Require caregiver and teacher assistant for the special children.
- Shortage of teachers for better teaching services.
- No transition linkage with special school/ vocational centers.
- Lack of support from parents.

5. **Gelephu: Mr. Sonam Dorji**

- Social barrier: Mixed of all people from different region and people's attitude are different towards the special need children.
- Lack of disability policy and trainings for the teachers in the field of special needs.
- Parents Attitude: parents fully depend on teachers for the betterment of their child who are challenged.

6. **Gonpa Singma: Mr.Ugyen Dorji:**

- Lack of SEN policy
- Lack of Resources and fund to conduct activities

- Shortage of teaching materials for the students

The focus on the morning session was mainly to know about the challenges, the SEN schools and institutes, faced while working for persons with disabilities. The main challenges the participants talked about were the lack of resources in terms of financial and trained teachers in the field of special needs, accessibility issues and responsibility of parents, teachers and society.

In the next session the participants from different institute shared about the services of PWDs they provide, and the session was chaired by Mr. Pema Norbu of Ministry of education, SEN department

### **1. National Institute for visually impaired: Mr. Kuenga Chhoegyel**

#### **Services:**

- Support the integrated visually impaired students of the mainstream schools.
- Provide trainings on activities for daily living, orientation and mobility.
- Provide vocational skills through ICT, music and songs.
- Conduct co-curricular activities like debate, quiz, essay competitions, speeches, games and sports and physical education to enhance their knowledge and skills.
- Inculcate GNH values through social works, value education, health and hygiene and preserve our culture.

### **2. Draktsho vocational centre, Trashigang : Mr. Karma Garab Dorji**

#### **Services:**

- Vocational Courses: Tailoring, Traditional art and painting, Embroidery, Weaving, Basket weaving (cane and plastic), Souvenir carpentry (wood carving), Souvenir making, greeting cards and doll making etc.
- Life skills: Personal management skills, Sign language (communication skills), Social behaviour, domestic behaviour, Work related or Functional Academic, Safety skills, Occupational skills.
- Co-curricular Activities: Social skills (dancing, singing, acting and cultural disciplinary programs) Physical fitness programs, special Olympic and Paralympics' sports programs.

### **3. Wangsel Institute: Ms. Tshering Pem**

#### **Services**

- Provide Academic to the challenged students
- Wood carving
- Tailoring and Art
- Need teaching materials and bus services for the students.

### **4. Disabled Persons Association of Bhutan: Ms.Sonam Yangden**

#### **Services:**

- Empowerment of people living with disability

- Student sponsorship
- Provide assistive devices
- Support independent living skills trainings.
- Create advocacy and awareness for the rights and needs of persons with disabilities.
- National and international collaboration.



**Conclusion:** The outcome of the one day National conference of Disabled Persons' Association of Bhutan was a fruitful one. The challenges and the services of various SEN schools shared by the participants were very insightful and after knowing even more about the various challenges faced by the SEN schools, now we can work even more towards helping the people with disabilities.

### **Report on Rapid Neuro-Developmental Assessment and Functional Assessment of Children 0-9 years**

Ministry of Education with UNICEF conducted a week long workshop on The Rapid Neuro-Developmental Assessment and Functional Assessment to all the SEN school teachers and other DPOs including DPAB from 20<sup>th</sup> to 24<sup>th</sup> December 2015 at Samdrup Jongkhar Primary School.

From this training I came to know that the Rapid Neuro-Developmental Assessment and Functional Assessment is a standardized and validated assessment tool designed by the Bangladesh Protibandhi Foundation, to assess children from 0 to 9 years of age. It is a simplified assessment tool for identifying childhood disabilities in countries where medical professional and expertise are limited. The tool has been found to be very cost effective in early diagnosis, detection and prevention of disabilities. It helps to determine the neuro developmental and functional status of the children and provide early intervention. This assessment also assists care providers; health workers and teacher provide necessary support services for the wellbeing and future prospects of the children.



Eight functional domains are tested using age appropriate items. The successful performance of these functional by the children is considered to be an age appropriate and developmentally on track, whereas inability to perform the function is considered to be developmentally delay. The RNDA and FA toolkits contain colourful and child friendly materials for each domain.

Besides RNDA and FA, I learnt on Positive Parenting Advices (PPA) which includes special advice to parents, referral and further assessment of suspected children with disabilities by specialized professionals. It includes teaching parents about good practices on carrying and nurturing children including basic awareness on early childhood care and development, nutritional needs, basic home based stimulation exercises, and oath.

Submitted by: Dorji Phuntsho, IT Assistant.

DPAB Annual Report 2015  
**List of Donors for 2015**

DPAB is extremely grateful to the following donors for supporting the Association during the year 2015

1	DungkarYekhi Car Rental	10,000.00
2	Payden	20,000.00
3	DR.J.Megard	55,000.00
4	Dorji Om	2,500.00
5	TashiDendup	30,500.00
6	Pema Tshering	20,000.00
7	TandinPem	10,000.00
8	ThinleyPenjor	10,000.00
9	Tshagay(27.2.15=Nu.4000/0+27.3.15=Nu.6000)	10,000.00
10	Passang	5,000.00
11	Sonam Deki	10,000.00
12	RikuDhanSubba	10,000.00
13	TsheringLhamu	1,000.00
14	SingyeDorji	15,000.00
15	TekNathKararia	3,500.00
16	Karma Nima	11,000.00
17	Aum Kinley WangmoDorji	100,000.00
18	Jacob BS	3,000.00
19	EinarKippenes	6,000.00
20	AmrithBdrSubba	11,000.00
21	Sanga Dorji	11,000.00
22	Passang- 28.5.15=Nu.6000/-+ 27.6.15=Nu.4,000/-)	10,000.00
23	Dema	5,000.00
24	Yeshey	20,000.00
25	SangayDema	4,000.00
26	Singye Group of Companies	25,000.00
27	Ms.Continental Bhutan Enterprise	20,000.00

DPAB Annual Report 2015

28	MsRabdhuen Private Limited	10,000.00
<b>Total Amount</b>		<b>448,500.00</b>

ཀྱུས་གཞུང་ཚུས་ཞིབ་དབང་འཛིན།

Reporting on Economy, Efficiency & Effectiveness in the use of Public Resources



AIN: 13645

**AUDIT REPORT ON THE  
ACCOUNTS AND OPERATIONS OF THE NORAD  
FINANCED PROJECT NO: 1076 – “ORGANISATION  
DEVELOPEMNT PROJECT IN BHUTAN” IMPLEMENTED  
BY DISABLED PERSONS’ ASSOCIATION OF BHUTAN  
(DPAB)**

**PERIOD: 01.01.2015 TO 31.12.2015**

**MARCH 2016**



རྒྱལ་ཁབ་ཚུལ་ཞིབ་དབང་འཛིན་པ།  
**ROYAL AUDIT AUTHORITY**  
*Bhutan Integrity House*

Reporting on Economy, Efficiency & Effectiveness in the use of Public Resources



RAA/GGD/AR/CSO(DPAB-14)/2016/ 707

Date: 10/3/16

✓ The Executive Director  
✓ Disabled Persons' Association of Bhutan  
Thimphu

**Subject:** Audit Report on the Accounts and Operations of the NORAD financed project 10764 – “Organization Development Project in Bhutan” implemented by Disabled Persons' Association of Bhutan for the year ended 31<sup>st</sup> December 2015

Sir,

Enclosed herewith please find the audited *Financial Statements and auditors' report thereon* in respect of the NORAD financed project “10764-Organization Development Project in Bhutan” for the year ended 30<sup>th</sup> December 2015. The audit was conducted as required under the Audit Act of Bhutan 2006.

**Auditors' Report on the Financial Statements**

As may be noted from the Auditor's Report, the Project had generally maintained proper books of accounts, and the financial statements were in agreement with the accounting records. Accordingly, the RAA has issued unmodified (clean) report.

**Audit Findings & Recommendations**

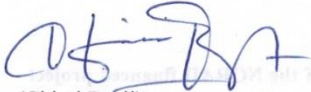
The auditors' review of the accounting records, internal controls and operations of the Project revealed some deficiencies and lapses. However, all the audit findings were settled in view of the recoveries made and related supporting documents and evidences furnished subsequently which are transmitted separately in the form of Management Appraisal Report for future reference and compliance

**Achievements**

The Royal Audit Authority had also noted certain achievements made by the Project during the period of audit which are detailed in the main report.

The RAA acknowledges the kind co-operation and assistance extended to the audit team by the officials and staff members of the Project, which facilitated the timely completion of the audit.

Yours sincerely,



(Chimi Dorji)  
**Assistant Auditor General**  
**General Governance Division**

**Copy to:**

1. The Head, Civil Society Organization Authority, Thimphu
2. The AAG, PP & AARD, RAA, Thimphu
3. The AAG, FUCD, RAA, Thimphu

*"Every individual must strive to be principled. And individuals in positions of responsibility must even strive harder."*  
*-His Majesty the King Jigme Khesar Namgyel Wangchuck*

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P.O. Box: 191, Kawajangsa, Thimphu, Bhutan. Tel: 322111 / 322833, Fax: 323491  
Website: [www.bhutanaudit.gov.bt](http://www.bhutanaudit.gov.bt), Email: [info@bhutanaudit.gov.bt](mailto:info@bhutanaudit.gov.bt)

**TITLE SHEET**

1. Title : Audit report on the accounts and operations of the NORAD financed project no. 10764 – “Organization Development Project in Bhutan”.
2. Implementing Agency : Disabled Persons’ Association of Bhutan, Thimphu
3. Executive Director : Sonam Wangmo, Executive Director (CID No.11411000391)
4. Finance Personnel : (i) Sonam Deki, ADM/Accounts Officer (CID No. 11911001271)
6. Period of Audit : 01.01.2015 to 30.12.2015
7. Schedule of Audit : Planning: 28/01/2016 to 04/02/2016  
Actual field: 28/01/2016 to 12/02/2016
8. Intimation letter No. : RAA/GGD/2016/322 dated 27/01/2016
9. Audit Team : 1) Karma Thinley, Auditor (EID No. 200907230) Team Leader  
2) Passang, Auditor (EID No. 9510027) Team Member
10. Supervising Officer : Chimi Dorji, Asstt. Auditor General (EID No. 9610060)
11. Date of Exit Conference : Not Conducted
12. Focal Person : Karma Thinley



**Disclaimer Note**

The coverage of this report is based on the facts, figures and information made available and accessible to the team by the management of Disabled Persons' Association of Bhutan, Thimphu. The opinion of the auditors shall only confine to the period covered and information made available till the time of issue of this report.

This is also to certify that the auditors during the audit had neither yielded to any pressure, nor dispensed any favor or resorted to any unethical means that would be considered as violation of the Royal Audit Authority's Oath of Good Conduct, Ethics and Secrecy of Auditors.



## ACRONYMS

DPAB	:	Disabled Persons' Association of Bhutan
CID No	:	Citizenship Identity Number
CSO	:	Civil Society Organization
EID No	:	Employee Identity Number
FUCD	:	Follow-up and Clearance Division
GGD	:	General Governance Division
GNH	:	Gross National Happiness
MoE	:	Ministry of Education
MoF	:	Ministry of Finance
NGO	:	Non-Governmental Organization
NSB	:	National Statistical Bureau
PPAARD	:	Policy Planning & Annual Audit Report Division
RAA	:	Royal Audit Authority
RGoB	:	Royal Government of Bhutan
SOE	:	Statement of Expenditure
UNCRP	:	United Nations Career Records Project
UNICEF	:	United Nations Children's Fund

**Table of Contents**

*AUDITORS' REPORT ON THE FINANCIAL STATEMENTS OF THE ACCOUNTS AND OPERATIONS OF THE NORAD FINANCED PROJECT NO: 1076 – "ORGANISATION DEVELOPEMNT PROJECT IN BHUTAN" FOR THE YEAR ENDED 31<sup>st</sup> DECEMBER, 2015 ...1*

*AUDIT FINDINGS ON THE ACCOUNTS AND OPERATIONS OF THE NORAD FINANCED PROJECT NO: 1076 – "ORGANISATION DEVELOPMENT PROJECT IN BHUTAN" IMPLEMENTED BY DPAB, THIMPHU FOR THE PERIOD 01.01.2015 TO 31.12.2015.....3*

*PART 1: ACHIEVEMENTS.....3*

**APPENDICES**

- A. Profile*
- B. Objectives of Auditing*
- C. Audit Methodology*

**AUDITOR'S REPORT ON THE FINANCIAL  
STATEMENTS**

**AUDITORS' REPORT ON THE FINANCIAL STATEMENTS OF THE ACCOUNTS AND OPERATIONS OF THE NORAD FINANCED PROJECT NO: 1076 – "ORGANISATION DEVELOPEMNT PROJECT IN BHUTAN" FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER, 2015**

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**Introductory Paragraph**

The Royal Audit Authority (RAA) has audited the accompanying financial statements of the NORAD financed project no. 1076 -"Organisation Development Project in Bhutan" implemented by Disabled Persons' Association of Bhutan (DPAB), Thimphu which comprises the Receipt & Payments statement and schedules forming part of the financial statement for the period ended 31<sup>st</sup> December 2015, as required the Audit Act of Bhutan 2006. The RAA's responsibility is to express an opinion on these financial statements based on its audit.

**Scope Paragraph**


The audit was conducted in accordance with the RAA's Auditing Standards, Generally Accepted Auditing Standards and the audit instructions of the NORAD Project. Those Standards and instructions require that the RAA plan and perform audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. The RAA believes that the audit provides a reasonable basis for its opinion.

**Opinion Paragraph**

In RAA's opinion, the financial statements present fairly in all material respects the Sources and Uses of Funds of the NORAD financed project "1076-Organisation Development Project in Bhutan" for the year ended 31<sup>st</sup> December 2015 in accordance with the Public Finance Act of Bhutan 2007 and the Financial Rules and Regulations 2001.

  
Auditor

**Concurred and noted:**

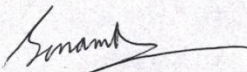
  
Assistant Auditor General  
Dated 9/3/2016  
Chief  
General Governance  
Royal Audit Authority  
Thimphu : Bhutan



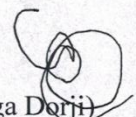
**DISABLED PERSONS' ASSOCIATION OF BHUTAN**

**STATEMENT OF RECEIPT & PAYMENTS FOR NORMISJON PROJECT (Org.Dev Project DPAB)  
JANUARY 1,2015 to DECEMBER 31,2015**

RECEIPTS		PAYMENTS	
Opening Balance			
Cash		Expenditure	4,077,519.75
Bank	81,687.00		
Normisjon	4,000,796.84		
		Closing Balance	
		Cash	
		Bank	4,964.09
<b>Total</b>	<b>4,082,483.84</b>		<b>4,082,483.84</b>

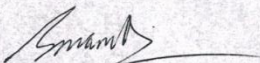
  
 (Sonam Deki)  
**Adm/Accounts Officer**  
 (Officiating Executive Director)



  
 (Sanga Dorji)  
**Chairman**  
 Board of Trustess

**DISABLED PERSONS ASSOCIATION OF BHUTAN**  
**BANK RECONCILIATION STATEMENT FOR NORMISJON PROJECT**  
**1st January 2015 to 31st December 2015**

Particulars	Amount(Nu)
Closing Balance as per bank statement	4,964.09
1 Receipt(Bank) Add Deposit in transit	0.00
2 Less Outstanding Cheque	0.00
Closing Balance as per DPAB records	<b>4,964.09</b>

  
 (Sonam Deki)  
**Adm/Accounts Officer**  
**(Officiating Executive Director)**



  
 (Sanga Dorji)  
**Chairman**  
**Board of Trustees**

Account Statement for Account 20700220790380068

Address:  
 DISABLED PERSONS ASSOCIATION OF BHUTAN JT AC  
 BHUTAN JT AC  
 PO BOX NO 1531

OPENING BALANCE				0.00				
SNo	Txn Ref No	Txn Desc	Txn Date	Amount	Instr No	Ccy	Dr/Cr	
1	002CSDP151200159	SONAM DEKI	30-APR-15	81,687.00		BTN	Cr	
2	002CSDP151200821	SONAM DEKI	30-APR-15	1,422,250.00		BTN	Cr	
3	002CQWL151240028	SONAM DEKI ID 11911001271	04-MAY-15	32,830.00	100553	BTN	Dr	
4	002CQWL151240029	SONAM DEKI ID 11911001271	04-MAY-15	73,903.00	100551	BTN	Dr	
5	002CQWL151280085	SONAM DEKI ID 11911001271	08-MAY-15	15,000.00	100556	ETN	Dr	
6	002CQWL151280110	SONAM DEKI ID 11911001271	08-MAY-15	580,520.00	100555	BTN	Dr	
7	002uy06151280001	CHEQUE PAYMENT	08-MAY-15	9,097.00	100552	BTN	Dr	
8	002CSWL151420315	LT NO#815 DTD 22.05.2015	22-MAY-15	138,370.75		BTN	Dr	
9	002CQWL151430107	SONAM DEKI 11911001271	23-MAY-15	189,147.00	100560	BTN	Dr	
10	002CQWL151430109	SONAM DEKI 11911001271	23-MAY-15	73,903.00	100557	BTN	Dr	
11	002nz02151460007	CHEQUE PAYMENT	26-MAY-15	19,000.00	100554	BTN	Dr	
12	002nz02151460007	CHEQUE PAYMENT	26-MAY-15	19,000.00	100559	BTN	Dr	
13	0021w06151590001	CHEQUE PAYMENT	08-JUN-15	9,097.00	100558	BTN	Dr	
14	022CQWL151760163	SONAM DEKI 11911001232 17692 545	25-JUN-15	82,000.00	100561	BTN	Dr	
15	002tz04151910001	CHEQUE PAYMENT	10-JUL-15	9,097.00	100562	BTN	Dr	
16	002nz02151910007	CHEQUE PAYMENT	10-JUL-15	19,000.00	100563	BTN	Dr	
17	002CQWL151960165	SONAM DEKI ID 1191100271	15-JUL-15	130,000.00	100564	BTN	Dr	
18	002CQWL152060068	sonam deki id 11911001271	25-JUL-15	34,395.00	100568	BTN	Dr	
19	002nz04152190004	CHEQUE PAYMENT	07-AUG-15	19,000.00	100565	BTN	Dr	
20	002ed01152320027	TRANSFER	20-AUG-15	1,562,797.44	USD23984@65.16	BTN	Cr	
21	002CQWL152330017	SONAM DEKI	21-AUG-15	150,000.00	100569	BTN	Dr	
22	002CQWL152400110	SONAM DEKI	28-AUG-15	20,000.00	100575	BTN	Dr	
23	002CQWL152400111	SONAM DEKI	28-AUG-15	34,395.00	100570	BTN	Dr	
24	002CQWL152400119	SONAM DEKI	28-AUG-15	850,000.00	100574	BTN	Dr	
25	002CQWL152400120	SONAM DEKI	28-AUG-15	125,271.00	100573	BTN	Dr	
26	002nz01152520002	CHEQUE PAYMENT	09-SEP-15	19,000.00	100571	BTN	Dr	
27	002CQWL152610030	SONAM DEKI 11911001271	18-SEP-15	10,000.00	100580	BTN	Dr	
28	002CQWL152610031	SONAM DEKI 11911001271	18-SEP-15	44,000.00	100579	BTN	Dr	
29	002CQWL152610033	SONAM DEKI 11911001271	18-SEP-15	38,000.00	100576	BTN	Dr	
30	002CQWL152610036	SONAM DEKI 11911001271	18-SEP-15	100,000.00	100578	BTN	Dr	
31	002dz02152730001	CHEQUE PAYMENT	30-SEP-15	19,000.00	100577	BTN	Dr	
32	002CQWL153100345	Sonam Deki For INR ; BTN	06-NOV-15	56,572.00	100585	BTN	Dr	
33	002CQWL153100359	SONAM DEKI 11911001271	06-NOV-15	10,000.00	100583	BTN	Dr	
34	002CQWL153100366	SONAM DEKI 11911001271	06-NOV-15	38,000.00	100584	BTN	Dr	
35	002ed02153160026	TRANSFER	12-NOV-15	1,015,750.40	USD15484@65.60	BTN	Cr	
36	002kw00153220164	CHEQUE PAYMENT	18-NOV-15	435,000.00	100586	BTN	Dr	
37	002uy01153350019	CHEQUE PAYMENT	01-DEC-15	70,000.00	100587	BTN	Dr	
38	022CQWL153360002	PHUNTSHO 11509000953 1730185 4	02-DEC-15	38,000.00	100588	BTN	Dr	
39	002nz02153370003	CHEQUE PAYMENT	03-DEC-15	19,000.00	100582	BTN	Dr	
40	002dz02153450002	CHEQUE PAYMENT	11-DEC-15	19,000.00	100589	BTN	Dr	
41	002CQWL153500279	SONAM DEKI 11911001271	16-DEC-15	528,923.00	100590	BTN	Dr	
CLOSING BALANCE				4,964.09				

# EXHIBITS



**AUDIT FINDINGS ON THE ACCOUNTS AND OPERATIONS OF THE NORAD FINANCED PROJECT NO: 1076 – “ORGANISATION DEVELOPMENT PROJECT IN BHUTAN” IMPLEMENTED BY DPAB, THIMPHU FOR THE PERIOD 01.01.2015 TO 31.12.2015**

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**PART 1: ACHIEVEMENTS**

The RAA while reviewing the accounting records, internal controls and operations of the NORAD financed project no. 1076-“Organisation Development Project in Bhutan” for the year ended 31<sup>st</sup> December 2015 implemented by the DPAB, Thimphu has also reviewed the plans and programs implemented during the period audited and noted the following achievements:

- DPAB took the lead in advocating for the human rights of persons living with disabilities at local and national levels.
- Education support is given to 38 students and 10 Persons living with disabilities from remote place are given medical support.
- Registration of Persons’ living with disabilities in 20 dzongkhag is completed jointly with other CSO’s with the financial support for 13 dzongkhags given by DPAB from the Normisjon Project. DPAB also conducted training to the supervisors and enumerators before sending them for registration in the field.
- Two women are sent to Mumbai for three months training. On return they will be the resource/focal Persons’ for conducting trainings and workshops for the people living with disabilities in Bhutan.
- The organization had developed a draft strategic five-year plan to sustainability.
- Approached the Children & Women committee member of the parliament for the rectification of UNCRP.
- DPAB is also the technical committee member for making policy for the Persons’ living with disabilities coordinated by GNH.
- DPAB in also collaborating and networking with other CSOs and NGOs nationally and internationally. DPAB is a member of Disable Persons’ International.
- DPAB has given independent living skills to many individuals living with disabilities in Bhutan.

## APPENDICES

### A: PROFILE

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Bhutanese society is generally sympathetic and compassionate to Persons' living with disabilities, but at the same time, the gap remains wide in both knowledge and understanding among Bhutanese of relevant disability issues. Very little data is available on the prevalence and types of disabilities in Bhutan. The population and housing census 2005 found 21,894 Persons' with disabilities or about 3.4% of the population. The two-stage child disability study from age 2-9 conducted in 2010-2011 by the Ministry of Education, Ministry of Health, NSB and UNICEF has indicated that about 21.3% of the children are with risk of disabilities in Bhutan.

Extended Bhutanese families have served the basic needs of the disable Persons' traditionally. However, with development this support base is fast dwindling due to changes in family structure, rural urban migration and breaking down of community bondages. Persons' with disabilities are facing the double burden of having to fend for themselves as well as compete for limited vacancies in the increasingly skilled job market.

These issues are further heightened by the country's mountainous terrain and lack of adequate infrastructure. Only one school for the blind, National Institute for the visually impaired, a school for deaf, six integrated schools for children special learning needs and one vocational school for children with disabilities exist now in the country. Consequently, thousands of Persons' with disabilities are lacking any access to education and other support services.

To address the growing needs of Persons' living with disabilities and to complement the efforts of the royal government, DPAB was founded or at least officially registered with CSO authority on 26<sup>th</sup> November 2010 and certificate was awarded on 20<sup>th</sup> December 2011 at a small office. Since then due to lack of budget it took till 1<sup>st</sup> of July 2011 to start a small office. However DPAB is formally launched on 25<sup>th</sup> September 2011. DPAB was founded by a group of visually impaired Persons'.

The founder of DPAB made objectives like DPAB will enhance and support people with disabilities in Bhutan to attain their highest level of education and, physical and psychological wellbeing but in practically DPAB will be playing more of a facilitator. MoE and other relevant institute will be directly responsible for implementation. DPAB will support wherever possible to encourage and facilitate with integrity and at the same time provide moral support through experience.

## **B: OBJECTIVES OF AUDITING**

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The objective of the audit is to ascertain and report:

- i. Whether the financial statements fairly reflect the operations of the Project for the calendar years 2015;
- ii. Whether the project has complied with the laws, policies, rules and regulations of the government and the Operations Manual of the Project;
- iii. Whether the funds acquired were utilized efficiently and effectively for the intended purposes and to check the legality, regularity and propriety of the expenditure;
- iv. Whether adequate and effective internal control system has been instituted, and
- v. Whether planned activities were carried out and achieved as per the Annual Work Plan.

## **C: AUDIT METHODOLOGIES**

---

- i. Reviewing internal controls in place in the system;
- ii. Inspection and examination of the records, documents and statements;
- iii. Vouching;
- iv. Checking the compliance of applicable rules and regulations that are in force;
- v. Seeking relevant information from knowledgeable person inside and outside the organization;
- vi. Checking and confirming the arithmetical accuracy of the accounting records;
- vii. Computation and analysis of relevant data, and
- viii. Conducting the physical verification of assets and stores.

**ENCLOSURES**



**Appendix 1 - Confirmation of receipt of the audit instructions, including confirmation of independence and sufficient competence**

Mr.ChimiDorji  
Assistant Auditor General  
General Governance Division  
Royal Audit Authority

20.01.2016

To the audit general of the NORAD Project 10764 Organisation develop Project -BDO AS

This letter will be sent in connection with your audit of the organization for the year ended 31.12.2015 with the purpose of being able to give an account of whether the financial statements in all material provide an adequate representation (give a true and fair view) of the NORAD Projects financial position as of 31.12.2015 and of its results and cash flows for the year, in accordance with international accounting standards.

We confirm receipt of your instructions of (28/01/2016) asking us to perform the specified work in conjunction with the financial information to the NORAD Projects for the year ending 31.12.2015

We confirm that:

1. We will be able to comply with your instructions. / We hereby inform you that we will not be able to comply with the following instructions [specify instructions] for the following reasons [specify reasons].
2. The instructions are clear and we understand them. / We will appreciate if you could clarify the following instructions [specify instructions].
3. We wish to work with you and give you access to relevant audit documentation.
4. Our firm is registered and authorized by local authorities to practice.

We understand that:

1. The financial information on the NORAD Projects will be included in the accounts of the organization.
2. You may find it necessary to be involved in the work you have asked us to perform in connection with the statements of the NORAD Projects for the year ending 31.12.2015.
3. You intend to evaluate and, where appropriate, use our work in the audit of the organization

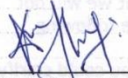


Audit Engagement Instructions  
December 31<sup>st</sup> 2015

In association to the work we will perform in connection with the statements of the NORAD Projects, a project account associated with the organization, we confirm the following:

1. We have an understanding of relevant ethical requirements that is sufficient to meet our obligations in connection with the audit of the accounts, and will comply with these requirements. With regards to the organization and the NORAD Project, we are independent in accordance with relevant ethical requirements and comply with the applicable requirements of rules issued by the authority.
2. We have an understanding of the International Standards of Auditing, and other standards regarding auditing of the project accounts that is sufficient to meet our obligations in association with the audit of the accounts. We will perform our work in association with the financial information from the NORAD Projects for the year ending 31.12.2015 in accordance with the International Standards of Auditing.
3. We possess the specific skills that are necessary to perform work in connection with the financial information from the NORAD Projects.
4. We have an understanding of relevant financial reporting framework, and NORAD's guidelines for financial reporting, and the organization's guidelines for entities that are included in their consolidated financial statements that is sufficient to meet our obligations in association with the audit of the accounts.

We will inform you if there are any changes in the statements above in the course of our work in conjunction with the financial information from the NORAD Projects.

  
[Auditor's signature]

[Date] 28/11/2016

[Auditor's address]

Karma Thinley, GGD  
Royal Audit Authority  
Thimphu, Bhutan.



**Appendix 2 - Contact information for the audit team project 10764**

**To:** Hege Sotvik Sorfla, BDO AS  
**E-mail:** [Hege.Sotvik.Sorflaa@bdo.no](mailto:Hege.Sotvik.Sorflaa@bdo.no)/ **Fax (+47) 64 84 68 01**

**Subject:** NORAD Project10764 - Organisation Development Project

**Contact information for the audit team / key personnel**

<b>Auditor</b>	
Auditor's company name	Mr. Karma Thinley Auditor General Governance Division Royal Audit Authority Thimphu, Bhutan.
Address	
<b>Auditor team</b>	
Name of manager	Mr. Karma Thinley, Auditor
Phone / fax manager	0097517718479
E-mail manager	kthinley@bhutanaudit.gov.bt
Skype/Lync manager	
Name of executive auditor	Mr. Chimi Dorji, Asst. Auditor General
Phone / fax executive auditor	009752334075
E-mail executive auditor	cdorji@bhutanaudit.gov.bt
Skype/Lync executive auditor	

<b>Project</b>	
Project name	NORAD financed project "10764-Organisation Development Project in Bhutan"
Address	Disable Person's Association of Bhutan, Registration No.CSOA/PBO-09
Name of accounting manager	M/s. Sonam Deki, Offgt. Executive Director
Phone / fax accounting manager	00975339996
E-mail accounting manager	
Skype / Lync accounting manager	



**Appendix 4 - Group auditor reporting**

Questions	Reply			Comments
	Yes	No	NA	
Have you visited the project?	Yes			Date for visit: 28/01/2016 to 03/02/2016
If not, please tell us the reason why.				

**PURPOSE AND RESULT OF THE AUDIT 2015**

Questions	Reply			Comments
	Yes	No	NA	
Has the audit been carried out without any comments? If not, please specify the cause.	Yes			
Does the result of the audit give rise to any special comments? If yes, please elaborate.		No		
Do the working papers contain any documentation relating to the planning of the year's audit?	Yes			
Did the audit planning consist of an assessment of the internal control to identify strength and weaknesses?	Yes			
Do the working papers contain any documentation relating to material auditing and accounting problem-areas that have come to light during the audit, as well as a description of their solution?	Yes			
Has the audit been carried out and documented as planned?	Yes			
Has a conclusion been made on the individual areas covered by the audit?	Yes			
Are there any unexplained items in the accounts that need to be followed up?		No		





Audit Engagement Instructions  
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Have all principal items that require an explanation been made available to the group auditor, or documented in a separate report?	Yes			
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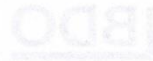
**PURPOSE AND RESULT OF THE AUDIT 2015**

Question	Yes	No	Comments
Has the audit been carried out without any comments?			
If not, please specify the cause.			
Does the result of the audit give rise to any special comments?			
If not, please state why.			
Do the working papers contain any documentation relating to the planning of the year's audit?			
Did the audit planning consist of an assessment of the internal control to identify strengths and weaknesses?			
Do the working papers contain any documentation relating to material auditing and accounting judgements that have come to light during the audit, as well as a description of their solution?			
Has the audit been carried out and documented as planned?			
Has a conclusion been made on the individual areas covered by the audit?			
Are there any unresolved items in the accounts that need to be followed up?			



OTHER INFORMATION

Questions	Reply			Comments
	Yes	No	NA	
Has there been uncovered any cases of non-compliance with local laws or regulations that may result in material misstatements in the organizations accounting, including reporting and payment of taxes and fees?		No		
Have copies of identification of the person in charge of the entity been obtained?  And is a copy of this attached?	Yes			
Has there been uncovered any signs of lack of objectivity with the management?		No		
Have there been uncovered signs of the management to override the internal control function hereunder the possibility to manipulate the accounting system and prepare manipulated financial statements.		No		
Are there any comments you want to make us aware of, assuming that these have not been noted in the questionnaire?		No		
Are all the board reports reviewed?	Yes			
Do any of the board reports contain any information we should be aware of?		No		
Are all the balances between associated companies clearly presented in the submitted accounts?  Have these been reconciled?	Yes			
Has there been uncovered any transactions with related parties that are not valued according to the "arms length principle"?  If so; please elaborate.		No		
Is the received list of related parties reviewed and found complete? If not; have you submitted the new list of related parties, which in an auditor's opinion is complete, to BDO?	Yes			
Have conclusion been made about the entity's handling of local taxes and VAT?	Yes			



OTHER INFORMATION

Audit Engagement Instructions  
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Has the 2015 field report been quality checked by the auditor before it was sent to the organizations headquarter?	Yes			
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STATEMENTS

Questions	Reply			Comments
	Yes	No	NA	
Has a statement letter been submitted by the management and signed? A copy of this must be attached.	Yes			
Is there a balance enquiry to debtors or other documentation on the accuracy of accounts receivable?		No		
For property - are mortgage obligations and other obligations registered in the public register?		No		

Any comments should be specified in a separate appendix.

Appendix: List over not corrected errors, but not below the threshold for clearly insignificant errors.


**Appendix 5 - Corruption**

**Directions for handling corruption or suspicion of corruption**

**Clarification of the term Corruption:**

- Corruption is a conscious, self-interested, and criminal individual or institutional action, at the sacrifice of community.
- Corruption depends on associates.
- Corruption erupts from attitude - and is not a result of bad economics.
- Corruption is systematic, not an accidental occurrence.
- Abuse of money is a symptom, and not a cause, of corruption.

Corruption covers interaction between voluntary or public participants, who in an illegitimate or dishonest way, make these participants equipment to their personal benefit.

**Explained suspicion or proof of corruption shall be reported. The report should emphasize on the following information:**

- The size of the amount.
- How were the control routines for the corruption in the project?
- How long did the corruption go on?
- How did you discover the fraud?
- Is there a pattern?
- What kind of actions is taken?
- What experiences have you made?
- Conclusion

**→We would like a positive confirmation if no corruption or suspicion of corruption is revealed**

The component auditors from Royal Audit Authority of Bhutan visited and verified all the transactions relating to the **NORAD Project10764 - Organization Development Project** from 28/01/2016 to 03/02/2016. On verifying the related transactions, the component auditors did not come across any transactions that would give rise to suspicion of corruption.



2/18/2016

Karma Thinley,  
Component Auditor,  
Royal Audit Authority, Bhutan.



## Conclusion

Despite limited funds and human resources, DPAB has come a long way in contributing towards the realization of its vision, mission and objectives outlined in the Association's guiding documents. The Association has made a significant progress in implementing its programs and activities based on the available resources over the past four years. Today, DPAB has four regular staff looking after the daily affairs of the Association in addition to five Board of Trustees, about six active Executive Committee members and volunteers. Overall, the Association is in good shape both in terms of physical infrastructure and financial strength as of now with ongoing projects funded by Normisjon in Norway. DPAB will continue to explore funds to ensure the sustainability of its programs/services for all persons with disabilities in Bhutan. We owe our success to the generosity and cooperation of all the organizations and individuals, both within and outside Bhutan who have supported us in this noble journey towards helping persons with disabilities in Bhutan and creating an inclusive society for all where they can live an independent productive life. DPAB will continue to strive for excellence in all the times to come and meet the expectations of our generous supporters and well-wishers. Together, we can definitely make a difference.

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Compiled by:

1. Amrith Bdr Subba, Information and Communication Coordinator, DPAB;
2. Sonam Deki, Administrative Officer, DPAB.

**Additional resources**