



Progress Report (2016)

Disabled Persons' Association of Bhutan (DPAB),

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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 26th 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 Bhutanese society that recognizes and respects the rights and needs all persons living with disabilities in Bhutan, and promotes their long-term physical, psychological and social well being”

Mission

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

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 20th 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 **26th November, 2010** corresponding to the **20th day of the 10th Bhutanese month of the Iron Male Tiger Year**.

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

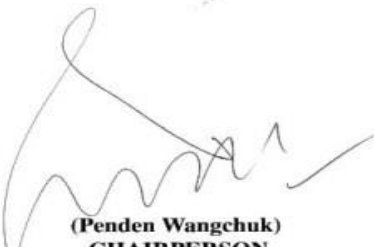
The Organization seeks to fulfill the objectives as defined in its Articles of Association and Memorandum of Association and shall operate in **the whole of Bhutan**.

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



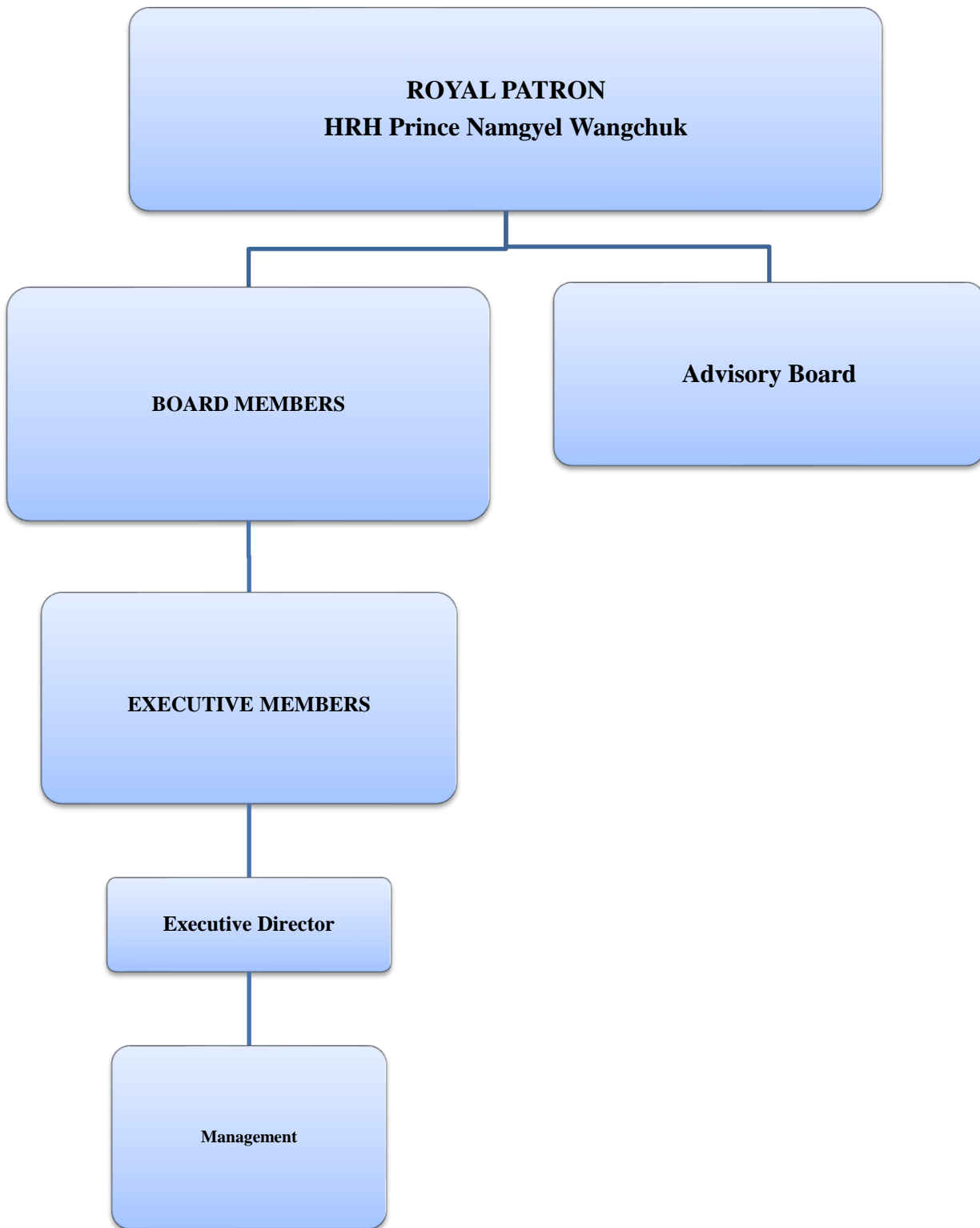

(Penden Wangchuk)
CHAIRPERSON
Civil Society Organizations Authority
THIMPHU ; BHUTAN





HRH Namgyel Wangchuk, Patron

ORGANOGRAM



DETAILED REPORT

2016(January -December)

JANUARY

- **Community Initiatives In Inclusion Course**



Fig: CII Participants

Disabled Persons' Association of Bhutan sent two women (one from Ability Bhutan Society and other from Disabled Persons' Association of Bhutan) for twelve weeks (**19th January 2016- 10th April 2016**) training course in '**Community Initiatives in Inclusion**' (CII) at ADAPT, Mumbai, India.

The candidates were selected based on their experience in working with the people with disability in Bhutan, with good written and spoken English holding a bachelors degree.

The candidates were sent mainly to learn about international perspective on disability issues, to share the national issues and perspectives on disability and also to explore opportunities for networking and co-operation with partner association and countries.

- **Report on CII (Community Initiative in Inclusion) training 2016**

The CII Community Initiatives in Inclusion 2016 was organized by ADAPT (Able Disabled All People Together), formerly known as The Spastics Society of India. **ADAPT** was founded by Dr. Mithu Alur in 1972. The training has been developed in partnership with The Institute of Global Health Disability Unit at University College London and The Women's Council, U.K.

The Community Initiatives in Inclusion 2016 Course started from Tuesday 19th January to Thursday 8th April 2016 in Mumbai at The National & Asian Resource Centre for Inclusion and there were 20 participants from seven countries Bangladesh, Bhutan, India, Mongolia, Nepal, Tajikistan and Tibet.



On the first day of the course we the participants of CII 2016 were welcomed by ADAPT with a welcome cake cutting ceremony. Next day the staffs and the course coordinator briefed us about the course and the ground rules of the hostel and the institution. The schedule for the class was from morning 9:30am to evening 3:30 pm, Monday to Friday but sometimes we had to work on Saturday and Sunday too. The training covered four modules, which are as follows;

- 1. Disability Model**
- 2. Inclusion Model**
- 3. Policy Model**
- 4. Community model**

1. Disability Module

In this model we learned about the social and medical model of disability, different types of disabilities like Autism, Down syndrome, Cerebral palsy, Hearing impairment and speech impairment. Other than disability we also learned about the early childhood development and myths and misconception about disability.

2. Inclusion Module

In this model we learned about the importance of inclusion, key principles of inclusion, barriers and solution to inclusion strategies for inclusion and universal design.

3. Policy Module

We learned about the importance about the disability policy in our country and also promoting the rights of people with disabilities. We have learned about the human rights, child rights and rights of people with disabilities.

4. Community Module

This module was the most effective and useful one. We have learned about community based rehabilitation, child to child approach, HIV/AIDS, Disaster risk management Mother and child care and advocacy and awareness program.



The first and the second month of the course were mostly lectures and writing reports on our field visit to various organizations. The third month was focused on writing projects and three months action plan which we have to implement in our respective countries.

The course was very knowledgeable where we have not only learnt about inclusion but we also learnt so many things about socializing, confident building, giving presentation and working in a team. Following are the some new skills that we have acquired.

Sl.No	New Skills Acquired
1	Designing training module
2	Developing pre-test and post- test questionnaires
3	Fund raising skills
4	Interactive communication skills
5	IT Skills (how to make a professional ppt , developing project)
6	Access Audit
7	Disaster risk management skill

Lastly we would like to thank UK Women council for financially supporting us for the CII course and ADAPT for organizing such a wonderful training and making us feel homely during the three month stay in Mumbai and the Disabled Persons' Association of Bhutan for nominating us for this very important course.

We assure that we will try our best to implement our learning in our Country with full dedication and handwork. We hope to bring positive change in our community.

Submitted by
Sonam Yangden (Disabled Persons' Association of Bhutan)
Chey Chey (Ability Bhutan Society)

FEBRUARY

- **Educational support**



Students of Drugyel lower secondary school

Since one of the programmes of DPAB is to support education for economically disadvantaged children with disabilities in different schools, DPAB has supported 20 students in 2012 and now it has increased to 40 students in 2016. 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.

- **Medical support**

- **Meeting on environmental accessibility**



Fig: Thimphu city

On 4th February 2016, DPAB organized a meeting on environmental accessibility of Thimphu city at DPAB conference hall. The meeting included officials from World Bank, Gross National Happiness Centre, Ministry of Health and PWDs. The team discussed on how to ensure an outstanding quality of life for everyone. Most of the participants, including persons with disabilities raised issues on current inaccessible environment and public transportation service in the city. The participants also highlighted on the need to improve the infrastructural system in order to make an accessibility environment. The discussion concluded with a positive note.

MARCH

- **Civil Society Organizations' Retreat**



Fig: Representatives from different Civil Society Organizations in annual CSO retreat at Paro

March 2nd -3rd 2016 at Tashi Namgay Resort, Paro

The Disabled Persons' Association of Bhutan along with other CSOs attended the 2 day CSO retreat held on March 2-3, at Tashi Namgay Resort, Paro. It provided an opportunity for representatives of CSOs to interact and get to know one another as a first step to building a fraternity. It enabled the participants to collectively dream of a vision for the civil society sector.

The aims and objectives of the retreat were to:

1. To network and strengthen the CSO fraternity
2. To envision a future direction for civil society
3. To review the CSO Act and Rules
4. To follow up on designing a capacity building plan

From this 2day Retreat, we shared our common expectations which included the following:

- Have good networking for good collaborations/partnerships in the future
- Get familiarized with the CSO Act and be able to contribute points towards the amendment of the Act
- Enhance understanding of the civil society community; know where we are, understand the challenges we face, find a way to use each other's expertise, etc.

The participants also share and talk about their organization's vision, missions and their mandates.

- 1st WASH CLUSTER MEETING



Fig: 1st wash cluster meeting

On 28-29 March 2016, DPAB attended two days 1st WASH Cluster Meeting organized by Public Health Engineering Department of Ministry of Health in collaboration with UNICEF and SNV .at Hotel Holiday Home Paro was successfully ended yesterday. Over 40 stake holders. We the Disabled People's Organizations mainly focused on disability study based on toilet accessibility, sanitation, hygiene and also people's attitude towards people with disabilities in Bhutan. That was our great opportunity to meet every organisational bodies and individuals who are working for water and sanitation to make an inclusive to all and discuss how we could address the issues together.

APRIL

- **Visit by Social Work Central University Kerala**



Fig: 24 students and two staff from the Department of Social Work Central University Kerala

On 6th April 2016, 24 students and two staff from the Department of Social Work Central University, Kerala, India visited DPAB. The main purpose for their study tour to Bhutan was to extend global awareness and to enhance their international perspective on disability. They also wanted to understand the role of Disabled People Organization of Bhutan in nation building.

- **Disabled People's International (DPI)**



Fig: Chair Man at DPI conference



Fig: DPAB's member and staff at Disability and Development Human Capital Seminar

Delegates (chair person, one Board Member, one Executive Member and Officiating Executive Director) of Disabled Persons' Association of Bhutan attended International Seminar on Disability and Development Human Capital: Realizing SDGs for persons with Disabilities with effect from 11th to 12th April 2016 at Hotel Pullman New Delhi.

Disabled People's International (DPI) successfully concluded its 9th World Assembly on 13th April, 2016 in New Delhi, India. With over 200 disabled people participating from nearly 70 countries, this was one of the most historic paths breaking World Assemblies in the history of DPI. Members deliberated on issues of disability inclusive development, a greater say in SDGs, importance of data collection, and resurgence of 800 million people with disabilities from the Global South to have a voice that is heard at global disability platforms. The substance of these discussions has been compiled in the 'Delhi Declaration' that was adopted at the end of the World Assembly.

- **Delegates from Norway**



Fig: Delegates from Norway, DPAB's Board Executive members and staff



Fig: DPAB's Delegates from Norway and staff had an audience with Hon'ble Prime Minister Lyenchen Tshering Tobgay.

On 28 April 2016 the Delegates from Norway, Jacob Bulti Smørddal, Dag-Hakon Eriksen, Kjell Kristian Larsen and Einar Kippenes, DPAB members and staff had an audience with Hon'ble Prime Minister Lyenchen Tshering Tobgay.

May

- **Workshop on Inclusion**



Fig: Staff and PWDs participating in inclusion workshop at DPAB

On 19 May 2016, Two women (working in the field of disability) who were sent for the training in **community initiatives in inclusion** at ADAPT, India by Disabled Persons Association of Bhutan, conducted a day workshop on Inclusion and Inclusive Education to 14 staff of Disabled People's organizations (DPOs).

On 21st June 2016, **another One day Workshop** was conducted on Disability and Inclusion at Kila Goempa monastery in Paro district which falls under semi-rural area of Bhutan. There were 18 nun participants during

the workshop. The workshop included the module such as meaning of disability, causes of Disability, myths and misconceptions of disability, meaning of Inclusion, and reasons for Inclusion and also shared the information and roles of existing DPOs (the service providers) in Bhutan.



Fig: with the nuns of Kila Gonpa, Paro

- **REPORT ON DEVELOP PRACTICAL, ENGAGING AND INSPIRATIONAL COMMUNICATION**

The training on the COMMUNICATION SKILLS and SOCIAL ENTREPRENEUR was held at Bhutan Media and Communications Institute supported by Bhutan Foundation, BCMD and Loden Foundation from 6th to 9th May 2016. The aim of the training was mainly to improve the communication skills and the understanding of social entrepreneur among the civil Society Organizations (CSOs).

The workshop was mostly practical and active participation where we the participants from various CSOs were given an opportunity to talk about our self and the organization we are working for. The workshop included many activities which were fun and knowledgeable.

The training was more of learning on being confident when we give presentation to our partners and donors. The training also included about the way to tell a story about the organization with good communication skills to our donors which is very important in every aspect of our life.

Five day workshop was very interactive and fruitful one where we got the opportunity to learn more about the communication skill and social entrepreneur. Hence, we would like to thank DPAB office for nominating us to participate in the workshop and the stakeholders for organizing such a wonderful workshop for CSOs.

List of participants from CSOs

1	Ability Bhutan Society
	Bhutan Animal Rescue and Care
2	Bhutan Centre for Media and Democracy
3	Bhutan Foundation
4	Bhutan Media and Communication Institutes

5	Bhutan Cancer Society
6	Bhutan Kidney Foundation
7	Chithuen Phendey Association of Bhutan
8	Disabled Persons Association of Bhutan
9	Loden Foundation
10	RENEW
11	Youth development Fund

Submitted by:

Sonam Yangden: Assistant Program Officer

Dorji Phuntsho Loma- Intern

DPAB

JUNE

• **Relocation of DPAB Office**



Fig: Disabled Persons' Association of Bhutan

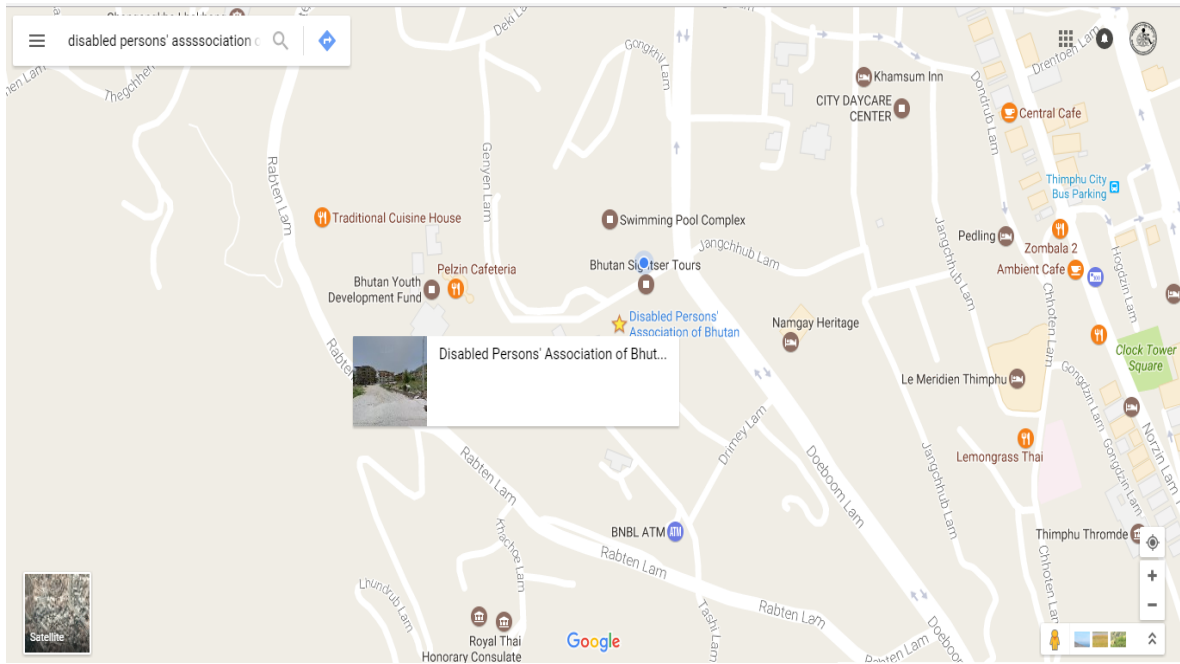


Fig: Location

Disabled Persons' Association of Bhutan shifted its office near Swimming Pool area at Azhaa's Apartment, flat number 2. DPAB has been shifting its office for the fifth time. Since DPAB does not have its own office, it has to depend upon the house owner who can ask us to vacate any time due to which the people have very difficult time in locating our office.

JULY

- **Accessible path**



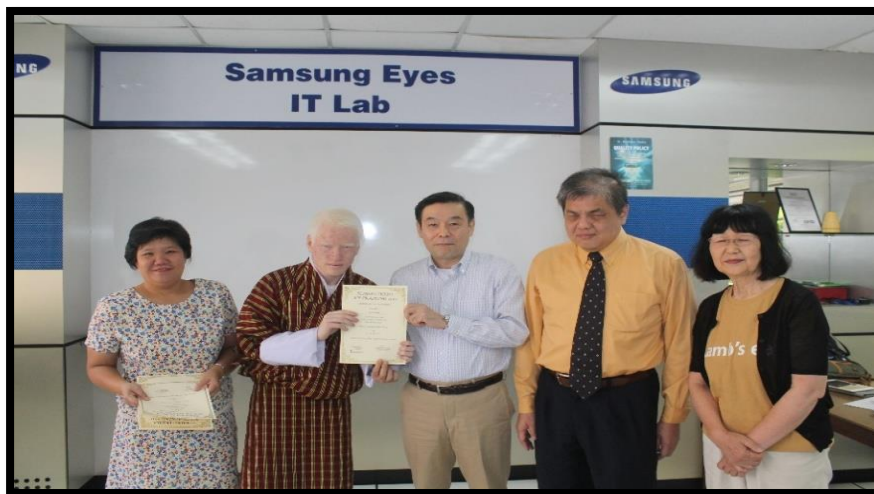
Fig: Staff and volunteers

On 28th July 2016, Disabled Persons' Association of Bhutan along with the volunteers built an accessible path for Mr.Pema Tshering (Crafts man) who is physically challenged and lives alone.

On 29th July 2016, one ICT staff from Disabled Persons' Association of Bhutan, participated an annual international event of Teruko Ikeda ICT Training Program held in #Penang, #Malaysia which aimed to provide ICT-based knowledge and skills to visually impaired and low vision individuals in Asia and the Pacific. Its main goal is to enable the selected participants to become leaders and advocates of ICT in their respective countries. Thanks to the organizers Mr. Wong Yoon Loong and Ms. Christina Ann Lau and the Japan Braille Library for selecting and providing the necessary funding and supporting for the training program.

- **Report on Teruko Ikeda ICT Training Workshop 2016**

The Teruko Ikeda ICT Training program is focusing on a yearly ICT (Information-Communications Technology) training. It was named after Ms. Teruko Ikeda, the program's creator and main sponsor and was organized by Mr. Wong Loon Loong and Mrs. Christina Ann Lau in Malaysia. The aim of conducting this training is to provide ICT-based knowledge and skills to blind and low vision individuals in Asia and the Pacific. Its main goal is to enable the selected participants to become leaders and advocates of ICT in their respective countries. This year, there were ten participants from ten different countries in Asia Pacific region:



On the first day of the course we the participants of Teruko Ikeda ICT Training 2016 in Intermediate Level were welled come by the organizers and the members of the non-Japanese staff of the Japan Braille Library at St. Nicholas' Home Penang., They briefed us about the course and the ground rules of the hostel and the institution and on the same day they have distributed laptops to each participant. The schedule for the class was from morning 9:00am to evening 4:00 pm, Monday to Saturday but sometimes we had to work on Sunday also.

From this Training, I come to know other screen readers and screen magnifiers than Jaws and Window Eyes, that was NVDA (Non Visual Desktop Access) screen reader.

Fourteen days training was very knowledgeable where we have not only learnt about the basic ICT needs but we also learnt so many things about how to implement and share our wisdom to rest of our disabled friends

mainly to visually impaired people in free of cost, and socializing, confident building, giving presentation and working in a team.

Lastly I would like to thank Japan Braille Library for financially supporting us for the Teruko Ikeda ICT Training and Mr. Wong Loon Loong and Mrs. Christina Ann Lau for organizing such a successful training and making us feel homely during the two weeks stay in Penang and Mr Amrith Bahadur Subba for recommending me in this wonderful training and also to my organization, Disabled Persons' Association of Bhutan for supporting, guiding and arranging my necessary travel for this very important workshop.

I assure that I will try my best to implement my skills and share my knowledge to my friends in my Country with full dedication and handwork. I hope to bring positive change in my community.

Submitted by: Dorji Phuntsho (IT Assistant)

AUGUST

- **Workshop On Assistive Technology**



On 2nd August 2016, Disabled Persons Association of Bhutan with Royal Education Council and Ministry of Education of Bhutan successfully conducted two days workshop on Assistive Technology on 29th and 30th July 2016 at DPAB Conference Hall.

SEPTEMBER

Recruitment of new staffs

- **Executive Director**



Since the former Executive Director resigned and the post was vacant for almost two years, DPAB announced the vacancy for the post of Executive Director on 8th August 2016. Mr. Sonam K Gyamtsho got selected as the new Executive Director of DPAB through an open interview which was conducted on 30th August 2016. He joined the office from 1st September 2016. DPAB had a successful selection process of ED.

With the new appointment of ED, DPAB is now in a better position to work towards achieving its goal which is supplementing the government in promoting the rights and needs of persons with disabilities in the country.

- **Office Assistant**



On 1st September 2016, Mr. Yonten Jamtsho was recruited as the office assistant of DPAB through an open interview of Guarantee Employment Program (GEP) of MoLHR. 70 % of his salary is paid by the ministry and 30% by DPAB. Mr. Yonten Jamtsho was one of the active volunteers of DPAB since 2014.

This recruitment has contributed to the human resource of DPAB and now there are five staffs including the Executive Director.

- **World Tourism – “Tourism for All – promoting universal accessibility”.**



Fig: DPAB Chair Man and Member attending World Tourism Day

On 28 September 2016, Bhutan celebrated World Tourism Day in Thimphu at Termaling Ca Hotel by inviting people from different regions of Bhutan to showcase their cuisine, and arts and crafts.

This year the theme was – “Tourism for All – promoting universal accessibility”. Accessible Tourism for all is about the creation of environments that can cater for the needs of all of us, whether we are travelling or staying at home. May that be due to a disability, even temporary, families with small children, or the ageing population, at some point in our lives, sooner or later, we all benefit of universal accessibility in tourism. Disabled Persons’ Association of Bhutan would like to thank Tourism Council of Bhutan for inviting us in this wonderful event and let’s make the society as an inclusive to all

- **Participants of 23rd RI World Congress**



Fig: The Chairperson and five staff/ members of Disabled Persons' Association of Bhutan participated in 23rd RI World Congress at Edinburgh International Conference Centre, Scotland.

OCTOBER

Report of Rehabilitation International World Congress 25-27 October 2016 at Edinburgh International Conference Centre, Scotland



Disabled Persons' Association of Bhutan attended the 23rd Rehabilitation International Congress, the event, which takes place every 4 years in different locations worldwide, was hosted w.e.f 25-27 October 2016 at Edinburgh International Conference Centre, at the Edinburgh International Conference Centre by Shaw Trust (Shaw Trust is a national charity providing employment opportunities, skills development training and health and well-being services across the UK. We operate charitable social enterprises, retail shops and work alongside Shaw Education Trust, which runs a diverse chain of academy schools).

The Congress succeeded in attracting over 1,000 delegates from 68 countries, with over 200 speakers, seven ministers and a full exhibition hall. The Congress was conducted in English, supported by palantypists, British Sign Language and International Sign Language.

The main theme of the Congress was to promote 'Inclusion' and there were accompanying sub-themes covering:

- Education
- Training
- Employment
- Independent living
- Ageing with a disability
- Disaster management
- Access
- Technology

- Leisure
- Culture
- Arts and tourism

International themes were also brought to the conference by organisations like the United Nations, International Disability Alliance, World Health Organisation, World Bank, International Labour Organisation and International Social Security Association.

Congress programme

The 23rd RI World Congress agenda provided a thoroughly comprehensive programme covering training and education, the world of work, independent living, ageing and rehabilitation, disaster management and rehabilitation, along with inclusion in sport, leisure and tourism.

The programme focused around one central concept – inclusion – which connected all of the different agenda topics. The Congress addressed key challenges, strategies and objectives for improving the lives of people with disabilities.

There was also an exciting social programme and several fringe events.

Opening Ceremony

The opening ceremony included speeches by:



**Her Royal Highness The Princess Royal
Shaw Trust**



Roy O' Shaughnessy, Chief Executive,

- Her Royal Highness The Princess Royal (HRH opened 23rd RIWC, 50 years after her father did in 1956)
- Rt Hon Nicola Sturgeon MSP, First Minister of Scotland
- Roy O'Shaughnessy, Chief Executive, Shaw Trust
- Euan MacDonald, Founder, Euan's Guide
- Jan Monsbakken, President, Rehabilitation International
- Professor Stephen Hawking (video)

VIP Reception

VIP Ministerial Speeches and Reception

Moderators: Dr Stephen Duckworth and Roy O'Shaughnessy

- Verena Bentele, Federal Commissioner for Persons with Disabilities, Germany
- Jia Yong, Vice President, China Disabled Persons' Federation
- Penny Mordaunt, Minister of State for Disabled People, UK
- Stephen Sui, Under Secretary for Labour and Welfare, The Government of the Hong Kong Special Administrative Region
- Thawar Chand Gehlot, Minister of Social Justice and Empowerment, Indian Ministry of Social Justice and Empowerment

Plenary Speakers

- Plenary 1 - Education and Training
- Plenary 2 - World of Work
- Plenary 3 - Ageing and Rehabilitation
- Plenary 4 - Independent Living and Social Care
- Plenary 5 - Disaster Management
- Plenary 6 - Culture, Leisure, Sport, Accessibility and Inclusion
- Plenary 7 - Question Time

Plenary 1 – Education and Training

Moderators: Dr Dana Roth and Hashem Taqi

- David Ruebain, Chief Executive, Equality Challenge Unit
 - Tressa Burke, Chief Executive, Glasgow Disability Alliance
 - Hageeq Bostan, Personal Experience of Education
 - Dr Scott Thompson, Faculty of Education, University of Regina, Canada
-

Plenary 2 – World of Work

Moderators: Dr Friedrich Mehrhoff and Dr Stephen Duckworth

- Mike Thompson, Director Early Careers, Barclays
 - Janet Tinson MSc, Accident Compensation Corporation, New Zealand
 - Dr Paul Litchfield OBE OSTJ FRCP FFOM, BT (British Telecom) Group Chief Medical Officer and Director Wellbeing, Inclusion, Safety & Health
 - Dr Joachim Breuer, Director General, German Social Accident Insurance (DGUV), Chairman of the Technical Commission on Accident Insurance (ISSA)
-

Plenary 3 – Ageing and Rehabilitation

Moderators: Prof Joseph Kwok and Chris Ball

- Lord Filkin, Centre for Ageing Better
 - Dame Anne Begg, Former Member of Parliament
 - Professor Graham Stokes, Director of Dementia Care, Bupa
 - Anja Höthker, Team Leader robotics, Toyota Motor Europe, Brussels
-

Plenary 4 – Independent Living and Social Care

Moderators: Dr Mike Nussbaum and Dr Stephen Duckworth

- Dr Tom Shakespeare
 - Mike Adams, Chief Executive, Essex Coalition of Disabled People
 - Liz Sayce, Chief Executive, Disability Rights UK
 - Mark Williams MBE, Artistic Director/CEO, Heart n Soul and Tilley Milburn, followed by performance by Lizzie Emeh
-

Plenary 5 – Disaster Management

Moderators: Dr Regina Ernst and Dr Stephen Duckworth

- Prof David Alexander PhD FRGS FGS FRSA FICPEM, Institute for Risk and Disaster Reduction, University College London
 - Adrian Went, Managing Director, Griffon Hoverwork
 - Mike Adamson, Chief Executive, British Red Cross
 - Professor Charlotte Clarke – University of Edinburgh, Scotland
-

Plenary 6 – Culture, Leisure, Sport, Accessibility and Inclusion

Moderators: Joseph Kwan and Craig Crowley

- Daniel Biddle, NRAC Consultant, ACIOB, FRSA - Nationwide Access Consultants

- [Colin Allen](#), President – World Federation of Deaf People
 - [Margaret Hickish](#), Director of Inclusive Design, Network Rail
 - [Lia Martirosyan](#) and [Chet Cooper](#), Co-Founder – ABILITY Corps
 - [Graeme K Whippy MBE](#), Disability Specialist, Channel 4 Television Corporation
-

Plenary 7 – Question Time

Moderator: [Dr Sally Witcher](#)

Question Time is a topical BBC television programme in the United Kingdom. The show typically features politicians from at least the three major political parties as well as other public figures who answer pre-selected questions put to them by a carefully selected audience. For the RI World Congress speakers will be selected from those listed below and the audience will be the 1,000 delegates attending the event.

- [World Health Organization](#) – Prof Maria Alarcos Cieza, Coordinator, Disability and Rehabilitation
 - [United Nations](#) – Akiko Ito, Chief, Secretariat for the Convention on the Rights of Persons with Disabilities
 - [International Disability Alliance](#) – Colin Allen, Chair
 - [International Social Security Association](#) – Mr. Hans-Horst Konkolewsky, Secretary General
 - [World Bank](#) – Charlotte V. McClain-Nhlapo, Disability Adviser
 - [International Labour Organization](#) – Stefan Tromel, Senior Disability Specialist
 - [Council of Europe](#) – Liri Kopaçi-Di Michele, Head of the Equality Division
 - [China Disabled Persons' Federation](#) – Jia Yong, Vice President
-

Parallel Sessions

Parallel sessions were held based on the seven Congress themes: World of Work, Care and Independent Living, Education and Training, Ageing and Rehabilitation, Culture, Leisure and Sport, Accessibility and Inclusion, and Disaster Management. There were over 160 to choose from, covering ideas and insights from over 30 different countries.

Fringe Events

Several fringe events took place as part of the RI World Congress. These included:

- [UK employment fringe event](#)
 - Session one: employment
 - Session two: partnerships
- [Danish rehabilitation fringe event](#)
- [Speakers' corner](#)

- Drake Music Scotland: Digital Orchestra

UK Employment Fringe Event

Building on the day one [programme](#) of the RI World Congress, the UK Employment Fringe Event included two informative, thought provoking and interactive sessions.

Both sessions provided an opportunity for questions followed by an interactive collection of views, ideas and challenges.

Session 1: Employment – making the workplace work for disabled people

Date: Wednesday 26 October

Time: 09:00-10:30

Location: Lammermuir Room

Session 1 focused on the experiences of both employers and employees.

Two **Barclays Apprentices** recounted their stories including the challenges and rewards they have faced. We also heard from employers **Kenneth Laing, CEO, Dovetail Enterprises**, a social enterprise and **Jamie Lawson, Senior Manager for Haven PTS**, a supported business.

Presentations covered:

- The experience of disabled people entering employment and the realities of being in the workplace
- Experiences of local employers in recruiting and supporting a disabled person in their businesses, including the challenges and benefits
- How supported businesses can provide a stepping stone into mainstream employment for disabled people

Session 2: A true partnership approach – a joined up approach to halving the disability employment gap

Date: Wednesday 26 October

Time: 11:00-12:30

Location: Lammermuir Room

Session 2 covered how partnership working and innovation in commissioning and contract delivery can improve employment outcomes for disabled people. **Ainslie McLaughlin, Director of Procurement for Scottish Government**, gave his view on the social-economic benefits the Scottish government is looking for from its procurement.

Gemma Hope, Head of Policy, Research and Communication at Shaw Trust, highlighted innovative partnerships with local authorities that are leading to increased outcomes for disabled people and **George Selmer, Director of ThinkWinDo** looked at how partnership approaches could feature in the new Work and Health Programme.

Presentations covered:

- What partnerships and “joined-up” approaches commissioners are expecting as part of the new Work and Health Programme and Scottish equivalents
- The Shaw Trust partnership approach to redesigning and delivering mental health employment support in Kent. The challenges and successes of building a partnership with disabled people, local authority statutory services, the voluntary and community sector and other service providers
- How devolved powers and responsibilities to national and local government influence and drive the delivery of local health and employment support.

Danish Rehabilitation Fringe Event

Session: The structural contexts of rehabilitation in different societies

Date: Wednesday 26 October

Time: 10:30-13:00

Location: Lowther Room

Panel debate and round table discussions.

Rehabilitation is important for many groups of people and works in a variety of societal settings around the world. Every rehabilitation process is constituted by factors of health, social inclusion, participation of all, employment, and human rights. A strong individual mission and goal is a key element in rehabilitation. But, growth and movements of societies are other important outcomes.

This session provided the opportunity to be informed of a number of professional, institutional, political, legal and financial structures from different countries. There were a handful of short presentations from different parts of the world, giving an overview of the current status of the contexts of rehabilitation. Each presenter answered the question: **What have been the main developments in your country since the year 2000?**

There was also the opportunity to participate in group discussion and share knowledge of regional and national structures, considering the questions: **In which direction is rehabilitation in your own society moving? Where are the main challenges and potential moves forward?**

The session ended with an open and informative debate between the panel speakers and the audience.

The session was open for all and was of particular interest to decision makers, policy and professional leaders at all levels. The session pointed in the direction of the connections between individual improvements of lives and moving societies.

The session was arranged by Rehabiliteringsforum Danmark, the host of the next (24th) RI World Congress 2020, to be held in Aarhus, Denmark. This session was seen as a stepping stone to the following four years of rehabilitation development.

Speakers' Corner

Date: Thursday 27 October

Time: 09:00-12:30

Location: Mentieth Room

In this session, speakers from around the world shared their latest ideas, research, innovations and more.

Drake Music Scotland: Digital Orchestra

Date: Thursday 27 October

Time: 13:30-15:00

Location: Lammermuir Room

Drake Music Scotland's *Digital Orchestra* was a unique ensemble where the instruments were tailored to the musicians – ensuring that Everyone Could Play Music. Musicians in the orchestra had a variety of disabilities ranging from cerebral palsy to learning difficulties and autism. The *Digital Orchestra* was the first of its kind, not just in the UK but in the world, where every note was performed by musicians who would not be able to take part in current mainstream orchestras. The members of the Digital Orchestra used these innovative devices in combination with 10 different music software programmes and apps to play, compose and perform their own original music.

Some examples of musicians included:

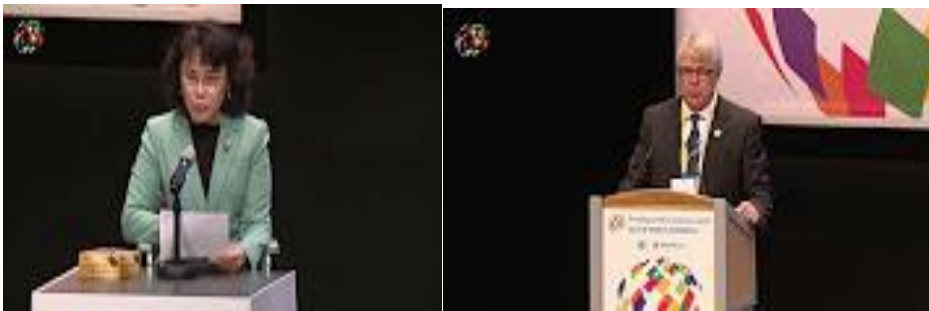
- **Stephanie Forrest** – performed by playing music on an iPad using the Thumbjam app
- **Chris Jacquin** – played a score triggered by biofeedback sensors picking up his facial muscle movement on the innovative Brainfingers system
- **Rhona Smith** – conducted the ensemble and performed parts of a musical score on her Laptop using USB Keys switching and Notion software

Drake Music Scotland runs a dynamic programme of regular music lessons and group sessions – MusicSPACE – and each of the Digital Orchestra musicians has developed as a direct result of attending this unique programme over a number of years, building their skills and experience, and their musicality as well as performing skills.

Inclusion is promoted through high profile partnerships with collaborators such as the National Youth Orchestras of Scotland, Scottish Chamber Orchestra and Royal Conservatoire of Scotland. This laid the foundations for the young musicians to come together to form the Digital Orchestra launched in April 2016 with a premier performance of their new composition '**Imagine the Future**'. They also performed on 24th July 2016 at the Opening Concert of the International Society for Music Education (ISME) World Conference at Glasgow Royal Concert Hall. They performed at the RI World Congress – Create a More Inclusive World at the Edinburgh International Conference Centre on 27th October where they represented Scotland as an example of excellence in inclusive music.

Closing Ceremony

The closing ceremony included speeches by:



Ms.Zhan Haidi , In coming President

Mr.Jan Monsbakken,outgoing President

Zhang Haidi is a Chinese writer, translator, inspirational speaker, and Chairperson of China Disabled Persons' Federation (CDPF). Since the early 1980s, she has been hailed as a role model for disabled people and for Chinese youth. In October 2016 She accepted the position of Rehabilitation international president from outgoing President Jan Monsbakken at the 23rd RI World Congress held in Edinburgh, Scotland.



The China Disabled People's Performing Arts Troupe perform at the closing ceremony.

- Master of Ceremony: Stephen Duckworth
- Outgoing President Rehabilitation International: Jan Monsbakken
- Incoming President Rehabilitation International: Madam Haidi
- Dancers: CDPF performing art troupe
- Video from Denmark – Host RI World Congress 2020
- RI Europe: Roy O’Shaughnessy
- Performance: Dame Evelyn Glennie by video
- Performance: Drumfun

The organizers of RI 2016 pass on the batten to the Danish contingent of RI to take forward the good work from the 23rd RI World Congress and build on that legacy, enhancing strengths from the 2016 event and overcoming the identified challenges in order to deliver an even bigger and better event in 2020. The team from Disabled Persons’ Association of Bhutan enjoyed all 3 days of information sharing & networking. It was a unique experience not only to listen to some of the world leaders and experts in the field of disability but also to network with people from different parts of the world and share views, knowledge and experience. This event gave us the opportunity to understand how global leaders are working with the latest models. We would like to thank all of the organisers, volunteers & participants for making this time so worthwhile.

Submitted by;

Dr.Sanga Dorji, Chair Person

Mr.Dawa Penjor, Intern

Ms.Sonam Deki, Administrative & Accounts Officer

Regional training on Advancing Inclusion:

Since DPAB is one of the members of NACG (National Action And Coordinating Group), one of the DPAB staff was nominated by the NACG members for regional training on Advancing Inclusion and Annual progress review meeting which was held on 3rd Oct- 7th Oct 2016 in Bangkok. The Nomination was done based on the work experience and relevancy of the training.

• Report on Regional Training on Advancing Inclusion and Annual Progress Review Meeting, BANGKOK, 03-07 October 2016

The Regional Training on Advancing Inclusion and Annual Progress Review Meeting at BANGKOK, 03rd-07th October, 2016 was organized by Plan ARO (Plan Asia Regional Office). The aim of the training was to Increased Accountability of ASEAN and SAARC to the realization of Children’s Right to Protection, and was focused on Advancing Inclusion with specific emphasis on disability inclusion.

There were 28 participants from 13 countries: Bangladesh, Bhutan, [Brunei](#), Cambodia, India, Nepal, Malaysia, Philippines, [Myanmar](#), [Vietnam](#), Pakistan, [Indonesia](#), and [Thailand](#).



Fig: Participants of Regional Training on Advancing Inclusion

Day 1: Monday, 03 October 2016

First day of the training started with a Gallery Walk along the “Inclusion Wall”. Every participant made a poster exhibit and shared about their organization’s success stories and challenges on disability inclusion.

The training included basic information on disability as follows:

Persons with Disabilities:

- 15% of the world population –1 billion people –have a disability.

Children with disabilities are:

- Less likely to get access to education.
- More likely to experience violence, abuse, neglect and bullying.
- More likely to live in poverty.
- Less likely to get healthcare.
- Less likely to have their voices heard.
- Disability also affects a lot of children indirectly, for example if they have family members with disabilities.

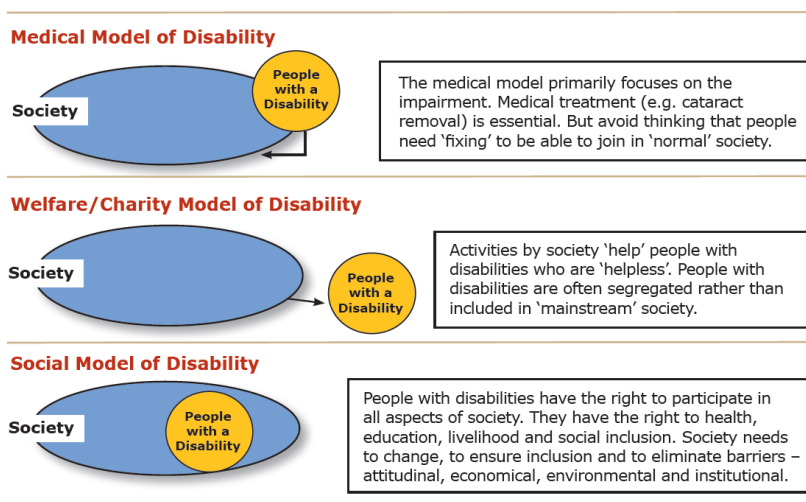
Convention on the Right of Person with Disabilities, Article 1:

”Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.”

Impairment + Barriers = Disability!

Model of disability:

Figure 1. Models of Understanding Disability¹⁴



Day2: Tuesday, 04 October 2016

In the morning session, we had two presentations on violence against children with disabilities by Malaysia and Bhutan. We also had group work on identifying types of barriers from our own organization/workplace and how to tackle different categories of barriers.



Fig: Group presentation on barriers and possible solutions

Types of barriers:

- **Environmental** (physical, informational): These barriers may be related to physical infrastructure (such as lack of accessible buildings and public transport) or related to communication and information.
- **Institutional** (policies, laws, systems): These barriers may be related to policies, laws, systems and budget provision within various institutions. This institution can include government institutions and services provider at different levels, organization and workplaces.
- **Attitudinal** (lack of knowledge, misperception, negative attitude, stereotypes) : these barriers are often difficult to identify, because they may be deeply rooted in belief- and value systems, and people are often not fully aware of their own prejudices and negative attitudes towards others.

Day3: Wednesday, 05 October 2016

On the 3rd day, the training was focused on UN Convention on the Rights of Persons with Disabilities and its Optional Protocol to make the participants understand about the UNCRPD.

Why a Convention?

- A response to an overlooked development challenge: approximately 10% of the world's population are persons with disabilities (over 650 million persons). Approximately 80% of whom live in developing countries
- A response to the fact that although pre-existing human rights conventions offer considerable potential to promote and protect the rights of persons with disabilities, this potential was not being tapped. Persons with disabilities continued being denied their human rights and were kept on the margins of society in all parts of the world. The Convention sets out the legal obligations on States to promote and protect the rights of persons with disabilities. It does not create new rights

Purpose of Convention (Article 1)

- To promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity

What is unique about the Convention?

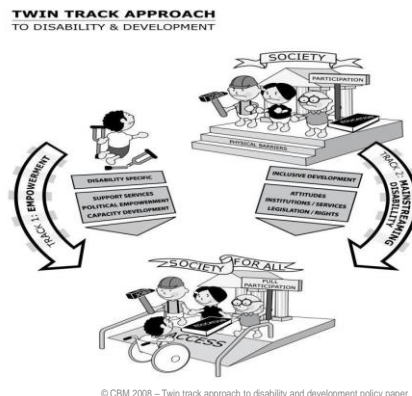
- *Both* a development and a human rights instrument
- A policy instrument which is cross-disability and cross-sectoral
- Legally binding

Day4: Thursday, 06 October 2016

In the morning session, Dr. Rinchen Chopel, Director General SAIEVAC Regional Secretariat gave a presentation on 12 Recommendations of the 4th Technical Consultation on Stepping up Protection of Children

with Disabilities in South Asia 3rd – 7th December 2014. Followed by sharing of case studies of children with disabilities in Bangladesh by participants of Bangladesh.

After the presentation we had session on making the right real: twin-track approach:



- **Targeting:** including children with disabilities as the specific target group and beneficiary of a project. You design a project in order to directly address challenges they are facing.
 - **Mainstreaming:** is about ensuring that programmes with a wider target group planned and implemented in an inclusive manner, so persons with disabilities are not excluded.
- Combination of these approaches is called “*the twin-track approach*” and is necessary to empower persons with disabilities to fully participate in society.

NB: everyone can’t do everything – different actors specialize in different things. That is why partnership is crucial.

Day5: Friday, 07 October 2016

Last day was the annual progress review and planning meeting. The objectives of the meeting was to review progress made against the Work Plans agreed, to identify good practice, challenges faced and agree actions to achieve needed improvements and to engage in planning activities for the year ahead. The representative of CRC Asia and NACG gave presentation on achievements and challenges of CRC Asia and NACG.

Lastly, I would like to express my gratitude to Plan Asian Regional Office for organizing such an important and wonderful training and I would like to thank NACG Bhutan for nominating me for this very important training.

Submitted by:

Sonam Yangden

Assistant programme Officer

(Disabled Persons’ Association of Bhutan)

- Meeting on the data Collection for Incheon Strategy indicators



On 28th October 2016, DPAB organized one day consultative meeting on the data Collection for Incheon Strategy indicators at DPAB Conference. The meeting was attended by the delegates from the Economic and Social Commission for Asia and the Pacific (ESCAP), officials from the Ministry of Health, RENEW and DPOs (Draktsho, Ability Bhutan Society, DPAB).

The **aim** of the meeting was to collect data and also to sensitize government and the DPOs about the Incheon Strategy indicators and other reporting system.

DPAB was nominated as the National CSO Focal Point for UNESCAP survey on the midpoint review of the Asian and Pacific Decade of Persons with Disabilities by the United Nations Economic & Social Commission for Asia and the Pacific. As a National CSO Focal Point for UNESCAP survey, the primary functions of DPAB was to find out DPOs and Non DPO CSOs that are involved in helping people with disabilities. DPAB nominate one person from each organisation to respond to survey questionnaires.

As agreed upon by all member States of ESCAP, the midpoint review is to look at the 'achievements, challenges and lessons learnt over the first five years of Decade of Persons with Disabilities' as enshrined in the Incheon Strategy.

NOVEMBER

- **Painting competition for Children with disabilities**



Fig: Teacher giving the instruction in sign language about the theme of painting competition

On 25th November 2016, as a part of upcoming International Day of Persons with Disability, DPAB in collaboration with Special Education under MoE and Nehru Wangchuck Cultural Centre (NWCC) organized painting competition among the children with disabilities of two special schools (Draktsho Vocational Training Centre and Wangsel institute) at Wangsel Institute, Paro from 2pm -5 pm. Total of 42 students participated in the competition.



Fig: Students

The soul theme of the painting competition was “Inclusion is Happiness” or “Inclusive Society”. The aim of the competition was to give them an opportunity to take part in such important

DECEMBER

- 3rd December 2016: International Day Of Persons With Disabilities



On 3rd December 2016, Disabled Persons Association of Bhutan (DPAB) in collaboration with Ministry of Education and Bhutan Foundation successfully observed the International Day of Persons with disabilities at Tendruk Central School, Samtse Dzongkhag which is one of the Sen. Schools in Bhutan. Every year, DPAB observes the day in different places in order to educate people regarding disabilities and giving people the knowledge required to carry out a job or task thus separating good practice from poor. It is no longer enough just to know that disability discrimination is unlawful.

Report on 3rd December 2016- International Day of Persons with Disabilities



This year on 3rd December, 2016, Disabled persons' Association of Bhutan (DPAB) in collaboration with Ministry of Education, Bhutan Foundation and Tendruk Central observed the International Day of Persons with Disabilities (IDPD) at Tendruk Central School in Samtse Dzongkhag (southern Bhutan) in support of the theme

of IDPD 2016 and to create awareness of inclusion and empowering persons with disabilities to develop and be fully included in their local communities.

The theme for this year was [“Achieving 17 Goals for the Future we want”](#) which notes the recent adoption of the 17 Sustainable Development Goals (SDGs).

The programme began at 9.00 am with the arrival of the chief guest, followed by flag hosting, cultural programs, games and art exhibitions. Around 600 people including officials from Ministry of Education, Health, Indian Embassy, parents, district officials, arm force, families, teachers and children came together to observe the International Day of Persons with Disabilities.

The chairman of DPAB Dr. Sanga Dorji delivered a short speech on the importance of including persons with disabilities in the community and about empowering them. The school also awarded certificates to the outgoing special students to Draktsho Vocational training centre.

Apart from special students, many parents, teachers and delegates were involved in games and cultural programmes which made the day more inclusive and a successful one.

The Programme concluded at 1.00 pm with the vote of thanks by one of the SEN teachers. Refreshment and Lunch was also served during the programme.



- Pilgrimage to Bodhgaya



On 13th ... 2016 a group of persons with disability were sent for a pilgrimage to Bodhgaya, India.

