

Vision

An inclusive society that recognizes respects and promotes the rights and needs of all persons with disabilities in Bhutan.

Mission

To promote physical, psychological and socio-economic well-being of persons with disabilities through inclusion and empowerment.

Objectives

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

- To raise awareness and advocate on the rights of persons with disabilities;
- To promote inclusion and effective participation of persons with disabilities in the community;
- To enhance the livelihood and independence of persons with disabilities in the society;
- To facilitate the empowerment and involvement of persons with disabilities in socio-political decision making and
- To explore and strengthen the communication, coordination and collaboration with relevant organizations within and outside the country



CIVIL SOCIETY ORGANIZATIONS AUTHORITY

Certificate of Registration

This is to certify that **The Disabled Persons Association of Bhutan** 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 Organization 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.

Validity of this certificate is subject to annual renewal. Please see overleaf for registration status.



Seal

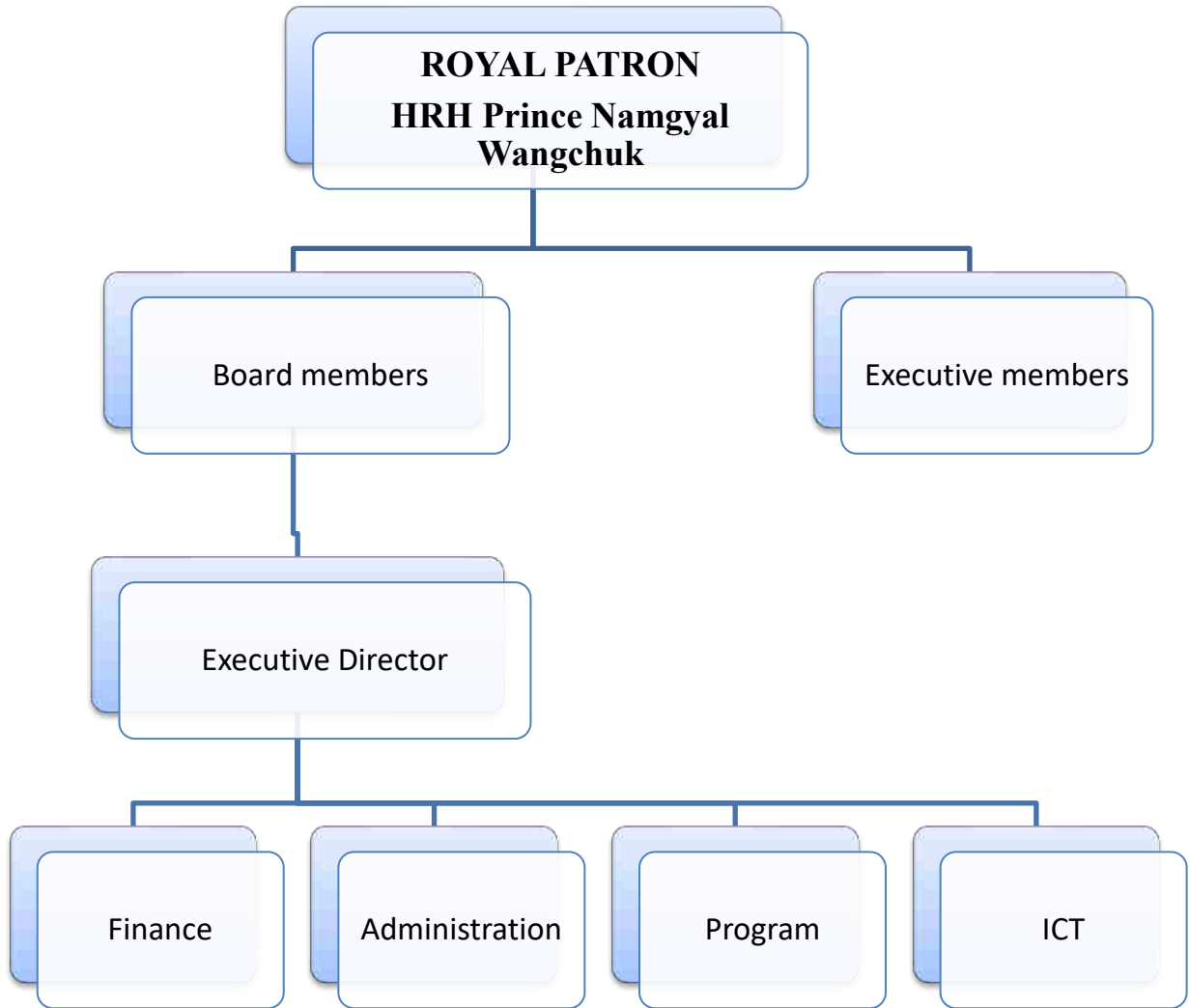
CHAIRPERSON
Civil Society Organizations Authority
THIMPHU; BHUTAN

CSO Authority, Thimphu, Bhutan

PABX: +975-2-324954 or Tel. +975-2-324873 Fax: 339217, Website: www.csoa.org.bt



Patron-His Royal Highness Prince Namgyel Wangchuck



DISABILITY AWARENESS PROGRAM TO THE LOCAL LEADERS



Local Leaders in Bhutan are the most influential people at the Gewog level, whose decisions can have a lasting impact both on people and environment. Local leaders of the community includes Gups, Mangmis, Tshogpas, Village Health Workers and any other important figures in the community. In view of this, the

members of DPAB initiated and carried out an awareness program on disability issues to the local leaders of three Dzongkhags. The awareness program was carried out through the Disability Equality Training approach whereby persons with disabilities themselves advocated and shared their lived experiences to the local leaders and other participants. The three Dzongkhags covered were Thimphu, Chukha and Pemagatshel.



The awareness and advocacy programs were attended by around more than 400 local leaders and other significant community figures, whose decisions people in the community valued and respected. DPAB team shared about the rights of PWDs, the challenges they face and what needs to be done to curb the issue of the negligence of PWDs in the community and at the community level. The program also focused on the importance of including persons with disabilities in the decision-making bodies and forum.

DPAB also met with the focal persons in the twenty districts. On thanking all the focal persons for their unwavering service to persons with disabilities, DPAB team shared about the rights of PWDs in general and also the importance of having PWDs in the decision-making body to share lived experiences of challenges faced.

Rehabilitative Programs: Independent Living Skill, 8 January 2019

Persons with disabilities do not require sympathy and pity. They require empathy and opportunities. They need space and attention to their skills. DPAB, as the leading organization in the disability sector, annually organize and conduct rehabilitative program called Independent Living Skills, whereby participants are empowered to enhance their skills through a series of trainings.



In 2019, DPAB, through financial support from UNICEF, provided training to ten youth with disabilities in Tailoring and Embroidery. The youth with disabilities were trained by Mr Pema Dorji (Person with Wheelchair), who is a successful entrepreneur and the proprietor of Tailoring Centre at Babesa. The participants were trained for five months.

The main aim of the project was to provide independent living skills so that youth with disabilities have a chance to earn and lead an independent life. The program also aimed to



minimize the poverty rate amongst the PWDs. With the long term goal of contributing to the overall development of PWDs, DPAB provides platform and opportunities for PWDs to recognize them as a productive citizen, capable of deciding for the larger society.

ICT training



With the advent of information and communication technologies (ICTs), new hopes are emerging for Persons with Disabilities (PWDs). Despite the enormous challenges, sincere efforts are being undertaken to involve, ICTs to counter issues around disability. With this view, DPAB organized a five-month-long training to PWDs in ICT.

Starting from to 29 April till 7 August 2019, ten persons with disabilities; 5 persons with blindness, two persons with low vision and three persons with physical disabilities, attended training in ICT and office management at Dechen IT & Management Institute, Changangkha, Thimphu. The training mainly aimed to strengthen the existing skills and knowledge of persons with disabilities on ICT and office management. DPAB coordinated it with the financial support from the Austrian Development Agency and Normisjom Project.

Disability Dialogue

DPAB, as an apex organization for persons with disabilities, organized Disability Dialogue to orient and sensitize general mass about the recently approved National Policy for Persons with Disabilities in Bhutan. The Disability Dialogue, which was carried out through workshop and BBS TV Discussion was attended by many expertise from Thailand, India, Japan and Bhutan. Funded by the Austrian Coordination Office based in Thimphu, the program-oriented participants on the content of the policy and objectives of the National Policy. In gist, the policy seeks to improve the lives of Persons with Disabilities (PWDs) through following set of objectives:



- a) Empower the PWDs to enjoy their rights so that they can fully and equally participate as member of the society.
- b) To help PWDs to understand their rights and responsibility as a citizen.
- c) Promote inclusive development planning through mainstreaming disability initiatives in

plans, policies and programs in all sectors.

- d) Improve access to opportunities and services for PWDs.
- e) Improve the socio-economic condition of PWDs and their family and
- f) Change the attitude and behaviour of society towards PWDs.

Consumer Protection Workshop



Every citizen of the country has Consumer Protection Rights. These rights protect the people/ consumers from faulty measure, outdated and inferior quality goods. Often than not, people with disabilities are shunned from this fold. The dogma of disability being inability to walk the mall is

prevalent. Owing to this, people with disability remained under-informed about the Consumer Protection Rights. So, on 8 August 2019, the Office of Consumer Protection under the Ministry

of Economic Affairs, Royal Government of Bhutan (MoEA) carried out an advocacy program on consumer protection to persons with disabilities and the DPAB's team.

The objective of the program was to educate the participants on consumer rights and duty, health risk, products hazard, weight and



its measures, prices, quality, credit conduction, products labelling, durability, performance, reparability, truthfulness, availability, consumers' grievances and consumer choice and competitive market as provisioned in the consumer protection act of Bhutan 2012.

Collaboration Workshop: Organizations of Persons with Disabilities coming together



receive clarity about their competencies. It serves as a mirror that gives them a glimpse of their strengths and weaknesses.

One of the most significant factors that contribute to the success of any organization is whether or not there is a team spirit among organizations with similar nature of work. Working in teams enables organizations to be quicker and more effective in their work. Working in a group is collaboration. Collaboration challenges people to think, articulate and



In view of this, DPAB organized a five-day collaborative workshop at Paro from 15th -19th August. Three Disabled People's Organizations in Bhutan: Ability Bhutan Society, Disabled Persons' Association of Bhutan (DPAB) and Draktsho Vocational Training Centre for Special Children & Youth, attended the workshop to synchronize mandates of the three organization.

White Cane Safety Day

According to the National Population and Housing Census, 2017, people with blindness tops the list amongst people with disabilities. People with blindness are the forefront of the formation of the Association (like DPAB). People with visual disability are so well-associated with the society that, there are



many people with blindness working in various level in the society. To mark their speciality, the Community of persons with blindness in Thimphu observed the International White Cane Safety Day on 15th October. The White Cane Safety Day was first observed in the United States in 1964. Since then, 15th October of every year is celebrated annually as the White Cane Safety Day. This is the day where the achievements of people with blindness is celebrated. The day also marks the white cane as an essential symbol of independence for persons with blindness. Hundreds of persons with blindness and persons with low vision, walked from three different locations around Thimphu City. The walk was to create awareness about the importance of White Cane to the general population.

The day-long program successfully concluded with cultural show at RUB Hall supported by Gross National Happiness Commission (GNHC), UNDP Bhutan, HM's Office, Little Bhutan Tour Company and Disabled Persons' Association of Bhutan (DPAB).

Braille Production Training



On 19 September 2019, a Computerized Braille Production Training was started for five days. DPAB organized the training with financial support from UNICEF, and technical and equipment support from Japan Braille Library (JBL). The main aim of the training was to sieve the following benefits from this Computerized Braille Production.

- ✓ Easy and faster access to information through Braille text on right time.
- ✓ Promote personal knowledge and skills for their future career.
- ✓ Equip DPAB staff with skills to handle Everest Embosser for efficient administration of the DPAB in providing help to all the people with blindness.

Japan Braille Library donated Index Everest V5 Braille Embosser to DPAB on 20 September 2019. The DPAB team has also received training on how to operate Index Everest V5 Braille Embosser. DPAB staff also learned about its services and maintenance. The training concluded with awarding the certificate of completion to all the participants.

Cultural Program



Disability is a global phenomenon. It is much more prevalent than we credit it to be. To help foster diversity and exploration for a better understanding of people with disability in the society, the DPAB members

participated in SAMBHAV program from 15th to 17 November 2019. This has been annually organized by Association for Learning Performing Arts (ALPANA) at New Delhi, India. The event has been a platform since 2006 for the Artists with disabilities to showcase their talents and abilities with other countries around the Asia Pacific Region. The members participated in evening performances, seminars, art workshop, yoga workshop, music therapy and dance therapy sessions.

International Day for Person with Disabilities

Human rights and duties are becoming more defined and streamlined. Every facet of human society and organizations recognize a day to voice their agenda. Like the Feminist society and the LGBTQ organization, DPAB also marked a day to voice out their uniqueness. Coinciding with the International Day of Persons with Disabilities, the National Policy for Persons with Disabilities of Bhutan was launched by the RGOB in Thimphu on 3 December 2019. The policy is one of the most comprehensive policies for Persons with Disabilities, which was formulated with the participation of persons with disabilities themselves, their parents and representatives.

The policy covers significant areas such as Education, Health, Economic Security Policy and Planning, Protection and Access to Justice, Built Environment, Family and Caregiver, Public



Transport, Information Communications and Technology, Disaster Risk Reduction, Political Participation among others. The policy was also launched in Braille format for easy access by persons with blindness.

A group of persons with various disabilities also celebrated the day at Phuentsholing Middle Secondary

School. The day was marked with various cultural programs and speeches. The day in Phuentsholing was graced by Honorable Zimpoen Wom Dasho Chewang Rinzin, Director, RIGSS, Phuentsholing.

Disability Equality Training to City Bus Staff

Disability Equality Training (DET) is an approach DPAB employs for creating awareness about the rights of persons with disabilities in Bhutan. Thus, DPAB with the financial support from UNPRPD funding, organized one-day special training session to the whole staff of City Bus Service Limited. The training was organized to improve accessibility for persons with disabilities, to change the attitude of bus operators and to provide appropriate accommodative support services to passengers with disabilities. A total of 87 city bus operators attended the training on 8 December 2019.



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Disabled Persons' Association of Bhutan

ANNUAL REPORT

2019

Disabled Persons' Association of Bhutan (DPAB)
PNB Buliding, G01 & G02
Changzamtog
Post Box No. 1531
Thimphu: Bhutan
Tel/fax: +975 2 339996
Email: info@dpab.org.bt
Website: www.dpab.org.bt

Purpose: This report is designed to give an insight into the scope of services provided by DPAB: It provides clear measures and examples of performance for the year 2019.

Photographs: Photographs used in this report allow a brief insight into some of the activities and programs offered by DPAB. They also display an example of the relationships built between participants, staff members and the community at large.

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CHAIRPERSON
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THIMPHU; BHUTAN

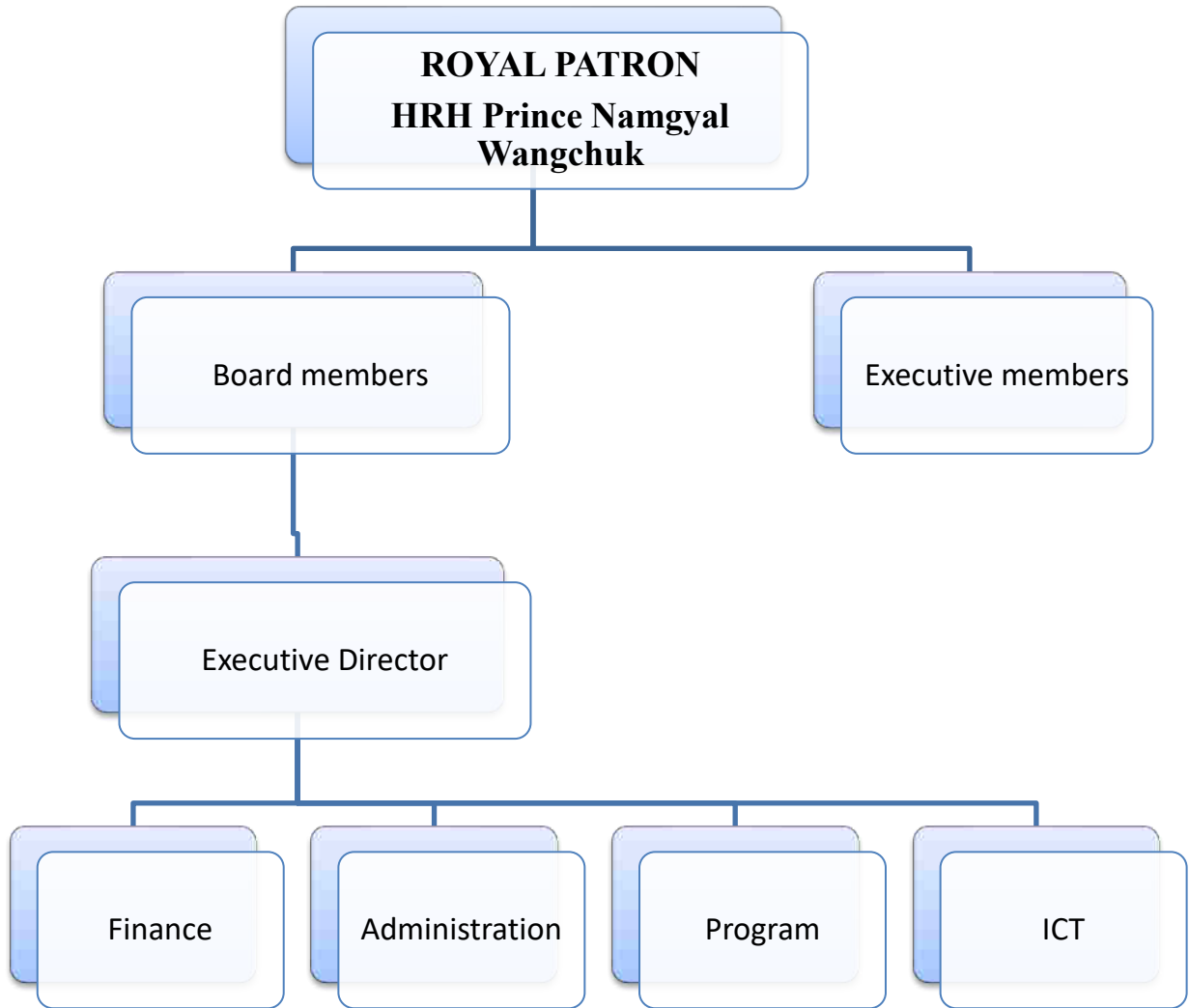
CSO Authority, Thimphu, Bhutan

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DPAB Certificate from Civil Society Organization Authority



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Rinzing Financial Private Limited

**FINANCIAL AUDIT REPORT
OF THE DISABLED
PERSONS' ASSOCIATION
OF BHUTAN (DPAB),
THIMPHU, BHUTAN**

PERIOD: JAN 1, 2019 to DEC 31, 2019

MARCH 2020

TITLE SHEET

Title	:	Financial Audit Report of the Disabled Persons' Association of Bhutan, Thimphu, Bhutan
AIN	:	16594
Head of the Agency	:	Sonam Gyamtsho, Executive Director CID No. 10711002077
Drawing & Disbursing Officer	:	Sonam Gyamtsho, Executive Director CID No. 10711002077
Finance Personnel	:	Sonam Deki, Finance Officer CID No. 11911001272
Period Audited	:	January 1, 2019 – December 31, 2019
Schedule of Audit	:	Planning: March 3, 2020 – March 9, 2020 Actual: March 10, 2020 – March 20, 2020 Reporting: March 23, 2020
Composition of Audit Team	:	<u>Team Leader:</u> Tashi Rinzing Schmidt, Audit Partner CID No. 11410002120 <u>Team Members:</u> 1. Shrijana Rai, Sr. Audit Associate CID No. 11306001532 2. Ngawang Loday, Sr. Audit Associate CID No. 10604000452 3. Kunzang P. Tenzin, Audit Associate CID No. 11410000669 4. Biran Rasaily, Audit Associate CID No. 11803002763
Supervising Officer	:	Tashi Rinzing Schmidt, Audit Partner
Focal Person	:	Tashi Rinzing Schmidt Email: tashi@rinzingfinancial.com Phone: +975 7765 3070
Date of Audit Exit Conference	:	March 16, 2020

ACRONYMS

ADA	:	Austrian Development Agency
CID	:	Citizenship Identification Card
CFI	:	Canada Fund for Local Initiatives
CPA	:	Certified Public Accountant
CSOA	:	Civil Society Organization Authority
DPAB	:	Disabled Persons' Association of Bhutan
DPO	:	Disabled Persons Organization
ISSAI	:	International Standards of Supreme Audit Institutions
PWD	:	Persons with Disabilities
RAA	:	Royal Audit Authority of Bhutan
UNDP	:	United Nations Development Programme
UNICEF	:	United Nations International Children's Emergency Fund

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AUDITORS' REPORT ON THE
FINANCIAL STATEMENTS

AUDITORS' REPORT ON THE FINANCIAL STATEMENTS OF THE DISABLED PERSONS' ASSOCIATION OF BHUTAN, THIMPHU FOR THE FINANCIAL YEAR ENDED 31 DECEMBER, 2019

Opinion

We have audited the accompanying financial statements of the **Disabled Persons' Association of Bhutan**, which comprise the Receipts and Payments Statement and schedules forming part of the financial statements for the financial year ended 31 December, 2019.

In our opinion, the financial statements are prepared, in all material respects, in accordance with the Financial Rules and Regulations 2016.

Basis for opinion

We conducted our audit in accordance with International Standards of Supreme Audit Institutions (ISSAIs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of Financial Statements section of our report. We are independent of Disabled Persons' Association of Bhutan, Thimphu in accordance with RAA's Code of Ethics, and we have fulfilled our responsibilities in accordance with the requirements outlined in this code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of the financial statements in accordance with the Financial Rules and Regulations 2016 and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Disabled Persons' Association of Bhutan's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISSAIs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of audit in accordance with ISSAIs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omission, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Disabled Persons' Association of Bhutan's internal control.

We communicate with the management, among others, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during the audit.

For Rinzing Financial Private Limited



Tashi Rinzing Schmidt, CPA
Audit Partner
CPA License No. 34762



Date: March 23, 2020

Place: Thimphu, Bhutan

ENCLOSURES

Disabled Persons' Association of Bhutan
Receipts and Payments Statement
For the year ended December 31, 2019

Receipts	Schedule	December 31, 2018 (Nu.)	December 31, 2019 (Nu.)	Payments	Schedule	December 31, 2018 (Nu.)	December 31, 2019 (Nu.)
To Opening Balance:							
Cash on Hand		707	-				
Cash at Bank		500,038	311,792			1,573,482	3,633,600
To Grants Received	1	-	3,514,059				
To Other Income	2	1,635,029	393,811				
To Advance Recoveries	3	-	250,500				
				By Expenditure	4		
				By Closing Balance:			
				Cash on Hand		-	-
				Cash at Bank		311,792	786,562
				Advance	5	250,500	50,000
TOTAL		2,135,774	4,470,162	TOTAL		2,135,774	4,470,162



Sonam Deki
 Sonam Deki
 Finance Officer

Sonam Gyamtsho
 Sonam Gyamtsho
 Executive Director



Disabled Persons' Association of Bhutan
 Bank Reconciliation Statement
 For the year ended December 31, 2019

Particulars	Amount (Nu.)
Closing balance as per bank statement	786,562
Add: Deposit in transit	-
Less: Cheque issued but not encashed	-
Closing balance as per DPAB records	786,562



Sonam Deki
 Sonam Deki
 Finance Officer

Soram Gyamtsho
 Soram Gyamtsho
 Executive Director

Schmidt



Schedule 1: Grants Received

(Amount in Nu.)

Particulars	Dec 31, 2018	Dec 31, 2019
CFLI (Canada)	-	1,397,330
Austrian Development Agency	-	675,000
Mrs. Kippenes	-	81,979
UNICEF	-	1,359,750
	-	3,514,059

Schedule 2: Other Income

(Amount in Nu.)

Particulars	Dec 31, 2018	Dec 31, 2019
Donations	919,841	85,001
Membership fees	-	39,000
Refund for air tickets	-	269,810
Other recoveries	715,188	-
	1,635,029	393,811

Schedule 3: Recoveries

(Amount in Nu.)

Particulars	Dec 31, 2018	Dec 31, 2019
Refund from CFLI	-	250,500
	-	250,500

Schedule 4: Expenditure

(Amount in Nu.)

Particulars	Dec 31, 2018	Dec 31, 2019
CFLI Expenses	-	1,397,330
ADA Expenses	694,214	667,740
UNICEF Expenses	-	1,001,805
Stipend	-	80,500
Transportation	-	10,500
Lunch & Meals	-	21,135
Printing & Stationery	-	6,000
Gifts & Souvenirs	29,025	46,620
Other Expenses	850,243	401,970
	1,573,482	3,633,600

Schedule 5: Advance

(Amount in Nu.)

Particulars	Dec 31, 2018	Dec 31, 2019
Jigme Namgyel	-	50,000
CFLI	250,500	-
	250,500	50,000

ANNEXURE - A: PROFILE

Disabled Persons' Association of Bhutan (DPAB) was founded by group of persons with disabilities and has been registered under the Civil Society Organization Authority (CSOA) since 2010 under the Royal Patron of His Royal Highness Prince Namgyel Wangchuck.

DPAB today, as the central organization between the Government and beneficiaries at large, is creating opportunities for persons with disabilities and at the same time lobbying with the government for support. Ever since its inception, DPAB's main task has been to educate the general populace about the rights of persons with disabilities (PWDs) and also to lobby with the government of the day for support to beneficiaries. Further, DPAB's major contribution has been in alleviating many of the persons with disabilities from poverty to dignity through skill-based programs and education.

The Objectives of DPAB are to:

- To raise awareness and advocate on the rights of persons with disabilities;
- To promote inclusion and effective participation of persons with disabilities in the community;
- To enhance the livelihood and independence of persons with disabilities in the society;
- To facilitate the empowerment and involvement of persons with disabilities in socio-political decision making; and
- To explore and strengthen the communication, coordination and collaboration with relevant organizations within and outside the country.

ANNEXURE - B: ACHIEVEMENTS

- With the funding support from Austrian Development Coordination Office in Thimphu, DPAB organized the national level Policy Dialogue on the recently approved National Policy for Persons with Disabilities in Thimphu. The Panel Discussion on Television was organized at Bhutan Broadcasting Service Studio. The event was aired several times in the National Television Channel for the public viewing. The event brought together more than 50 people from 4 different countries to deliberate on best practices in other countries and organizations. The event was a huge success.
- Capacity Development of Staff of DPAB to run the organization as fully fledged Disabled Persons Organization (DPO).
- Skill Development and employment for 7 adolescents with disability by DPAB.
- Structural Drawings for the construction of accessible centre for Disabled Persons' Association of Bhutan.
- DPAB led a day long workshop on basic ICT knowledge and skills to blind and low vision individuals living in Thimphu area on 19th of August 2019.
- On December 3, coinciding with the International Day of Persons with Disabilities, the National Policy for Persons with Disabilities of Bhutan was launched by the RGoB.
- Conducted a Disability Equality Training to 87 Thimphu City Bus operators, financially supported by UNDP on December 8, 2019.
- Conducted a day long Disability Equality Training to the members of Gross National Happiness Commission in Bhutan at Paro in order to develop inclusive plans and policies and to provide appropriate support services to the persons with disabilities in the country.



**FINANCIAL AUDIT REPORT
OF THE NORAD-FUNDED
ORGANIZATION
DEVELOPMENT PROJECT,
IMPLEMENTED BY THE
DISABLED PERSONS'
ASSOCIATION OF
BHUTAN (DPAB), THIMPHU,
BHUTAN**

PERIOD: JAN 1, 2019 to DEC 31, 2019

MARCH 2020

TITLE SHEET

Title	:	Financial Audit Report of the NORAD-funded Organization Development Project implemented by Disabled Persons' Association of Bhutan, Thimphu, Bhutan
AIN	:	16593
Head of the Agency	:	Sonam Gyamtsho, Executive Director CID No. 10711002077
Drawing & Disbursing Officer	:	Sonam Gyamtsho, Executive Director CID No. 10711002077
Finance Personnel	:	Sonam Deki, Finance Officer CID No. 11911001272
Period Audited	:	January 1, 2019 – December 31, 2019
Schedule of Audit	:	Planning: March 3, 2020 – March 9, 2020 Actual: March 10, 2020 – March 20, 2020 Reporting: March 23, 2020
Composition of Audit Team	:	<u>Team Leader:</u> Tashi Rinzing Schmidt, Audit Partner CID No. 11410002120 <u>Team Members:</u> 1. Shrijana Rai, Sr. Audit Associate CID No. 11306001532 2. Ngawang Loday, Sr. Audit Associate CID No. 10604000452 3. Kunzang P. Tenzin, Audit Associate CID No. 11410000669 4. Biran Rasaily, Audit Associate CID No. 11803002763
Supervising Officer	:	Tashi Rinzing Schmidt, Audit Partner
Focal Person	:	Tashi Rinzing Schmidt Email: tashi@rinzingfinancial.com Phone: +975 7765 3070
Date of Audit Exit Conference	:	March 16, 2020

ACRONYMS

ADAPT	:	Able Disabled All People Together
CID	:	Citizenship Identification Card
CII	:	Community Initiatives in Inclusion
CPA	:	Certified Public Accountant
CSOA	:	Civil Society Organization Authority
DPAB	:	Disabled Persons' Association of Bhutan
PWD	:	Persons with Disabilities
RAA	:	Royal Audit Authority of Bhutan

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AUDITORS' REPORT ON THE
FINANCIAL STATEMENTS

AUDITORS' REPORT ON THE FINANCIAL STATEMENTS OF THE NORAD-FUNDED ORGANIZATION DEVELOPMENT PROJECT, IMPLEMENTED BY THE DISABLED PERSONS' ASSOCIATION OF BHUTAN, THIMPHU FOR THE FINANCIAL YEAR ENDED 31 DECEMBER, 2019

Opinion

We have audited the accompanying financial statements of the NORAD- funded Organization Development Project implemented by Disabled Persons' Association of Bhutan, which comprise the Receipts and Payments Statement and schedules forming part of the financial statements for the financial year ended 31 December, 2019.

In our opinion, the financial statements are prepared, in all material respects, in accordance with the Financial Rules and Regulations 2016.

Basis for opinion

We conducted our audit in accordance with International Standards of Supreme Audit Institutions (ISSAIs). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the audit of Financial Statements section of our report. We are independent of Disabled Persons' Association of Bhutan, Thimphu in accordance with RAA's Code of Ethics, and we have fulfilled our responsibilities in accordance with the requirements outlined in this code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of the financial statements in accordance with the Financial Rules and Regulations 2016 and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Those charged with governance are responsible for overseeing the Disabled Persons' Association of Bhutan's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISSAIs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of audit in accordance with ISSAIs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omission, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Disabled Persons' Association of Bhutan's internal control.

We communicate with the management, among others, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during the audit.

For Rinzing Financial Private Limited



Tashi Rinzing Schmidt, CPA

Audit Partner

CPA License No. 34762



Date: March 23, 2020

Place: Thimphu, Bhutan

ENCLOSURES

Disabled Persons' Association of Bhutan
Statement of Receipts and Payments for the year ended December 31, 2019
Normisjion Project (Organization Development Project - DPAB)

Receipts	Schedule	December 31, 2018 (Nu.)	December 31, 2019 (Nu.)	Payments	Schedule	December 31, 2018 (Nu.)	December 31, 2019 (Nu.)
To Opening Balance:							
Cash on Hand		-	45,000				
Cash at Bank		57,507	364				
To Grants Received	1	5,239,010	4,948,476	By Expenditure	2	5,251,153	4,887,761
				By Closing Balance:			
				Cash on Hand		45,000	105,600
				Cash at Bank		364	479
TOTAL		5,296,517	4,993,840	TOTAL		5,296,517	4,993,840


Sonam Deki
Finance Officer




Sonam Gyamtsho
Executive Director





Disabled Persons' Association of Bhutan
 Bank Reconciliation Statement for the year ended December 31, 2019
 Normisjion Project (Organization Development Project - DPAB)

Particulars	Amount (Nu.)
Closing Balance as per Bank Statement	479
Add: Deposit in Transit	-
Less: Cheque issued but not encashed	-
Closing Balance as per DPAB records	479



Sonam Deki
 Sonam Deki
 Finance Officer

Sonam Gyamtsho
 Sonam Gyamtsho
 Executive Director



Schedule 1: Donation

(Amount in Nu.)

Particulars	Dec 31, 2018	Dec 31, 2019
Normisjon - 1st Instalment	1,146,566	1,229,200
Normisjon - 2nd Instalment	1,510,846	1,491,563
Normisjon - 3rd Instalment	1,688,539	502,379
Normisjon - 4th Instalment	893,059	1,725,333
	5,239,010	4,948,476

Schedule 2: Expenditure

(Amount in Nu.)

Particulars	Dec 31, 2018	Dec 31, 2019
Expenses for expatriates/meetings	50,000	50,000
Payroll expenses local staff	1,380,000	1,591,320
Audit	45,000	45,000
Consultant (assessment/within Bhutan)	177,922	119,995
Evaluation	198,000	-
Administrative expenses	411,960	419,687
Output 1	350,348	460,400
Output 2	775,050	1,200,000
Output 3	1,454,000	1,001,359
Output 4	314,555	-
Output 5	94,318	-
	5,251,153	4,887,761

ANNEXURE - A: PROFILE

Disabled Persons' Association of Bhutan (DPAB) was founded by group of persons with disabilities and has been registered under the Civil Society Organization Authority (CSOA) since 2010 under the Royal Patron of His Royal Highness Prince Namgyel Wangchuck.

DPAB today, as the central organization between the Government and beneficiaries at large, is creating opportunities for persons with disabilities and at the same time lobbying with the government for support. Ever since its inception, DPAB's main task has been to educate the general populace about the rights of persons with disabilities (PWDs) and also to lobby with the government of the day for support to beneficiaries. Further, DPAB's major contribution has been in alleviating many of the persons with disabilities from poverty to dignity through skill-based programs and education.

The Objectives of DPAB are to:



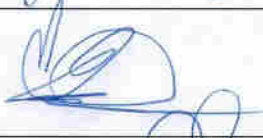



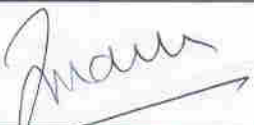
- To raise awareness and advocate on the rights of persons with disabilities;
- To promote inclusion and effective participation of persons with disabilities in the community;
- To enhance the livelihood and independence of persons with disabilities in the society;
- To facilitate the empowerment and involvement of persons with disabilities in socio-political decision making; and
- To explore and strengthen the communication, coordination and collaboration with relevant organizations within and outside the country.

ANNEXURE - B: ACHIEVEMENTS

- The ICT training to 10 persons with disabilities was organized on cost sharing basis. The training fee was funded by Austrian Development Coordination Office based in Thimphu and stipend was met from Normisjion project.
- Sent one staff to attend advanced course on ICT with the Teruko Ikeda Fund operations entrusted to the Japan Braille Library, an annual international event of Teruko Ikeda ICT Training Program held in Penang, Malaysia, on July 11, 2019.
- Education Support from primary level to university level for 47 students including 7 visually impaired children sponsored by DPAB patron is being continued.
- Medical Support was given to 13 PWDS for their transportation and DSA for their journeys.
- DPAB sent two women, who are working in the field of disability to participate in Community Initiatives in Inclusion (CII) training course at ADAPT (Able Disabled All People Together) in Mumbai, India. The training has prepared the 2 women participants to be master trainer, Management Personnel, are able to run, plan and to train others to run community initiative in an inclusive framework.
- Sent six persons with disabilities to participate in SAMBHAV in the month of November 2019. The cultural exchange program aims to empower artists with disabilities of Bhutan by giving them the opportunity to showcase their talents during the event.
- DPAB led the "Disability and Inclusion Awareness Program" in 3 districts, Chukha, Pemagatshel and Paro to create awareness on disability issues in Bhutan among the local leaders and village health workers.
- Conducted awareness program on Persons with Disabilities to the local leaders of Pemagatshel, Thimphu and Principals of Chukha Dzongkhag.
- DPAB in collaboration with Phuentsholing Middle Secondary School observed the International Day for Persons with Disabilities. The theme for this year was "Promoting the participation of persons with disabilities and their leadership: taking action on the 2030 Development Agenda".

Form 7

[See section 82(5)]

BOARD COMMITMENT (TO BE FILLED BY THE PBO AND FCSSO)	
Name of organization: Disabled Persons' Association of Bhutan (PBO/FCSSO)	
Postal address of the registered office: PNP Building, Changzamtog, Thimphu	
Proposed location of the registered office: Thimphu	
Pursuance to the CSO Act of Bhutan, we, the Trustees and senior staff of the organization, are committed to operate within the law in pursuit of the organization's stated purpose, aims, objectives and program,	
The applicant and Trustees and Senior Staff of the organization [names, nationalities, occupation, email address, mobile numbers, fixed line numbers and attested with the signatures):	
Dr. Sanga Dorji Bhutanese Chairperson Email: sanga7dorji@gmail.com Contact Number: 17844605	
Mr. Yoenten Jamtsho Bhutanese Staff Email: yonjamtsho@gmail.com Contact Number: 17968732	
Mr. Pema Chhogyel Bhutanese Director Email: pemachhogyel@gmail.com Contact Number: 17619667	
Mrs. Duptho Zangmo Bhutanese Director Email: zumzang12@gmail.com Contact Number 1765348	
Mrs. Tashi Yuden Bhutanese Staff Email: tashiyuden505@gmail.com Contact no: 17490158	
Mrs. Dorji Zangmo Bhutanese Director Email: d.zangmo@yahoo.com Contact Number	
Mr. Sonam Gyamtsho Bhutanese Secretariat of the Board Director Email: sonamkgyamtsho@gmail.com Contact Number: 17899209	

Dated 28/10/2020

Witness to the above signatures
Signature of witness:
Name: **Dorji Phuntsho**
Address: **Olakha, Thimphu**
Occupation: **IT Officer**



Form 8
[See section 82(6)]

THE DECLARATION OF THE ACT COMPLIANCE (TO BE FILLED BY THE CSO)

Name of organization: **Disabled Persons' Association of Bhutan (PBO/MBO/FCSO)**

Postal address of the registered office: **PNP Building, Changzamtog, Thimphu**

The proposed location of its registered office: **Thimphu**

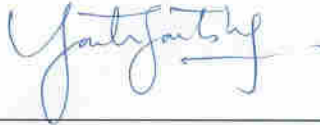
Pursuance to the CSO Act of Bhutan, we, the Trustees and senior staff of the organization, declare that the Memorandum and Articles of Associations requirements of the Act and the rules made there under have been duly complied with, in respect of registration or matters incidental or supplementary thereto.

The Applicant, Trustees and senior staff of the organization [names, nationalities, occupation and attested with the signatures]

Dr. Sanga Dorji
Bhutanese
Chairperson
Email: sanga7dorji@gmail.com
Contact Number: 17844605



Mr. Yoenten Jamtsho
Bhutanese
Staff
Email: yonjamtsh@gmail.com
Contact Number: 17968732



Mrs. Tashi Yuden
Bhutanese
Staff
Email: tashiyuden505@gmail.com
Contact no: 17490158



Mr. Pema Chhogyel
Bhutanese
Director
Email: pemachhogyel@gmail.com
Contact Number: 17619667



Mrs. Duptho Zangmo
Bhutanese
Director
Email: zumzang12@gmail.com
Contact Number 17653481



Mrs. Dorji Zangmo
Bhutanese
Director
Email: d.zangmo@yahoo.com
Contact Number:



Mr. Sonam Gyamtsho
Bhutanese
Secretariat of the Board Director
Email: sonamgyamtsho@gmail.com
Contact Number: 17899209



Dated 28/10/2020

Witness to the above signatures
Signature of witness:
Name: **Dorji Phuntsho**.
Address: **Olakha, Thimphu**
Occupation: **IT Officer**



Form 9
[See section 82(7)]

THE CODE OF ETHICS (TO BE ENDORSED BY THE CSO)

Name of organization: Disabled Persons' Association of Bhutan (PBO/MBO/FCSO)
Postal address of the registered office: PNP Building, Chamzamtog, Thimphu
Proposed location of the registered office: Thimphu

This Code of Ethics, adopted by the Board on 28/10/2020 (date), provides staff and Board of the organization guidelines for professional behavior and ethical conduct.

Subject to chapter 15 of the CSO Act of Bhutan, the code of conduct shall among others include:

Public Benefit Organization

- Committed to operating in an honest, fair, professional, and humane manner.
- Respect indigenous knowledge and customs, individuals' dignity, identity, culture, faith and values.
- Provide cost effective services, be innovative and responsive to the needs of the economically disadvantaged sections of society.
- Public services and charitable activities of the organization shall be planned, designed, implemented, monitored and evaluated in an equitable manner with the participation of the people concerned.
- Exercise and promote fairness, impartiality and equity in all our activities and dealings.
- Be transparent and accountable to our community partners, the public, our donors and other interested parties.
- Not be biased or discriminatory in our policies and procedures.
- Avoid conflict of interest involving Board and / or staff members by excluding any stakeholder with a personal interest in any decision from its debate and resolution.

Mutual Benefit Organization

- Committed to operating in an honest, fair, professional, and humane manner.
- Respect indigenous knowledge and customs, individuals' dignity, identity, culture, faith and values.
- Provide cost effective services, be innovative and responsive to the needs of the economically disadvantaged sections of society.
- Be transparent and accountable to our members and other interested parties.
- Not be biased or discriminatory in our policies and procedures.

The applicant and Trustees (*names, nationalities, occupation*)

Duptho Zangmo, Bhutanese, Director

Sanga Dorji, Bhutanese, Chairperson

Pema Chogyel, Bhutanese, Director

Soram Gyamtsho, Bhutanese, Secretarial of the Board Director

Dated .../.../...

Witness to the above signatures

Signature of witness:

Name: Dorji Phuntsho

Address: Dzatho, Thimphu

Occupation: IT and communication Officer



23rd Board of Directors' Meeting

Venue: Hotel Tashi Yoedling, Thimphu
 Date: 14th, Saturday, December 2019
 Time: 9:30 am to 1:00 pm

Theme of the Board Meeting: Formalization of DPAB as the DPO

SI No	Order of Business	Resolution/Decision
1	<ul style="list-style-type: none"> • Welcome Note by Chairman • Revisit of the previous MoM • Progress Report for 2019 (Land) • Report on new initiatives for 2019 	<p>The Chairman welcomed all the members to the meeting and he also extended special welcome to new Board Members. He then handed over the floor to the Executive Director.</p> <p>ED then readout the 22nd Board Meeting Minutes and linked with the agenda with 23rd Board Meeting. He then presented the progress report of 2019 to the board. Further, ED also presented some new initiatives of the secretariat office to the Board.</p> <p>The Board recommended the secretariat office to use some celebrities or actors as ambassadors along with the members for garnering contributive members for DPAB.</p>
2	<p>Adoption of the Agenda</p> <p>Financial Transparency</p> <p>2.1 Report on financial status of DPAB. Any asset (savings); recurrent costs, CD status, project fund, etc.</p> <p>2.2 Funds generated from sale of books, cups, mattress, lottery, Swan watches, cycles, clothes</p> <p>2.3 No. of money receipts</p>	<p>ED presented the financial report of the organization for 2019. He also presented the financial status based on the financial statements of three accounts.</p> <p>Based on the prospect of formalizing DPAB as the DPO, the Board asked ED to:</p> <ol style="list-style-type: none"> 1. Empower Mrs Tashi Yuden (Accountant) by handing over the responsibilities of Mrs Sonam Deki within December 2019. However, for 2019, the auditing process must be sorted out by Mrs Sonam Deki. 2. Ask accountant to notify ED regarding all financial transaction of any amount on monthly basis. 3. Ensure that all financial transactions of any amount hereafter must be handled by Accountant and ED must be notified accordingly.

		<p>4. Ask accountant to update all provident fund, Salary Tax and Health Contribution of the staff on time with relevant agencies and get it updated by end of February 2020.</p> <p>5. Organize monthly coordination meeting among the staff.</p> <p>6. Update the board on quarterly basis about the progress of the organization.</p> <p>Further, for financial transparency, the Board unanimously nominated Dashi Karma Nima (Board Director) as the focal for Financial aspect of DPAB.</p>
3	<p>Restructuring of DPAB for DPO formalization and streamlining</p> <p>3.1 No of Divisions required: (Accounts, Program, IT & Communication, Admin)</p> <p>3.2 Roles and authority of an individual staff</p> <p>3.3 Rules for remunerations, entitlements and nature of leave for staff during study periods.</p> <p>3.4 Promotion of Mrs Sonam Deki to Program Advisor</p>	<p>In order to qualify for the full-fledged DPO, the Board asked the secretariat office to:</p> <ol style="list-style-type: none"> 1. Have the same number of divisions (Accounts, Program, IT & Communication, and Admin) in the secretariat office, however, roles of the program must be strengthened. 2. Propose for remuneration for two additional staff to UNICEF. And should the proposal be accepted, the Board recommended to recruit one Deaf and one person with Intellectual Disability as staff. 3. Provide an individual employee with full authority over his or her duties. However, individual employee is asked to update and notify ED or Program Advisor in absence of the ED. 4. Attend all high-level meetings led by ED and may be accompanied by one of the relevant staff (DPAB must be represented by ED). 5. Inform Mrs Sonam Deki about her promotion as the Program Advisor and to hand over the responsibilities to Tashi Yuden by the Mid of January 2020. However, ED is asked to create an independent office for the Program Advisor. 6. Look into increasing the salary of the staff. To this ED shared to the floor that once the new streamlined system starts, a study on the feasibility would be done and would be submitted to the Board during the next Board Meeting. 7. Evaluate the Study leave and release of salary during the study leave and to submit to the Board in the next board meeting.

[Handwritten signatures in blue ink]

		<p>8. Study the purpose of seeking reference letters by other agencies (Jigme Namgyal and Dawa Penjor) and to refrain in providing such testimony (if it is individual benefit) as far as possible.</p> <p>9. Carry out internal auditing in presence of Dawa Karma Nima before handing taking of the responsibilities to respective employees.</p> <p>The Board unanimously nominated Mr Pema Chhogyel (Board of Director) to provide support and monitor in terms of program executions.</p>
4	Ad hoc Programs 4.1 Selection process and criteria	<p>The Board asked the ED and the Secretariat Office to:</p> <ol style="list-style-type: none"> 1. Institute transparent criteria or selection process for any ad hoc program such as international cultural programs. The Board also asked the Secretariat office to include people with all types of disabilities for such opportunity.
5	Reconsideration of Board members	<p>Having expressed the passion to continue contributing to the cause of disability, The Board of Directors in the 23rd Board Meeting accepted the nomination of Azhi Namzay as the new board member. ED was asked to extend letter of confirmation to Azhi for the nomination. Similarly, Mr Rinchen Khandu, who was the Board member before, will now head as the Chairperson of the Technical Committee.</p>
6	Re-structuring of Technical Committee 6.1 Representation of various disabilities 6.2 ToR for Technical Committee	<p>While restructuring the Technical Committee, the Board asked the ED to:</p> <ol style="list-style-type: none"> 1. Focus on Washington Group Questionnaire to categories the representatives for the Technical Committee members. 2. Have representatives from all six types of disabilities. However, one of the Board Members asked the Secretariat Office to have at least two deaf members in technical committee. 3. Prepare ToR for the Technical Committee Members
7	Proper institution of Braille service at DPAB (how to avail, cost for service, sustainability)	<p>The board asked the ED to institute:</p> <ol style="list-style-type: none"> 1. Pay and Use service system for Braille at DPAB. However, the Board said that if service seekers were not employed, DPAB can look into providing services based on CSR (cash received should be used for maintenance).
8	Recruitment of staff	<p>The Board asked the Secretariat office to</p> <ol style="list-style-type: none"> 1. recruit staff for the secretariat office routed through HR committee with all relevant documents.
9	Any other matter	<p>In this section, the Board</p>

	<p>9.1 Requirement of focal person for Bhutan Paralympic Committee 9.2 Budget for Boosting on social media about the DPAB programs 9.3 Construction of office 9.4 Education support 9.5 Accessibility of apps for person with visual impairment (Banks, websites, telecom, BPC, Tashi Cell)</p>	<ol style="list-style-type: none"> 1. endorsed Dorji Phuntsho as the focal person for Bhutan Paralympic Committee. Any matter pertaining to Bhutan Paralympic Committee will be looked after by Dorji Phuntsho. 2. Asked the office to explore the possibilities before actually investing in the boosting on social media. 3. Asked the Chairperson of the Technical Committee to take over the construction activities based on his expertise and experiences. 4. Asked the ED to furnish the details (beneficiaries, amount and schools) of education scholarship beneficiaries by the end of March 2020. The responsibilities were handed over to the Assistant Program Officer. 5. Requested Mr Pema Chhogyel (Board member) to draft the letter for the secretariat office so that ED could sign and circulate to various relevant agencies regarding the inaccessibility of mobile apps, websites or any other facilities.
10	Approval for 2020 budget	<p>The Board approved the budget for 2020. However, the secretariat Office was asked to submit the details of the activities along with budgets for further approval.</p> <p>The meeting ended by 1:45 pm with a vote of gratitude by the Secretary.</p>

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Disabled Persons' Association of Bhutan

ANNUAL REPORT

2019

Disabled Persons' Association of Bhutan (DPAB)
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Purpose: This report is designed to give an insight into the scope of services provided by DPAB: It provides clear measures and examples of performance for the year 2019.

Photographs: Photographs used in this report allow a brief insight into some of the activities and programs offered by DPAB. They also display an example of the relationships built between participants, staff members and the community at large.

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Vision

An inclusive society that recognizes respects and promotes the rights and needs of all persons with disabilities in Bhutan.

Mission

To promote physical, psychological and socio-economic well-being of persons with disabilities through inclusion and empowerment.

Objectives

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

- To raise awareness and advocate on the rights of persons with disabilities;
- To promote inclusion and effective participation of persons with disabilities in the community;
- To enhance the livelihood and independence of persons with disabilities in the society;
- To facilitate the empowerment and involvement of persons with disabilities in socio-political decision making and
- To explore and strengthen the communication, coordination and collaboration with relevant organizations within and outside the country



CIVIL SOCIETY ORGANIZATIONS AUTHORITY

Certificate of Registration

This is to certify that **The Disabled Persons Association of Bhutan** 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 Organization 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.

Validity of this certificate is subject to annual renewal. Please see overleaf for registration status.



Seal

CHAIRPERSON
Civil Society Organizations Authority
THIMPHU; BHUTAN

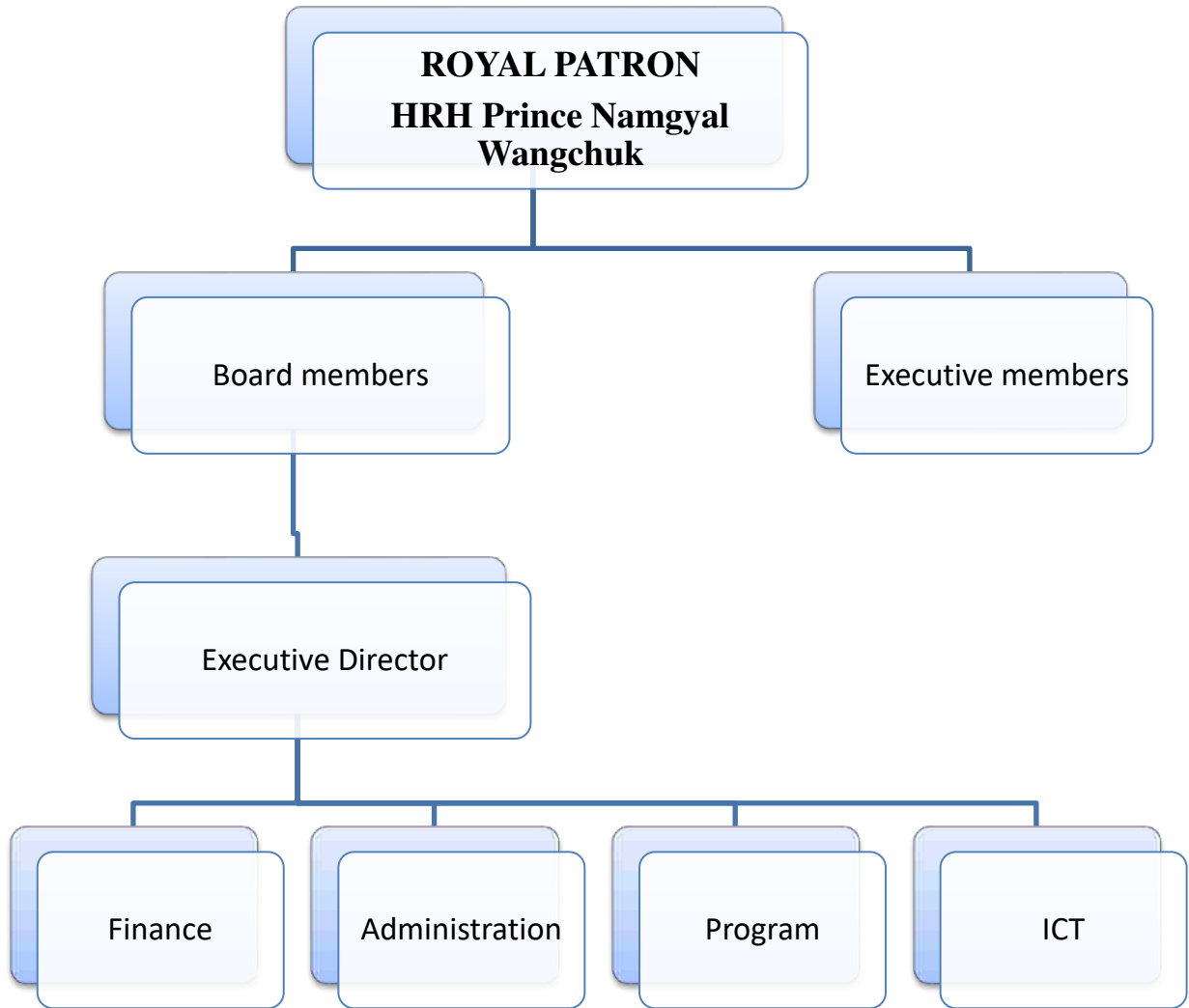
CSO Authority, Thimphu, Bhutan

PABX: +975-2-324954 or Tel. +975-2-324873 Fax: 339217, Website: www.csoa.org.bt

DPAB Certificate from Civil Society Organization Authority



Patron-His Royal Highness Prince Namgyel Wangchuck





DISABILITY AWARENESS PROGRAM TO THE LOCAL LEADERS

Local Leaders in Bhutan are the most influential people at the Gewog level, whose decisions can have a lasting impact both on people and environment. Local leaders of the community includes Gups, Mangmis, Tshogpas, Village Health Workers and any other important figures in the community. In view of this, the members of DPAB initiated and carried out an awareness program on disability issues to the local leaders of three Dzongkhags. The awareness program was carried out through the Disability Equality Training approach whereby persons with disabilities themselves advocated and shared their lived experiences to the local leaders and other participants.



The three Dzongkhags covered were Thimphu, Chukha and Pemagatshel.

The awareness and advocacy programs were attended by around more than 400 local leaders and other significant community figures, whose decisions people in the community valued and respected. DPAB team shared about the rights of PWDs, the challenges they face and

what needs to be done to curb the issue of the negligence of PWDs in the community and at the community level. The program also focused on the importance of including persons with disabilities in the decision-making bodies and forum.

DPAB also met with the focal persons in the twenty districts. On thanking all the focal persons for their unwavering service to persons with disabilities, DPAB team shared about the rights of PWDs in general and also the importance of having PWDs in the decision-making body to share lived experiences of challenges faced.

Rehabilitative Programs: Independent Living Skill, 8 January 2019



Persons with disabilities do not require sympathy and pity. They require empathy and opportunities. They need space and attention to their skills. DPAB, as the leading organization in the disability sector, annually organize and conduct rehabilitative program called Independent Living Skills, whereby participants are empowered to enhance their skills through a series of trainings.



In 2019, DPAB, through financial support from UNICEF, provided training to ten youth with disabilities in Tailoring and Embroidery. The youth with disabilities were trained by Mr Pema Dorji (Person with Wheelchair), who is a successful entrepreneur and the proprietor of Tailoring Centre at Babesa. The participants were trained for five months.

The main aim of the project was to provide independent living skills so that youth with disabilities have a chance to earn and lead an independent life. The program also aimed to minimize the poverty rate amongst the PWDs. With the long term goal of contributing to the overall development of PWDs, DPAB provides platform and opportunities for PWDs to recognize them as a productive citizen, capable of deciding for the larger society.

ICT training



With the advent of information and communication technologies (ICTs), new hopes are emerging for Persons with Disabilities (PWDs). Despite the enormous challenges, sincere efforts are being undertaken to involve, ICTs to counter issues around disability. With this view, DPAB organized a five-month-long training to PWDs in ICT.

Starting from to 29 April till 7 August 2019, ten persons with disabilities; 5 persons with blindness, two persons with low vision and three persons with physical disabilities, attended training in ICT and office management at Dechen IT & Management Institute, Changangkha, Thimphu. The training mainly aimed to strengthen the existing skills and knowledge of persons with disabilities on ICT and office management. DPAB coordinated it with the financial support from the Austrian Development Agency and Normisjom Project.

Disability Dialogue



DPAB, as an apex organization for persons with disabilities, organized Disability Dialogue to orient and sensitize general mass about the recently approved National Policy for Persons with Disabilities in Bhutan. The Disability Dialogue, which was carried out through workshop and BBS TV Discussion was attended by many expertise from Thailand, India, Japan and Bhutan. Funded by the Austrian Coordination Office based in Thimphu, the program-oriented participants on the content of the policy and objectives of the National Policy. In gist, the policy seeks to improve the lives of Persons with Disabilities (PWDs) through following set of objectives:



- a) Empower the PWDs to enjoy their rights so that they can fully and equally participate as member of the society.
- b) To help PWDs to understand their rights and responsibility as a citizen.
- c) Promote inclusive development planning through mainstreaming disability initiatives in plans, policies and programs in all sectors.
- d) Improve access to opportunities and services for PWDs.
- e) Improve the socio-economic condition of PWDs and their family and
- f) Change the attitude and behaviour of society towards PWDs.

Consumer Protection Workshop

Every citizen of the country has Consumer Protection Rights. These rights protect the people/ consumers from faulty measure, outdated and inferior quality goods. Often than not, people with disabilities are shunned from this fold. The dogma of disability being inability to walk the mall is prevalent. Owing to this, people with disability remained under-informed about the Consumer Protection Rights. So, on 8 August 2019, the Office of Consumer Protection under the Ministry of Economic Affairs, Royal Government of Bhutan (MoEA) carried out

an advocacy program on consumer protection to persons with disabilities and the DPAB's team.



The objective of the program was to educate the participants on consumer rights and duty, health risk, products hazard, weight and its measures, prices, quality, credit conduction, products labelling, durability, performance, reparability, truthfulness, availability, consumers' grievances and consumer choice and competitive market as provisioned in the consumer protection act of Bhutan 2012.

Collaboration Workshop: Organizations of Persons with Disabilities coming together



One of the most significant factors that contribute to the success of any organization is whether or not there is a team spirit among organizations with similar nature of work. Working in teams enables organizations to be quicker and more effective in their work. Working in a group is collaboration. Collaboration challenges people to think, articulate and receive clarity about their competencies. It serves as a mirror that gives them a glimpse of their strengths and weaknesses.



In view of this, DPAB organized a five-day collaborative workshop at Paro from 15th -19th August. Three Disabled People's Organizations in Bhutan: Ability Bhutan Society, Disabled Persons' Association of Bhutan (DPAB) and Draktsho Vocational Training Centre for Special Children & Youth, attended the workshop to synchronize mandates of the three organization.

White Cane Safety Day



According to the National Population and Housing Census, 2017, people with blindness tops the list amongst people with disabilities. People with blindness are the forefront of the formation of the Association (like DPAB). People with visual disability are so well-associated with the society that there are many people with blindness working in various levels in the society. To mark their speciality, the Community of persons with blindness in Thimphu observed the International White Cane Safety Day on 15th October. The White Cane Safety Day was first observed in the United States in 1964. Since then, 15th October of every year is celebrated annually as the White Cane Safety Day. This is the day where the achievements of people with blindness are celebrated. The day also marks the white cane as an essential symbol of independence for persons with blindness.

Hundreds of persons with blindness and persons with low vision, walked from three different locations around Thimphu City. The walk was to create awareness about the importance of White Cane to the general population.

The day-long program successfully concluded with cultural show at RUB Hall supported by Gross National Happiness Commission (GNHC), UNDP Bhutan, HM's Office, Little Bhutan Tour Company and Disabled Persons' Association of Bhutan (DPAB).

Braille Production Training

On 19 September 2019, a Computerized Braille Production Training was started for five days. DPAB organized the training with financial support from UNICEF, and technical and equipment support from Japan Braille Library (JBL). The main aim of the training was to sieve the following benefits from this Computerized Braille Production.

- ✓ Easy and faster access to information through Braille text on right time.



- ✓ Promote personal knowledge and skills for their future career.
- ✓ Equip DPAB staff with skills to handle Everest Embosser for efficient administration of the DPAB in providing help to all the people with blindness.

Japan Braille Library donated Index Everest V5 Braille Embosser to DPAB on 20 September 2019. The DPAB team has also received training on how to operate Index Everest V5 Braille Embosser. DPAB staff also learned about its services and maintenance. The training concluded with awarding the certificate of completion to all the participants.

Cultural Program



Disability is a global phenomenon. It is much more prevalent than we credit it to be. To help foster diversity and exploration for a better understanding of people with disability in the society, the DPAB members participated in SAMBHAV program from 15th to 17 November 2019. This has been annually organized by Association for Learning Performing Arts (ALPANA) at New Delhi, India. The event has been a platform since 2006 for the Artists with disabilities to showcase their talents and abilities with other countries around the Asia Pacific Region. The members



participated in evening performances, seminars, art workshop, yoga workshop, music therapy and dance therapy sessions.

International Day for Person with Disabilities



Human rights and duties are becoming more defined and streamlined. Every facet of human society and organizations recognize a day to voice their agenda. Like the Feminist society and the LGBTQ organization, DPAB also marked a day to voice out their uniqueness. Coinciding with the International Day of Persons with Disabilities, the National Policy for Persons with Disabilities of Bhutan was launched by the RGOB in Thimphu on 3 December 2019. The policy is one of the most comprehensive policies for Persons with Disabilities, which was formulated with the participation of persons with disabilities themselves, their parents and representatives.



The policy covers significant areas such as Education, Health, Economic Security Policy and Planning, Protection and Access to Justice, Built Environment, Family and Caregiver, Public Transport, Information Communications and Technology, Disaster Risk Reduction, Political Participation among others. The policy was also launched in Braille format for easy access by persons with blindness.



A group of persons with various disabilities also celebrated the day at Phuentsholing Middle Secondary School. The day was marked with various cultural programs and speeches. The

day in Phuentsholing was graced by Honorable Zimpoen Wom Dasho Chewang Rinzin, Director, RIGSS, Phuentsholing.

Disability Equality Training to City Bus Staff

Disability Equality Training (DET) is an approach DPAB employs for creating awareness about the rights of persons with disabilities in Bhutan. Thus, DPAB with the financial support from UNPRPD funding, organized one-day special training session to the whole staff of City Bus Service Limited. The training was organized to improve accessibility for persons with disabilities, to change the attitude of bus operators and to provide appropriate accommodative support services to passengers with disabilities. A total of 87 city bus operators attended the training on 8 December 2019.

