



Progress Report (2011)

Disabled Persons' Association of Bhutan (DPAB),

Azha's Apartment, Near Swimming Pool

Post Box no. 1531,

Thimphu: Bhutan.

Telefax: +975 2 339996

Email: info@dpab.org.bt

Website: www.dpab.org.bt

Introduction

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

To make the matter worse, the traditional family support systems and community bondages are fast breaking down due to various socio-economic factors such as rapid modernization, rural-urban migration and dysfunctional marriages. As a result, people with disabilities are confronted with more serious challenges especially in rural communities. Many disabled children still do not have access to formal education either due to financial constraints or because of the lack of psychosocial support. These issues are further heightened by the country's terrain topography that makes it more difficult and expensive to

develop accessible public infrastructures for people with disabilities. As a result, most of the public facilities and services are still not accessible for persons with disabilities in the country and this has been one of the greatest challenges for the disabled segment of the society. Considering all those issues and challenges, it was deemed necessary to have an association for the disabled to supplement the efforts of the Royal Government of Bhutan to educate the public on the rights and needs of persons with disabilities and to create an inclusive society for all where everybody enjoys equal rights and dignity regardless of his or her disability status.

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

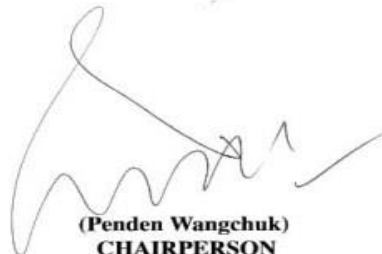
The Organization seeks to fulfill the objectives as defined in its Articles of Association and Memorandum of Association and shall operate in **the whole of Bhutan**.

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



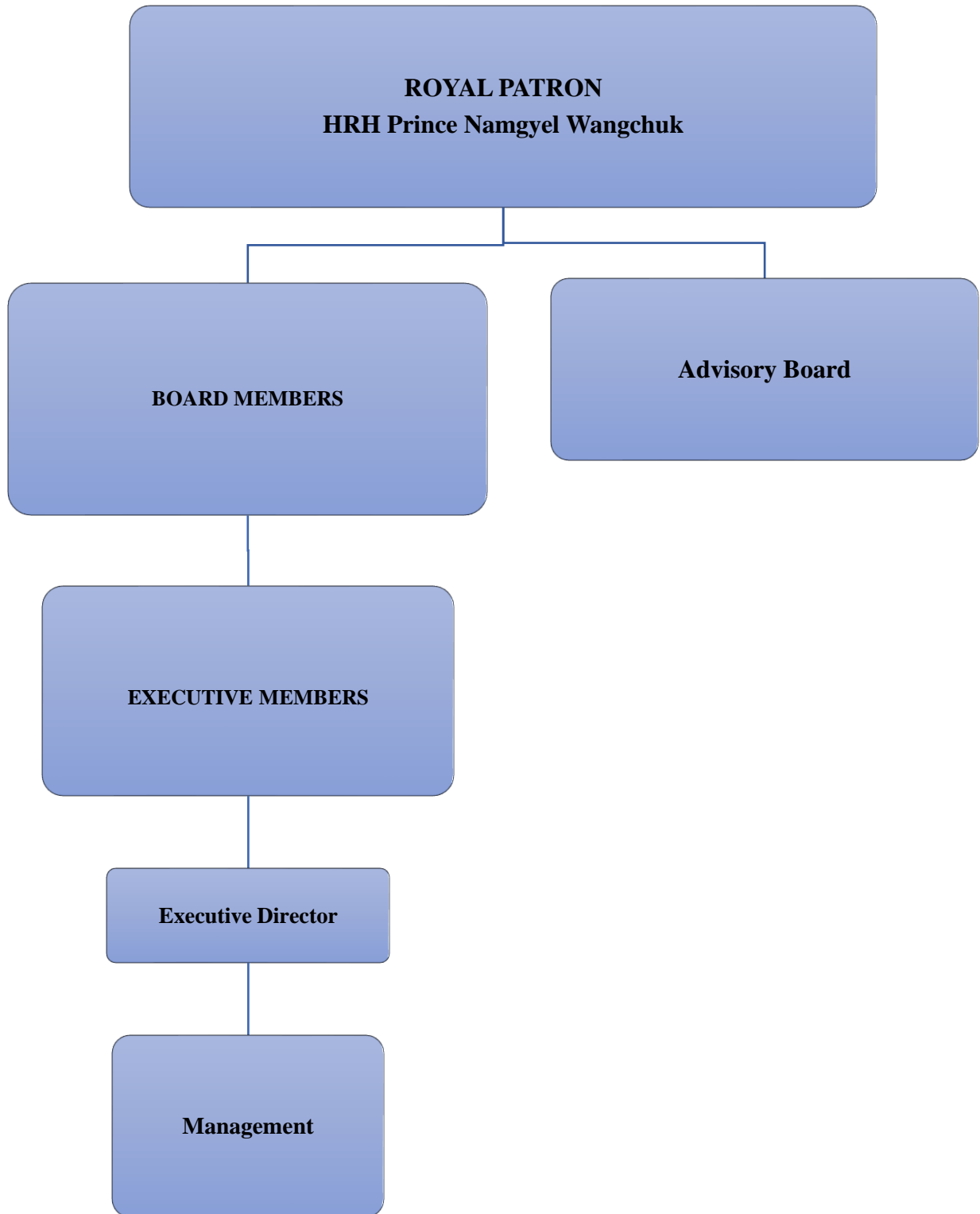

(Penden Wangchuk)
CHAIRPERSON
Civil Society Organizations Authority
THIMPHU ; BHUTAN





HRH Prince Namgyel Wangchuk, Patron

ORGANOGRAM



Detailed year-wise report

1. 2011 (January - December)

The year 2011 was mostly spent in laying the foundation for the Association including the setting up of the office and raising funds to sustain the organization. The initial efforts were directed towards seeking financial support to set up and furnish the office for the Association. The proposal to this effect was submitted to the Civil Society Fund Facility (CSOFF) and Nu.200, 000 was granted accordingly.

The office was set up in Chang Gidaphu in September 2011.

1.1 Furnishing of the office:



DPAB Office

After acquiring a small space in a private apartment at Chang Gidaphu to be used as an office for the Association, arrangements were made to furnish it with basic equipments and furniture in order to make it functional.

With support from Civil Society Fund Facility (CSOFF) under the Civil Society Organizations Authority (CSOA), the following equipment/furniture were procured to set up the office:

Sl. No.	Particulars	Quantity	Remarks
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1	Book Rack(small-block board)	1 Nos	
2	Chodrom	2 Nos	
3	Computer DELL	1 set	
4	Computer DELL	1 set	
5	Computer Table	1No	
6	Calculator	1 No	
7	Deewan with cushion	2 Nos	
8	Extension Cord	1 No	
9	Executive Chair	2 Nos	
10	Electric Water Boiler- Hana bishi	1 No	
11	File Rack-Board	1 No	
12	His Majesty and Je Khenpo's Portrait	1 No	
13	Manager's Table	1 No	
14	Paper Tray	1 No	
15	Plastic Chair with cushion	5nos	
16	Printer with Scanning facility(Brother-mfc-7360)	1no	
17	Punching Machine- small	1 No	
18	Punching Machine- heavy duty	1 No	
19	Office Seal	1 No	
20	Radiator Heater(Owner Happy)	1 No	
21	Seal of Executive Director	1 No	
22	Scissor	1 No	
23	Stapler(large)	1 No	
24	Stapler- small	1 No	
25	Steel Almirah (karma steel model)	1 No	
26	Socket(4 ways)	2 Nos	
27	Telefax(Panasonic KX FP 701)	1 No	
28	Telephone Panasonic	1 No	

29	Thumb Drive-2 GB	1 No	
30	Thumb Drive-8GB	1 No	
31	UPS	1 No	
32	Stationery (Files, Photocopy papers Pins etc.)		

1.2 Appointment of office bearers:

As per the provisions of the Association’s charter and other guiding documents, the Executive Committee and the Board of Trustees were formed for the systematic functioning of the Association. Dr.ChenchoDorji, the Psychiatrist of JDW National Referral Hospital who represented persons with mental disability was appointed as the Chairman of the Board of Trustees whereas Mr.SangaDorji, the Physiotherapist of JDW National Referral Hospital was appointed as the Executive Director, the head of the Executive Committee. Since all the members were volunteers, Ms.SonamWangmo, a young graduate was recruited as Administrative Officer, a full-time staff on contract for six months with effect from 1st July 2011. Her contract was to be extended based on her interest and performance. The roles and responsibilities for each member were clearly prescribed to ensure the smooth functioning of the Association. The Advisory Committee comprising experienced people was also formed to provide special advice and guidance to the Association whenever required.

1.3 Website of the Association:

Recognizing the importance of having a dynamic website as a tool for disseminating important information as well as to interact with the public and government agencies, the website of the Association (www.dpab.org.bt) was designed and developed by a young volunteer with inputs from the members of the Association. The contents were designed to cater to the needs of people with disabilities and relevant stakeholders. The site was designed to provide better accessibility to users with disabilities especially the blind and low-vision. After a number of consultations and presentations, the site was finally endorsed and registered. Mr.AmrithBdrSubba, an Executive Committee member took up the responsibility of updating and maintaining the website since he was volunteering as Information and Communication Coordinator for the Association. Launch of the Association and the website:



Launching ceremony of DPAB office



The Disabled Persons' Association of Bhutan (DPAB) was officially launched on 25th September 2011. Furnished with basic facilities, the Association formally came into existence although it was still struggling with financial and human resource constraints. The opening ceremony was graced by the Chairman of Civil Society Organizations Authority (CSOA), DashoPendenWangchuk who also launched the website of the Association. The web designer demonstrated how to browse and access different types of information on the website. The launching ceremony was attended by all the members of the Board of Trustees and the Executive Committee as well as other friends and wellwishers. A few cultural items were also performed as part of the celebration.

1.4 Participation in Sambhav, an international cultural exchange program in New Delhi, India



Participants from Bhutan for Sambhav 2011 at New Delhi

The Disabled Persons' Association of Bhutan (DPAB) was invited to take part in the international cultural exchange program for persons with disabilities called Sambhav in New Delhi, India organized by the Association for Learning Performing Arts and Normative Action (ALPANA). Mr.Sanga Dorji, the Executive Director and a visually impaired member, Mr.TshewangThinley went to New Delhi, India to participate in the event from 11-13 November 2011. The 3-day event provided a platform for persons with disabilities from different countries to showcase their talents and abilities. It was a great privilege for DPAB to represent the disabled people of Bhutan in such a forum for the first time after its establishment. A memorandum of Understanding was also signed between

ALPANA and DPAB on 13th November 2011 to promote cooperation and collaboration in various fields of mutual interests between the two organizations. As per the MoU, DPAB committed to take part in Sambhav event annually from 2012 to empower artists with disabilities of Bhutan by giving them the opportunity to showcase their talents during the event. Since then, DPAB has been taking part in the event every year with financial support from India-Bhutan Foundation (IBF) which has committed to support DPAB's participation.

1.5 Celebration of International Day of Persons with Disabilities 2011

On 3rd December 2011, the Disabled Persons' Association of Bhutan (DPAB) joined the international community to celebrate the International Day of Persons with Disabilities on the UN theme of the day "Together for a better world for all: including persons with disabilities in development". The event was organized in collaboration with the Special Education Unit of the Ministry of Education and persons with different types of disabilities were invited to be part of the celebration which was held at Changangkha Middle Secondary School.

Graced by Health Minister Lyonpo Zangley Drukpa, the event aimed at creating public awareness on the needs and rights of persons with disabilities and the importance of including them in the decisionmaking process of the government. It was part of the Association's efforts to educate the public on the capabilities of persons with disabilities in Bhutan. Based on the theme of the day, artists with different disabilities including physically challenged students of the school showcased their talents through the cultural program. It was a grand celebration. A few Cabinet Ministers, representatives from UNICEF, NGOs and different government agencies attend the event which provided a platform for persons with different disabilities to prove their special abilities as well as to voice out their needs and rights for leading a productive and meaningful independent life in the society. The event was supported by UNICEF through the Ministry of Education.



1.6 Donations/grants

DPAB received donations from a number of generous people which indeed helped the Association to meet its recurrent expenditures as well as to pay the salary for the full-time staff recruited on contract. As a gesture of appreciation and gratitude, the Association is pleased to publish the names of all its donors of the year. Without such generous support from well-wishers, it would have been

very difficult for the Association to sustain particularly during that initial period. So, the details of the Association's donors for 2011 are as follows:

Sl.No.	Name	Amount (Nu)	Remarks
1	Taklung Rinpoche	100,000.00	
2	Bhutan Society of UK	150,182.00	
3	Datong Tulku	5000.00	
4	Ashi Beda Dorji and Dasho Ugyen Dorji	300,000.00	
5	Etsuko Sinono, Japan	15,000	
6	Hokkaido-Bhutan Association		2 nos. of wheelchairs
7	Tashi Dawa Associates	10,000.00	
8	Bhutan-Queensland Community	29,557.00	
Total		609,739.00	

2. 2012 (January –December)

2.1 Staffing

The Administrative Officer, Ms.SonamWangmo who was working on contract resigned for domestic reasons in January 2012 and the DPAB office was taken over by Ms.SonamDeki, a parent of a disabled child as Treasurer of the Association. However, SonamDeki was only a volunteer and the Association was left without any full-time staff. All the Executive Members worked on weekends and during after-office hours to maintain the proper functioning of the Association. Then Ms.SonamWangmo, a retired health official was appointed as the Executive Director of the Association with effect from 1st November 2012. Under her leadership, the Association took many initiatives despite limited financial and human resources.

2.2 Educational support to economically disadvantaged students with disabilities:

One of the objectives of establishing the Association is to help persons with disabilities enhance their education and capabilities so that they can lead an independent life. Since most of the persons with disabilities come from economically disadvantaged family background, it's felt that without appropriate support, they can be at the risk of either leaving their schools or not even going to school. So as part of the Association's efforts to realize this objective, the provision of educational support to economically disadvantaged children with disabilities was initiated in March 2012. The criteria for the identification of the beneficiaries were developed and six students were provided the support in 2012. The funding structure was developed based on the varying needs of students at different academic levels. The details are shown in the table below:

Sl.No.	Academic level	Amount (Nu) per annum
1	Class PP-6	Nu. 3,000.00
2	Class 7-10	Nu. 5,000.00

3	Class 11-12	Nu.10,000.00
4	University	Nu.15,000.00

The beneficiaries are required to meet the following criteria to be eligible to receive the support:

1. The child should be with special needs/disabilities.
2. The child should be from a single parent or parents with disability.
3. Family with disability and is also economically disadvantaged.
4. The family should have more than one special need/disabled child and the family should be from a rural community.
5. The concerned school of the child receiving the support scheme should:
 - Identify a focal person who will monitor the child's performance.
 - Send detail profile (Name, Age, sex, family background , contact number of the family) along with the full photo of the child to DPAB
 - Provide any other information required by the Association
 - Submit yearly progress report to DPAB as per the school curriculum

2.3 Summary of students with disabilities supported in 2012

Sl.No.	School	No.of students		Total
		Male	Female	
1	Deaf Education Unit, Drugyel LSS	2		2
2	Khaling HSS, Khaling	1		1
3	Khaling LSS, Khaling	1		1
4	NIVI, Khaling	1		1
5	Zhemgang LSS, Zhemgang		1	1
Grand Total		5	1	6

2.4 Memorandum of Understanding with Normisjon team from Norway



Signing MoU with Mr. Einar Kippenes, Normisjon Team and Dr. Sanga Dorji, Executive Director, DPAB at DPAB office

In order to strengthen the capacity of DPAB and to ensure its long-term sustainability, a memorandum of understanding (MoU) was signed between DPAB and Normisjon team from Norway led by Mr. Einar Kippenes, one of the former principals of National Institute for the Visually Impaired (NIVI) in Khaling. The Norwegian team was in Bhutan in April 2012 and a number of meetings were convened between DPAB members and the Norwegian team to explore different areas for collaboration and support. The DPAB members did presentations on the need for support in areas of human resource development and the sustainability of the Association. The Normisjon team agreed to explore ways and means to support DPAB to strengthen its capacity and sustain its programs/activities. The meeting was successful with the signing of the MoU between the two parties.

2.5 Participation in Sambhav 2012

As per the Memorandum of Understanding signed with the Association for Learning Performing Arts and Normative Action (ALPANA) based in Delhi, India in 2011, DPAB successfully participated in the Sambhav cultural exchange event held in New Delhi, India from 9-12 November 2012. The 7-member delegation from Bhutan comprised students with disabilities from Changangkha Middle Secondary School in Thimphu, Deaf Education Unit in Paro and DPAB staff. The team arrived at New Delhi on 6th November, two days ahead of the event due to inconveniences in the flight schedule and the participants got enough time to explore the environment and prepare for the actual event.



Artists from India, Colombia, Pakistan, Nepal, Iran, Lao PDR, Mauritius & Bhutan were given 20 minutes each to exhibit their cultural and art programmes.



On 11th November, representatives from Bhutan, Mauritius, Vietnam, Colombia, Malaysia, Thailand, Nepal, Lao PDR and Indonesia did the presentations on the overview of their respective organizations and their contributions in areas of empowering persons with disabilities in their respective countries.

The presentations were followed by keynote addresses by identified prominent members from different countries that have made remarkable achievements in different areas of disability movements. This forum provided an ideal platform for different Disabled Persons' Organizations (DPOs) to share some of their best practices and challenges while working with persons with disabilities. It was a very interactive and educative exercise.

On November 12, the delegates were taken on a visit to a few historical places in Delhi such as QutubMinar, Red Fort, Lotus Temple and India Gate. This was an incentive for the visiting delegates. The Bhutanese team had as much fun as others during the week-long stay in New Delhi. As usual, the participation of DPAB in the event was funded by India-Bhutan Foundation (IBF).

2.6 Celebrating the 2nd Anniversary of DPAB (20th December 2012)

Keeping in mind the importance of raising public awareness on the needs and rights of persons with disabilities in Bhutan, a cultural program was organized in the auditorium of the Royal Institute of Health Sciences in Thimphu on 20th December 2012. The main objective of organizing the show was to sensitize the public on the needs, rights and dignity of persons living with disabilities as well as to give disabled people a platform to showcase their talents. Artists with disabilities as well as nondisabled supporters and well-wishers performed various cultural items as part of the program.

Program List

- Welcome Speech by the Dr. Chenchu Dorji (DPAB Chairperson)
- Launch of the "Piggy Bank" scheme by Executive Director, DPAB

Entertainment Line-up

1. (Dance Dzo) Boedra – Royal Academy for Performing Arts
2. (Song) Duet Song (Lhomenjong) – Duptho Zangmo and Jigme Namgyel
3. (Joke) Nepali – Volunteer
4. (Dance Eng Group) Youth Dance Presentation – HiDruk Crew
5. (Song) Solo – Tshering Penjor
6. (Dance Dzo) Paksam Joenshing – Royal Academy for Performing Arts
7. (Dance Eng Solo) – Daisuke Yamane (JICA Volunteer in Dechencholing MSS, PI)
8. (Song) Duet (Lhayul Yue Lay) – Duptho Zangmo and Jigme Namgyel
9. (Joke) Dzongkha – Volunteer
10. (Song) Duet – Nima and Prakash (Trainees from SCoE)
11. (Song) Solo – Jigme Namgyel

- Vote of thanks by Dr. Sanga Dorji (DPAB Board Member)

MC – Thoepaga Namgyal Dawa (Volunteer)

2.7 The launch of Piggy Bank Scheme

As a means of raising funds for the Association, the Piggy Bank Scheme was initiated and launched on 20th December 2012. The Scheme was started with a hope to raise awareness on the needs of persons with disabilities in Bhutan and to advocate for their rights as well as to raise funds for the sustainability of the Association. An individual or an organization can join the scheme by saving Nu.10 per day for 365 days to be contributed to the Association yearly. The members have the options

to either pay in lump sum (Nu.3,650), on 4 installments (Nu.912 per installment) or on 2 installments (Nu.1,825 per installment) in a year. It's a chain process where each member finds two new members under him/her. The money is paid to the Association through the individual member's parent members. The main objective of initiating this activity is to cultivate a sense of social responsibility in people as well as to give them the opportunity to be part of the Association's efforts to support persons with disabilities in Bhutan. Some of the membership benefits include a membership certificate, tax exemption on donations, the right to stand or vote for Board or Executive Committee membership, and to have their names published on the Association's website as donors of the Association. The scheme which started with eight members is one of the strategies adopted to raise Nu.55 million seed-funds for the Association.

2.8 Donors of the year

In 2012, DPAB received donations from 15 donors. DPAB is deeply honored to get support from such generous individuals and a symbol of appreciation, the names of the donors are published below:

Sl.No.	Name	Amount (Nu.)
1	Tashi Dawa Associates	45,000.00
2	Mr. Karma Dorji	500.00
3	M/S Karma Convenience Store, Olakha, Thimphu	1,500.00
4	Mrs. Dema	50.00
5	Mr. Leki Dorji	500.00
6	Mr. Namgay Dorji	120.00
7	Mr. Tashi Namgay	100.00
8	Ms. Gopi	50.00
9	Ms. Karma	50.00
10	Mr. Reidun Kippenes, Norway	1,500.00
11	Ms. Einar Kippenes, Norway	1,500.00
12	Mr. Pal Kippenes and family, Norway	4,500.00
13	McMaster University, Canada	53,142.00
14	Mr. Phento Tshering, Olakha, Thimphu	5,000.00
15	M/S Zamling Arts and Rubber Stamps, Thimphu	2,985.00
16	India Bhutan Foundation(Air fare & DSA) for participants of Sambhav 2012, New Delhi	135,600.00
Total		252,087.00

2.9 Audit Report for the Year 2011-2012

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



AIN: 11503

**AUDIT REPORT ON ACCOUNTS AND OPERATIONS OF THE DISABLED
PERSONS ASSOCIATION OF BHUTAN
THIMPHU**

PERIOD: 01.03.2011 TO 31.12.2012

JUNE 2013



རྒྱལ་གཞུང་ཚུམ་ཁིབ་དབང་འཛིན།
ROYAL AUDIT AUTHORITY
Bhutan Integrity House

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



RAA /AR/GGD/NGO-DPAB/2013/ 1580

Dated: 19/6/13

The Executive Director
Disabled Persons Association of Bhutan
Thimphu: Bhutan

Subject: Audit Report on Accounts and Operations of the Disabled Persons Association of Bhutan, Thimphu for the period covering 01.03.2011 to 31.12.2012.

Madam,

Enclosed herewith please find the *audited Financial Statements and Auditors' Report thereon* in respect of the Disabled Persons Association of Bhutan (CD A/c No. 110210003760) for the period 01.03.2011 to 31.12.2012. The audit was conducted as required under the Audit Act of Bhutan 2006.

Auditors' Report on the Financial Statements

As may be noted from the Auditors' Report, the Disabled Persons Association of Bhutan had generally maintained proper books of accounts and the financial statements were in agreement with the accounting records. Accordingly the RAA has issued an unmodified (Clean) report.

We acknowledge the kind co-operation and assistance extended to the audit team by the officials of the Disabled Persons Association of Bhutan which facilitated timely completion of the audit.

Yours sincerely,

(Kelzang Namgyel)
Assistant Auditor General

Copy to:

1. The AAG, FUCD, RAA, Thimphu
2. The AAG, Policy, Planning & Annual Audit Report Division, RAA, Thimphu
3. Guard File; and
4. Office Copy

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

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

TITLE SHEET

1. Title: : Audit Report on the Accounts & Operations of the Disabled Persons Association of Bhutan, Thimphu
2. Head of the Agency : Sanga Dorji, Executive Director
CID No. 11704000046
(01.03.2011 to 30.11.2012)
Sonam Wangmo, Executive Director
CID No. 11410003911
(01.12.2012 to till date)
3. Finance Personnel : Sonam Deki, Treasurer
CID No. 11911001271
4. Period of Audit : 01.03.2011 to 31.12.2012
5. Schedule of Audit : Planned – Adhoc
Field – 03.06.2013 to 05.06.2013
6. Intimation letter No. : RAA/GGD/NGO-DPAB/2013/1419 dated 03.06.2013
7. Audit Team :
 - i. Sonam Dorji, Assistant Audit Officer
EID No. 201101067, Team Leader
 - ii. Passang, Auditor
EID No. 95160027, Team Member
8. Supervising Officer : Kelzang Namgyel, AAG, GGD
EID No. 9610068
9. Date of Exit Conference : Not conducted
10. Focal Person : Sonam Dorji



Disclaimer Note

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

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

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Financial Statements (December 2012)

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AUDITORS' REPORT ON THE FINANCIAL STATEMENTS OF THE DISABLED PERSONS ASSOCIATION OF BHUTAN FOR THE YEAR ENDED 31ST DECEMBER 2011

The Royal Audit Authority (RAA) has audited the accompanying financial statements of the Disabled Persons Association of Bhutan, Thimphu which comprises the Receipts and Payments Statements and schedules forming part of the financial statements for the year ended 31st December 2011, as required under the Audit Act of Bhutan 2006.

Management's responsibility for the financial statements

Management is responsible for preparation and fair presentation of these financial statements in accordance with Financial Rules and Regulations 2001 and generally accepted financial reporting framework. These responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, selecting and applying appropriate accounting policies, and making accounting estimates that are reasonable in the circumstances.

RAA's responsibility

The RAA's responsibility is to express an opinion on these financial statements based on its audit. The RAA conducted the audit in accordance with RAA's Auditing Standards and Generally Accepted Auditing Standards. Those standards require that the RAA comply with the ethical requirement and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements.

Scope of Audit

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on auditor's judgment, including the risk of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made by the management as well as evaluating the overall financial statement presentation.

The RAA believes that the audit evidence obtained by it is sufficient and appropriate to provide a basis for its audit opinion.

Opinion

In RAA's opinion, the financial statements present fairly, in all material respects the financial operations of the Disabled Persons Association of Bhutan for the year ended 31st December 2011 and of its fund balance as on that date in accordance with the Financial Rules and Regulations 2001 and generally accepted financial reporting framework.



Auditor

Noted & Concurred:



Assistant Auditor General, GGD

Date: 19/06/2013



AUDITORS' REPORT ON THE FINANCIAL STATEMENTS OF THE DISABLED PERSONS ASSOCIATION OF BHUTAN FOR THE YEAR ENDED 31ST DECEMBER 2012

The Royal Audit Authority (RAA) has audited the accompanying financial statements of The Disabled Persons Association of Bhutan, Thimphu which comprises the Receipts and Payments Statements and schedules forming part of the financial statements for the year ended 31st December 2012, as required under the Audit Act of Bhutan 2006.

Management's responsibility for the financial statements

Management is responsible for preparation and fair presentation of these financial statements in accordance with Financial Rules and Regulations 2001 and generally accepted financial reporting framework. These responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error, selecting and applying appropriate accounting policies, and making accounting estimates that are reasonable in the circumstances.

RAA's responsibility

The RAA's responsibility is to express an opinion on these financial statements based on its audit. The RAA conducted the audit in accordance with RAA's Auditing Standards and Generally Accepted Auditing Standards. Those standards require that the RAA comply with the ethical requirement and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements.

Scope of Audit

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on auditor's judgment, including the risk of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made by the management as well as evaluating the overall financial statement presentation.

The RAA believes that the audit evidence obtained by it is sufficient and appropriate to provide a basis for its audit opinion.

Opinion

In RAA's opinion, the financial statements present fairly, in all material respects the financial operations of the Disabled Persons Association of Bhutan for the year ended 31st December 2012 and of its fund balance as on that date in accordance with the Financial Rules and Regulations 2001 and generally accepted financial reporting framework.



Auditor

Noted & Concurred:



Assistant Auditor General, GGD

Date: 19/06/2013



DISABLED PERSONS ASSOCIATION OF BHUTAN
STATEMENT OF RECEIPTS & PAYMENTS FOR THE YEAR ENDED 2011

RECEIPTS		PAYMENTS	
Opening Balances			
Cash	0.00		
Bank	3,000.00	Expenditure	358,863.00
Total Opening Balances	3,000.00		
Grant received from CSO	200,000.00	Total Fund Balance	453,876.00
Donations	609,739.00	Balance (Bank)	453,086.00
		Balance (Cash)	790.00
Total Fund	812,739.00	Total Fund	812,739.00



Sonam Deki

Treasurer



YSanga Dorji

Executive Director



Schedule I: Statement of details of donations received during the year 2011

Sl. No.	Particulars	Amount (Nu.)
1	Talung Rinpoche	100,000.00
2	Bhutan Society of UK	150,182.00
3	Datong Tulku	5,000.00
4	Ashi Beda Dorji & Dasho Ugyen Dorji	300,000.00
5	Etsuko Sinono	15,000.00
6	Tashi Dawa Associates	10,000.00
7	Queensland Community	29,557.00
Total		609,739.00


Sonam Deki

Treasurer



Sangha Dorji

Executive Director



DISABLED PERSONS ASSOCIATION OF BHUTAN

BANK RECONCILIATION STATEMENT

1st March 2011 to 31st December 2011

A	Particulars	Amount (Nu.)
1	Receipts (Bank)	807,739.00
	Receipts (Cash)	5,000.00
	Total Receipts	812,739.00
2	<i>Less: Closing Balance as per Cash Book</i>	453,876.00
3	Difference: Funds withdrawn as per Cash Book (1-2)	358,863.00
B Reconciliation		
		Amount (Nu.)
1	Funds withdrawn as per Bank Statement (Debit Balance)	298,974.00
2	<i>Add: Cheques issued but not cashed</i>	55,679.00
3	<i>Add: Amount debited in cash book but not in Bank Statement</i>	4,210.00
	Total (1+2+3)	358,863.00
4	<i>Less: Amount debited in Bank Statement but not in Cash Book</i>	0.00
	Total (1+2+3+4)	358,863.00



Sonam Deki

Treasurer



Sanga Dorji

Executive Director



DISABLED PERSONS ASSOCIATION OF BHUTAN

STATEMENT OF RECEIPTS & PAYMENTS FOR THE YEAR ENDED 2012

RECEIPTS		PAYMENTS	
Opening Balances		Expenditure (Bank)	284,800.00
Cash	790.00	Expenditure (Cash)	18,841.00
Bank	453,086.00		
Total Opening Balances	453,876.00		
Donations	252,087.00	Total Payments	303,641.00
		Total Fund Balance	402,322.00
Total Fund	705,963.00	Total Fund	705,963.00



Sanga Dorji
Executive Director



Sonam Deki
Treasurer



Schedule I: Statement of details of donations received during the year 2012

Sl. No.	Particulars	Amount (Nu.)
1	Tashi Dawa Associates	45,000.00
2	Karma Dorji (Cash)	500.00
3	Karma Convience Store (Cash)	1,500.00
4	Dema (Cash)	50.00
5	Leki Dorji T/Khang (Cash)	500.00
6	Namgay Dorji (Cash)	120.00
7	Tashi Namgay (Cash)	100.00
8	Gopi (Cash)	50.00
9	Karma (Cash)	50.00
10	Reiden Kippenese (Cash)	1,500.00
11	Einar Kippenese (Cash)	1,500.00
12	Pal Kippenes Family(Cash)	4,500.00
13	Mc Master University	53,132.00
14	Mr. Phento Tshering (Cash)	5,000.00
15	Zamling Arts & Rubber Stamp (Cash)	2,985.00
16	India Bhutan Foundation (Airfare & DSA) for participants of Sambhav, New Delhi	135,600
Total		252,087.00



Sonam Deki

Treasurer



Sanga Dorji

Executive Director




DISABLED PERSONS ASSOCIATION OF BHUTAN

BANK RECONCILIATION STATEMENT

1st January 2012 to 31st December 2012

A	Particulars	Amount (Nu.)
	Opening Balance (Bank)	453,086.00
	Opening Balance (Cash)	790.00
1	Receipts (Bank)	233,732.00
	Receipts (Cash)	18,355.00
	Total Receipts	705,963.00
2	Less: Closing Balance as per Cash Book	402,322.00
3	Difference: Funds withdrawn as per Cash Book (1-2)	303,641.00
B Reconciliation		Amount (Nu.)
1	Funds withdrawn as per Bank Statement (Debit Balance)	340,679.00
2	Add: Cheques issued but not cashed	0.00
3	Add: Amount debited in cash book but not in Bank Statement	18,841.00
	Total (1+2+3)	359,520.00
4	Less: Amount debited in Bank Statement but not in Cash Book	55,879.00
	Total (1+2+3+4)	303,641.00



Sonam Deki
Treasurer



Sanga Dorji
Executive Director



Objectives of Auditing

- i. To determine that the Receipts and Payment Statements and the Consolidated Expenditures Statements correctly reflect the financial operations in accordance with the financial rules and regulations and budgetary norms;
- ii. To check legality, regularity and propriety, and whether the agency has complied with the laws, policies, rules and regulations issued by the government from time to time;
- iii. To determine whether the agency has been managing and utilizing its financial resources economically and efficiently;
- iv. To determine whether the desired results or benefits established by the agency are being achieved;
- v. To determine whether the taxes and levies are realized and accounted for accurately; and
- vi. To ascertain the adequacy and effectiveness of internal control system.

Methods adopted for auditing

- i. Review of operational activities;
- ii. Reviewing internal controls, monitoring procedures and the system in place;
- iii. Review procurement and work awarding procedures;
- iv. Inspection and examination of the records, documents, and the financial statements;
- v. Determining if the rules and regulations that are enforced have been complied with;
 - a. Seeking relevant information from knowledgeable person inside and outside the organization;
 - b. Comparison, computation and analysis to ascertain the arithmetical accuracy and reconciliation of accounts; and
- vi. Physical verification of assets, stores and site visits.

3. 2013 (January - December)

3.1 DPAB Music Group

Despite financial constraints, DPAB set up a music group on 17th January 2013 and started to support them by providing temporary shelter and food which the group could not afford. The group comprising 7 members at the beginning mostly had visually impaired school dropouts who had

difficulties getting employment. Coordinated by a visually impaired school leaver, Mr. Jigme Namgyal, the group was formed to give singers with disabilities a platform to develop and hone their singing skills. A number of traditional music instruments were procured for the group and a tutor was recruited to train them in music. In order to ensure systematic operation of the group, DPAB continues to supervise and guide the group regarding the planning and implementing its activities. The group is expected to perform on special occasions of the Association in addition to its own fund-raising activities.

Our main objectives to form this group are:

- To help in supporting other disabled persons of Bhutan by generating income through musical performances.
- To improve the quality of life and living conditions of persons with disabilities.
- To create a platform to enable us to showcase the different abilities of persons with disabilities.
- To enhance the skills and train the members to become professionals.
- To create a respectful employment opportunities for persons with disabilities and help them live an independent life.
- To raise awareness and advocate for the needs of people with disabilities

The group has been named Semkyi Zhidey Luyang and the members performed on various occasions as well as fund-raising events. The members are trained on a number of traditional instruments. Some of the members are even illiterate and it has been a very good opportunity for them to remain meaningfully engaged and acquire new skills that can enhance their capacity to live a meaningful life later.

3.2 Shifting of DPAB office to Changangkha

On 15th January 2013, the DPAB office was shifted to Changangkha since the former location at Chagedaphu was congested and far from the main town. It was felt more convenient for the members to visit the office at Changangkha due to its proximity to the town. Moreover, it was part of the austerity measure to save the operational costs since the rented apartment at Changangkha could house both the Association's office and the music group. The apartment had enough space to accommodate the members of the music group, a training hall for the group and the office for DPAB. So, it was found cheaper for the Association to rent the apartment. However due to other inconveniences, the office had to be shifted farther to Langjophakha on 27th March 2013 together with the music group.

3.3 MoU with McMaster University, Canada

In order to promote the exchange of ideas and experiences with McMaster University in Canada, DPAB signed a Memorandum of Understanding with the university on 18th January 2013 for one year. According to the MoU, it was agreed that students from the university would come to Bhutan through DPAB to do their internships in DPOs in Bhutan during which they would share their experiences, knowledge and skills with persons with disabilities through the Association. The main objective of signing the MoU was to strengthen the link with the University and seek support in relevant areas in the future. Following the signing of the MoU, students of Masters Program started coming to Bhutan to do their internships. In exchange for such opportunities, the University also

donated a significant amount of money to DPAB a couple of times. This was possible mainly through the personal links of the current Chairman of the Board of Trustees, Mr. Sanga Dorji.

3.4 Educational support to economically disadvantaged students with disabilities

Recognizing the importance of education as a key to success and independence especially for persons with disabilities, DPAB continued to provide educational support to economically disadvantaged students with disabilities in Bhutan. With financial support from donors, the Association supported 17 children during the year. The beneficiaries included students from Changangkha MSS in Thimphu, Jomotsangkha MSS in S/Jongkhar, Muenselling Institute in Khaling, Jigme Sherubling HSS & Khaling LSS in Khaling, Mongar LSS in Mongar, Tendu HSS in Samtse, Zhemgang LSS in Zhemgang, Drugyel LSS & Wangsel Institute at Paro. The money is sent to the concerned Principals of the schools where the beneficiaries are studying is used primarily for buying school uniforms and basic necessities such as shoes and toiletries. For those students whose parents were too poor, it was significant money for them to manage their life in the school. This support program was found to be very helpful since many students could not afford even the basic items. As a result of this kind of support, the beneficiaries have been able to continue their studies despite so much financial difficulty at home.

3.5 Observance of World Autism Day (April 2, 2013)

DPAB, Ability Bhutan Society (ABS) and Draktso organized a public awareness program on 2nd April 2013 to mark the International Autism day at clock tower. The Day is a moment to invite everyone to share their attention for persons with special needs in enhancing their participation at various levels in the society. The event was organized to inform the public about the importance of treating people with autism or other forms of disability with respect and dignity. The most important message of the day was that given the equal rights and opportunities, even persons with special needs can demonstrate their talents and participate meaningfully in the mainstream society. It brought together parents of autistic children, supporters and general public. Various cultural items were performed as part of the event. It was a very good opportunity for the Disabled Persons' Organizations (DPOs) in Bhutan to show support for each other.

3.6 Organizational Capacity Assessment workshop

In order to help DPAB identify its capacity needs and strengths, the organizational capacity assessment was carried out from 30th May-5th June 2013 by Mr. Einar Kippenes and Mr. Marius Rohdin Karlsen from Norway. The main objective of conducting this assessment was to help DPAB learn about its strengths/ weaknesses or capacity gaps that would direct its future plans and policies for improvements. The exercise was carried out using the newly developed self-assessment tool called Organizational Capacity Assessment Tool (OCAT) developed by the Norwegian umbrella organization Atlas Alliance in collaboration with Digni and INTRAC (International NGO Training and Research Centre) in Great Britain.

The workshop was attended by the members of the Board of Trustees and Executive Committee directly involved in the daily management of the Association. Using OCAT, the self-assessment tool, the participants were assessed on the 4-ability approach targeted to find out their strengths, weaknesses and developmental needs. The workshop guided DPAB on how to take the findings of

the assessment further and work on them strategically to improve and strengthen the organization. It was found that DPAB needed more regular staff who can dedicate full time to the Association since most of the members were volunteers. Further, the assessment also revealed various capacity needs of existing members such as exposure visits and training in relevant fields. The workshop helped DPAB get a clearer picture of its organizational strengths and weaknesses. It was a very insightful exercise. The workshop was conducted by Normisjon and Norwegian Association of the Blind and Partially Sighted in Norway in collaboration with DPAB.

3.7 Participation in CSO Fair

In order to advocate to the general public on the key roles and different services rendered by the Civil Society Organizations (CSOs) in Bhutan, the first ever CSO Fair was organized at the Clock Tower Square from 10-11 October 2013. DPAB was one of the twenty CSOs that took part in the fair. The main objective of the fair was to create a platform for the existing CSOs to strengthen collaboration and align their activities with the common development goals of the country. It provided a great opportunity for the CSOs to inform the public about their mandates and services rendered by them. People from all walks of life, government officials, Members of Parliament and a few Cabinet Ministers attended the fair. As part of the event, DPAB like other CSOs also had a stall where assistive devices were kept on display for the public to have a look. The purpose of having the stall was to educate the public on the importance of assistive devices in the lives of persons with disabilities and how they can help them lead a normal, independent life. The closing of the fair was graced by Health Minister, Lyonpo Tandin Wangchuk. The Chief Guest emphasized on the important roles CSOs play as institutions in filling up the developmental gaps the government is not able to do. He sent out a strong message to all the CSOs that they should continue to network and collaborate with each other to supplement the efforts of the Royal Government of Bhutan in promoting general socio-economic wellbeing of Bhutanese people. It was felt that the 2-day fair contributed towards creating a better understanding of the roles and responsibilities of CSOs among the public. The event was organized with financial support from Helvetas.



Participants from Bhutan for Sambhav 2013

3.8 Participation in Sambhav 2013 In New Delhi, India

Seven members from Semkyi Zhidey Luyang, the DPAB music group led by the Executive Director left for New Delhi, India on 6th November 2013 to participate in the annual cultural exchange program, Sambhav organized by the Association for Learning Performing Arts and Normative Action (ALPANA). Sambhav provides a platform for sharing best practices in advancing the rights of persons with disabilities including physically and mentally challenged persons through inclusive arts

and the team from Bhutan performed a number of cultural activities as part of the event. Presentations on the activities of DPAB and the existing disability issues in Bhutan were made to provide an overview of disability situation in Bhutan. Besides showcasing individual artistic talents, the Bhutanese delegates also got the opportunity to experience different cultures and learn about the special talents of persons with disabilities from around the world. It was a very good exposure for them. Following the closing of the event, the participants also got the opportunity to visit a few places of historical significance in Delhi. The Bhutanese team returned on 13th November 2013. Once again, the trip was funded by India-Bhutan Foundation (IMF).

3.9 Empowerment of Persons with Disabilities

The project titled “Empowerment of Persons with Disabilities) which was submitted to Civil Society Organization Fund Facility (CSOFF) in July 2013 was approved in November 2013 and 50 percent of the proposed fund was received on 14th November 2013. The main objective of the project was to empower the members of DPAB music group through the provision of professional training in music and thereby, developing their singing and music talents. Under the project, a professional music instructor was to be recruited to train the music group. The project was also to support the accommodation, food and the hiring of a training hall for the group. As a result, the music group became more organized and well structured with enough funding for 2 years: December 2013- November 2015.

The following Equipment & Musical Instruments are purchased;

a. Equipment

Sl.No.	Item	Qty	Remarks
1	DELL Laptop	1 No	
2	Hard Drive 1000GB	1	No

b. Dress

Sl.No.	Item	Qty	Remarks
1	Dress Set	8	trainees

Sl.No.	Items	Band	Qty
1	Dramngyen	Local	3
2	Yangchen		2
3	Chiwang		2
4	Flute Set		2
Total for Traditional Music (a)			
1	Guitar set- Acoustic with cover	Standard Venus	1
2	Output Speaker-Sound box	GVX	2
3	Stage Monitor-Sound Box	GVX	2
4	Mixer 16 channel(ALTO)	IMX 164(fx/USB)	1
5	Amplifer set	STK 2.0	2

6	Vocal Mic with cable	AKG	7
7	Keyboard Yamaha with Cover	PSR-E243	1
8	Stablizer 3 KVA(Capacity)	Natasha-Autocut	1
9	Mic Stand-Ahuja	G.S	4
10	Output Speaker spoken cables		4
11	Audio Mixer-output-input power cables		4

3.10 Appointment of music instructor for DPAB music group

Recognizing the need to professionally train the members of DPAB music group on both traditional and modern musical instruments, an instructor was recruited on 1st December 2013 with support from Civil Society Organizations Fund Facility. Some new sets of musical instruments were purchased and the instructor was given the responsibilities of training the group on operating and playing the instruments. Since most of the members have expressed interests to go as music teachers in schools in the future, it was felt important to equip them with adequate knowledge and skills in the field of music so that they can train others later. In order to streamline the management of the group, an Assistant Coordinator was also appointed to support the main coordinator of the group. Since the group is mandated to arrange and organize important cultural performances on various occasions, it was felt important to have at least two coordinators to manage the group. With the appointment of a music teacher and Assistant Coordinator, it became easier for the group to organize events as well as to manage its daily functioning.

3.11 Appointment of new members of the Board of Trustees

A joint meeting of the Board of Trustees and Executive Committee was convened on 25th December 2013 to restructure the Board of Trustees. The house unanimously elected Mr. Sanga Dorji, one of the founding members of DPAB as the new Chairperson of the Association since the former Chairperson, Dr. Chencho Dorji had submitted resignation on personal grounds. The members also elected the Executive Committee member Mr. Karma Nima as a Board member. It was felt necessary to restructure the Board of Trustees to ensure smooth functioning of the Association since the Board has a key role in determining the overall direction of the organization.

4. 2014 (January -December)

4.1 Regularization of the posts of Executive Director and Administrative Officer

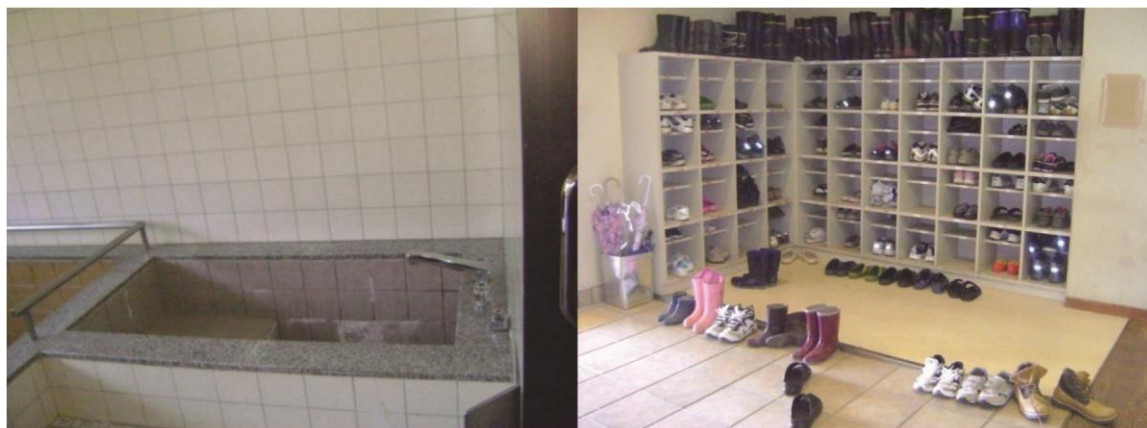
Under the Organizational Development project supported by Normisjon from Norway, the posts of Executive Director and Administrative Officer were regularized from January 2014 with salary structure fixed as per the provisions of the Association's HR guideline. The Project was approved for the period of five years: 2014-2018 and it incorporates support for the overall development of DPAB including its human resource development. So, the salaries for the Executive Director and Administrative Officer are supported from the project. As a result of this, the Association could have two full-time officers to oversee the smooth functioning of the organization. Prior to the approval of this project, the Association had only the Executive Director as a full-time staff who was serving more or less as a volunteer. So, the regularization of these two positions was a big achievement for DPAB since it would contribute towards effective management and development of the Association.

4.2 Educational support

DPAB continued to support economically disadvantaged students with disabilities in different special schools. In February 2014, the Association provided financial support to 34 students including the on-going beneficiaries and the new ones for one year. The beneficiaries included students from Choekhortoe PS in Bumthang, Chamgang MSS in Thimphu, Jomotsangkha MSS 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.

4.3 Study visit to Japan (23-27 March, 2014)

The knowledge exchange program for the Executive directors of three disabled persons organization - Ability Bhutan society (ABS) , Vocational Training Centre for disabled persons (Draktsho) , and Disabled Persons' Association of Bhutan(DPAB) was organized and supported by Bussi-En, Japan in collaboration with Tarayana, Bhutan from 22-28th march 2014 including travel time . It was a very comprehensive and well planned program with very good time management. Every visit to the various centres were so inspiring and so much to learn from the grassroots levels how to make use of the available resources in the community. The commonality in all the centres was the restaurants which have people with disabilities working and this is a very good idea of sustaining the centre by itself.



The team visited various organizations working for persons with disabilities in Japan and acquired new understanding of how disability issues are addressed right from the grassroots level. They also visited restaurants run by persons with disabilities and how they sustain their business. It was a great exposure for the team. The team could get a better picture of how the needs of persons with disabilities are taken care of and how different abilities of people with disabilities are recognized in Japan. It was a very fruitful trip for the Bhutanese team.

4.4 Workshop on Social Protection in South and Southwest Asia and Disability Inclusive Business (2-3 April 2014)



DPAB in collaboration with the Ministry of Education and United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) conducted a workshop on “social protection in South and Southwest Asia and disability inclusive business” from 2-3 April 2013 at Tashi Taj Hotel in Thimphu. Representatives from Disabled Persons’ Organizations (DPOs) from the region took part in the workshop which was facilitated by the Ministry of Education and officials from UNESCAP. The workshop covered a wide range of disability-related issues in relation to social protection and disability inclusive business. Seminars and group discussions on various aspects of the subject were conducted as part of the workshop. It also did shed lights on the importance of empowering persons with disabilities by including them in the social mainstream and giving them opportunities to be part of the decision-making process at all levels of the society. Presentations on various pertinent issues were also made by prominent persons with disabilities from Pakistan, Bangladesh, India and Nepal. On the 2nd day, the workshop focused on promoting disability inclusive business as a way of enabling persons with disabilities to earn a living and live an independent life. Presentations on the success of businesses run by persons with disabilities in the region were made to inspire and motivate others. The UNESCAP also announced the disability-inclusive business award which is aimed at encouraging and helping persons with disabilities to set up a business of their own as well as to encourage other businesses to employ persons with disabilities.

The closing of the workshop was graced by the secretary of the Ministry of Education Sangay Zam. Coinciding with the workshop, the Incheon Strategy which was developed to make the rights real for persons with disabilities was also launched by the Chief Guest. The Incheon Strategy is similar to Millennium Development Goals which has 10 goals, 27 targets and 62 indicators. It was first developed in the city of Incheon in South Korea where the government agreed on a strategic framework for a decade starting 2013. The 10 goals from Incheon strategy includes reduction of poverty and enhance work, employment prospects, promote participation in political processes and in decision-making among others. The Education Secretary acknowledged that Incheon strategy was one of the many strategies that Bhutan has agreed on. She said that the strategy lays out a road map of how we can work together to make things better, and more importantly it is being launched so stakeholders take it as an opportunity to ensure it is implemented successfully. The launch was attended by Members of Parliament, policy-makers, senior government officials and representatives from DPOs in Bhutan.

A brief Background on adoption of “Incheon Strategy” for the decade (2013-2022) is presented below: The High-level Intergovernmental Meeting on the Final Review of the Implementation of the Asian and Pacific Decade of Disabled Persons, 2003-2012, was convened in Incheon, Republic of Korea, from 29 October to 2 November 2012. Organized by ESCAP and hosted by the Government of the Republic of Korea, the Meeting comprised a senior officials segment, held from 29 to 31 October 2012, and a ministerial segment, held on 1 and 2 November 2012. A total of 300 representatives of Governments, civil society and the United Nations system were represented at the Meeting, with 38 ESCAP members and associate members having been represented mostly at the ministerial level.

The Meeting was convened in pursuance of ESCAP resolutions 64/8, 66/11 and 68/7, with the following objectives:

- (a) To undertake a final review of the progress achieved in implementation of the Asian and Pacific Decade of Disabled Persons, 2003-2012, including implementation of the Biwako Millennium Framework for Action and the Biwako Plus Five towards an Inclusive, Barrier-free and Rightsbased Society for Persons with Disabilities in Asia and the Pacific, and identify the remaining challenges to be addressed;
- (b) To exchange forward-looking national policies, experiences and good practices related to the building of disability-inclusive societies in Asia and the Pacific;
- (c) To consider and adopt a ministerial declaration and regional strategy to promote the rights of persons with disabilities during a new decade covering the period from 2013 to 2022.

Pursuant to ESCAP resolution 68/7, the new Asian and Pacific Decade of Persons with Disabilities, 2013-2022, was launched during the Meeting for the purpose of accelerating the ratification and implementation in the Asia-Pacific region of the Convention on the Rights of Persons with Disabilities. Furthermore, the Meeting adopted the Ministerial Declaration on the Asian and Pacific Decade of Persons with Disabilities, 2013-2022, and the Incheon Strategy to “Make the Right Real” for Persons with Disabilities in Asia and the Pacific, which contains the world’s first set of regionally agreed disability-inclusive development goals, to catalyse action during the new Decade and to achieve the regional vision of an inclusive society that ensures, promotes and upholds the rights of persons with disabilities in Asia and the Pacific. The Incheon Strategy comprises 10 goals, 27 targets and 62 indicators.

4.5 SPA Therapy training for the visually impaired



Aman Kora Resort, Thimphu

Under the project titled ‘A wider world for the visually impaired’ supported by Bhutan Foundation, DPAB initiated SPA Therapy training for persons with visual impairment at Aman Kora hotel from 15th April 2014. It was part of the Association’s efforts to create employment opportunities for persons with disabilities by equipping them with relevant skills. Considering the rising trend of hotel and SPA industry in Bhutan, it was felt that training persons with disabilities in SPA Therapy would broaden their opportunities for employment in the future. Four visually impaired persons (2 boys and 2 girls) some of whom had not even gone to school were selected for the training. The project worth \$4,900 funded by Bhutan Foundation was due in ten months. Under the project, the trainees were provided allowances for housing, living, transportation and uniforms. The Aman Kora hotel provided the training free of cost.

The trainees attended two hours of practical as well as theoretical lessons every day.



Amankora Resort, Paro

DPAB through the Normisjon funding (saving of 3(three) months office rent, similar training for four other visually impaired persons (two boys and two girls) at Aman Kora in Paro from August 2014. It was a six-month training. Upon the completion of the course, the trainees were to be certified as professional SPA therapists. After the training, the participants were expected either to seek

employment in resorts/hotels or start their own SPA business. The primary objective of initiating such a program was to help persons with visual impairment develop relevant professional skills so that they can get a decent job and live an independent life. The training was very effective and relevant for people with visual disability.

4.6. Relocation of DPAB office

With financial support from Normisjon project, DPAB could finally rent a comparatively more accessible apartment furnished with furniture and other equipments. As approved by the Board of Trustees, the office was once again shifted from Langjo Phakha to the present location near Pension Board Colony on 20th April 2014. It is more spacious with enough space for conferences/meetings and other office rooms. Moreover, it is close to town and accessible to members and visitors. The rental charges are being supported by Normisjon project. However, the DPAB music group is housed separately in Langjo Phakha since a separate funding support has been secured from the Civil Society Organizations Fund Facility to meet its running costs till November 2015.



Visually impaired music group given opportunity to perform at Amankora Hotel, Thimphu

4.7. Guests Musical Entertainment Agreement with Bhutan Resorts Private Limited

In order to give the interested artists with disabilities the opportunity to perform in resorts and entertain their guests, DPAB signed the agreement with Bhutan Resorts Private Limited on 1st May 2014 for the period of one year. It was felt that signing such an agreement would not only help persons with disabilities to find part-time jobs but they would also get a nominal income to meet their daily expenses. A few visually impaired artists who were initially the members of DPAB music group started to perform at Aman Kora hotel in Thimphu every evening. This was also one of the initiatives of DPAB to help persons with disabilities remain meaningfully engaged as well as to help them lead an independent life.

4.8 Web Designing Course For DPAB Members



IT Workshop on developing DPAB Web Site for members of DPAB-July 2014

In order to strengthen the capacity of members to maintain the Association's website professionally and systematically, DPAB is organizing a week-long web development training for its selected members from 12-19 June 2014 at DPAB office. The workshop will be resourced by a well-experienced IT specialist, Mr. Morten from Norway, who is a visually impaired. About six members of the Executive Committee have been nominated to participate in the workshop which shall mainly focus on making DPAB's site accessible and effective. Since the website is recognized as the most important medium of disseminating important information to the public, the workshop is designed to help the members make the necessary changes on the site so that it becomes more accessible and professional for public viewers.

The training shall mainly cover the following:

- Web accessibility features
- Re-organizing and changing the web contents to make them more accessible to the public
- Introduction to basic web languages such as HTML and PHP • Explore useful accessible plugins for the website
- Creating sections and pages, etc.
- At the end, it is expected that the members will be able to understand the basic features of an accessible website and acquire new technical skills to make necessary changes related to the web layout and contents. Upon the completion of the workshop, it is hoped that DPAB's website will become more accessible, well-organized and more professional and will be updated regularly.

4.9. Cultural shows by DPAB music group



To supplement the efforts of DPAB to advocate to the public on the rights and needs of persons with disability, the DPAB music group initiated a cultural program at Changlemithang in Thimphu from 6-9 June 2014 and in Bumthang from 6-12 July 2014. The group aimed at reaching out to the wider community and sensitizing them on the needs and dignity of persons with disabilities in Bhutan as well as to showcase their special talents. The group performed a variety of cultural items to entertain the public. The shows were used as a platform to inform the public about the rights and needs of people with disabilities and how they should be treated in the society. The shows also raised funds for the group. It was a successful program both in Thimphu and Bumthang. It was planned, designed and organized all by the group itself.

4.10. Recruitment of IT Assistant and Assistant Program Officer

Under the Guaranteed Employment Program of the Ministry of Labour and Human Resources, DPAB recruited 2 full-time staff: 1 IT Assistant and 1 Assistant Program Officer on 1st August 2014 through an open selection interview. The candidates were shortlisted by the Ministry of Labour and the interviews were conducted by DPAB with interviewers from diverse backgrounds including those from other NGOs. Based on the relevance of academic qualifications, skills and experiences, the candidates were selected and recruited as per the HR Guideline of the Association. As per the MoU signed with the Ministry of Labour, the salaries for the staff are being shared by DPAB and the Ministry of Labour for 3 years after which DPAB will take the responsibility of retaining them. The recruitment of two full-time staff helped the Association a lot in carrying out many activities. The Association was struggling with human resource constraints and the additional two regular staff made it easier for the Management to ensure smooth functioning of the organization. It was good that the Association could finally have four regular staff each with clearly outlined roles and responsibilities.

4.11. Study visit to relevant NGOs in Thailand and Malaysia (29th Sept.-9th Oct. 2014)

Under the CSOFF capacity building programme initiatives, the CSOA working secretariat organized a study visit for the emerging registered CSOs to visit different NGOs working in Malaysia and Bangkok. The main objective of the tour is to provide an opportunity for these both new and established registered CSOs to get field experience and exposure at first hand in the CSO/ NGO sector in the following areas.

- Practices of NGOs in the regions particular in the areas of civic engagement and social services
- Existing institutional and legal arrangement in these countries
- Fund Raising and sustainability

Since this is the first kind of such opportunities for the registered CSO in Bhutan to get relevant exposure in managing, administration and operation of NGOs in the region, the CSOA secretariat proposed a study tour for some of the CSOs in Bhutan. The CSOA identified the following registered CSO based on the distribution of established and emerging CSOs and their areas of work. And approval was then sought from the CSOA and the PSC Chairperson as a necessary formality. The following members participated in the study visit from 29th September to 9th October 2014.

1. Mr. Pema Wangchuk Eminent Member of the CSOA
2. Ms. Sonam Wangmo of the Disable Association of Bhutan
3. Mr. Karwang of the Rural Education Foundation
4. Mr. Pema Dorji of the Youth Media Centre
5. Ms. Beda Giri of the Ability Bhutan Society
6. Mr. Thinley Norbu, Offtg. Member Secretary of the CSO Authority
7. Mr. Tshewang Tobgyel, Dy. Chief Accounts Officer, CSO Authority

1st October, 2014- Visit to Yayasan salam in MALAYSIA

The group visited the NGO called YAYASAN SALAM MALAYSIA whose mission was to uphold and practice the spirit of volunteerism through sharing of knowledge and experience with sincerity, humility and respect to the traditions and cultures of other communities thereby, fostering friendship and solidarity among all people.

The Head and other volunteers of this NGO welcomed and rendered warm hospitality to the group. In an hour long session, ideas and experience were shared between the two groups. Secretary of the Salam made a presentation on their mission, vision, ongoing projects and achievements followed by question & answer session.

According to the presentation made by the secretary, the founding of Yayasan Salam Malaysia is based on a very simple philosophy “that people everywhere are entitled to live in an environment that is just and equitable, and pursue a life of dignity and fulfilment”. The goal of that organization was to ensure that people are helped to lead better lives.

They also regard volunteer works as a “meaningful way to bring about change” in the society. The members of the Salam always strive to “Volunteer work helps to build strong communities by

cultivating an ethic of sharing, helping and caring” which obviously gave a strong sense of volunteerism.

Salam also gives opportunity to the citizens of Malaysia to volunteer and contribute towards the building of civil society and they claimed that there are currently more than 5000 people volunteering with organization. Their volunteers work with people and communities in need, sharing with them their knowledge and skills, and building capabilities. Malaysians, especially youths, supports these volunteerism initiatives to contribute to the society at large. Unlike in Bhutan, Salam mobilize funds and solicit donations through many innovative ideas and projects are implemented are unique and simple. They have managed to raise funds from the Microsoft and is one of the committed donor and other important and large corporate donors.

Important lessons from the visit

- How to solicit funds from donors within the country
- How to create sense of volunteerism among our youths
- How to supplement the work of government to uplift the needy ones

Although everything they do at Salam are worthy for incorporating in the CSOs in Bhutan, the above lessons are one of the core aspects that CSOs in Bhutan can learn and inculcate the values of volunteerism. The fruitful forum ended after exchanging the commitment of helping each others in capacity development and volunteer opportunities between the two countries. On behalf of the Bhutan team, Mr. Pema Wangchuk, leader of the group have presented stamp from Bhutan as a token of appreciation to their invitation and warm hospitalities.

2nd Oct 2014: Visit to Hospis Malaysia, Kuala Lumpur

Hospis Malaysia is a charitable organization that offers professional Palliative Care to patients who are suffering from life-limiting illness, and who live within Klang Valley. Care extended by Hospis Malaysia transcends age, gender, culture, religion and social standing and is offered free-of-charge. Located at Taman Sri Bahtera, Cheras, Hospis Malaysia serves as the base for the operational team, and houses within it office space, a Day Care Centre, a Resource Centre, a Counselling Room, and a Training Centre for the workshops we conduct regularly.

Not affiliated with any political, religious, governmental or private groups, Hospis Malaysia depends entirely on individual and corporate support as its source of funds. Besides donations received, the numerous fundraising events organized by Hospis Malaysia ensure a steady stream of fund inflow to enable continuous and effective running of the hospice. Funds received are managed by a team of council members who act, on a voluntary basis, as trustees of Hospis Malaysia’s funds while full time staff, headed by the CEO/Medical Director, handles the operational aspects of the hospice.

Over the years, Hospis Malaysia has established itself as a strong advocate for professional Palliative Care in the country. This recognition is the result of its committed involvement in major international Palliative Care developments, and its close working relationship with the Ministry of Health Malaysia, universities and clinical partners. Hospis Malaysia’s track record as a committed Palliative Care education and training provider in the country, backed-up by its strong international teaching faculty, has also further reinforced its position in the field of Palliative Care, both locally and

internationally. Hospis Malaysia also has affiliations with notable international Palliative Care networks which complement and support its role as a recognized Palliative Care training and education provider in the country. One such collaboration is with the Asia Pacific Hospice Palliative Care Network (APHN). Dedicated to promoting hospice and Palliative Care in Asia and the Pacific, APHN acts as a bridge that links all its members who are interested in developing hospice and Palliative Care programs in the Asia Pacific region. They also collaborate with the International Association for Hospice and Palliative Care (IAHPC), to focus on advancing palliative care programs, education, research and policies to improve the care provided to our patients.

Some of the fund raising strategies to be considered by CSOs in Bhutan in future:

1. Donors can get a space for placing an Individual and personalized brick s into the wall at the entrance of Hospis and can write their dedication.
2. The Hospis centre has many rooms which has individual sponsorship. Eg. Different sponsors for auditorium, conference hall or counselling unit /staff room etc. Facilities in the Hospis: all are provided free. Every week the patients come once to the Hospis, where they are provided with free breakfast, counselling and other entertainment activities. The Founder and the Director shared that the Hospis initially started from a private home with a group of volunteers providing service in the community. Therefore, the group learnt the lesson that if we are committed and dedicated and do our job well, it is sure to success.

3rd Oct 2014: Visit to Beautiful Gate Foundation (Kepong Centre), Kuala Lumpur, Rehabilitation Centre for the Disabled

The group visited Beautiful gate foundation located at Kepong Baru, 52100, Kuala Lumpur. It is a centre for the disabled people with spinal injury caused from traffic accidents, industrial accidents and etc. Currently there were 20 resident trainees and 103 service users. Beautiful Gate was established in 1996 in two and half single storied house which belongs to CAC Methodist Church. Over the past years, Kepong Centre has provided training and accommodation to over 90 disabled members. They have become independent individual living on their own and accepting their disabilities.

Over all Beautiful gate has established 6 Centres throughout Malaysia to provide different services to disabled community locally, Kepong Centre is one of them. They provide services like Peer counselling, Independent living program, computer repair course, motorbike riding, outdoor activities, financial aids, personal care services, transportation services, physiotherapy, sports and related consultation. The foundation liaises with University Hospital rehabilitation department, General hospital rehabilitation department and college of prima metropolitan. They organize mini sports day annually which includes wheelchair badminton, wheel chair table tennis chess, etc. The centre was also managed by disabled person themselves. Through this visit, we felt that there is a need for such a centre in Bhutan also, which would create employment and independence for the people living with disability.

4th and 5th Oct 2014: Visit to Perak Women for Women Society (PWW) in Ipoh

The group visited Perak Women for Women Society (PWW), a registered, apolitical, non profitable and non-governmental organization (NGO) based in Ipoh, 6 hours drive from Kuala Lumpur. PWW

was established to enhance the status and lives of women and children in Perak, a particular place in Ipoh where discrimination and violence against women and children is rampant mainly associated with their race, religion and social background.

With a mission to promote “Self Respect and Respect for Others” PWW helps women and children in crisis by offering protection and shelter besides providing Assistance and supports to those who are in great need.

The group was received by the women group working for PWW and a dinner hosted as a gesture of welcoming us. The dinner was hosted by Chairperson, members, staffs and beneficiaries. Next day the group visited all their centres and met groups of women and attended a presentation on their works and achievement etc. we have learned so much on delivering support to women and children who are victims of violence and the informed us on the plight of women and children in regions.

On 6th October the group briefly visits the fund raising event at IPOH on the Animal Care. The Invitation was made by the Coordinator of the Animal Protection Group of IPOH at a Community ground. Travel to Kuala Lumpur and back to Thailand

Visit to Merak Clinic by CSO delegates on 7th Oct 2014 in Bangkok.

The clinic was established in 2010 and is run by experienced medical professionals and experienced therapist. Merak Clinic is a Child and Adolescent Mental Health Centre that provides a multidisciplinary, team based approach based in Nonthaburi, Thailand.

At the centre the supervisor received us and shared about the various services that they provide.

1. Medical professionals have regular meetings with therapists to update and discuss the progress of each client. This is for the team-based approach and also to know challenges and strength as observe by each therapist.
2. Other services are social skills training run by Medical and Mental Health Professionals along with a number of therapists.
3. They offer a wide range of therapies and interventions that cater to each person’s individual needs. They also provide support for family and other adults who seek consultation with our licensed Adult Psychiatrists, internationally licensed Clinical Psychologists and other therapists trained to work with adults as well as children
4. In addition to individual and family treatments, our professionals also provide parenting and teacher training, group therapy for specific conditions, and social skills training groups for children with social skills difficulties and/ or those diagnosed with Autistic Spectrum Disorder (ASD).

The target group that the services are provided for is children and adolescents with developmental delays, learning problems and emotional and adjustment issues as well as other conditions such as Attention-Deficit/Hyperactivity Disorder (ADHD), Bipolar Disorder, Selective Mutism, Depressive Disorders, Anxiety Disorders and behavioural problems such as aggression, non- compliance and other inappropriate behaviours.

The learning from the visit was that there is possibility to build collaboration and network between the Merak Clinic and CSO relevant to the same target group. This visit gave insight on the possibility of building better service in the country.

4.12. 3rd DIGNI regional network meeting in Bangkok, Thailand (10-15 November 2014 and other visits)



The Executive Director and the Administrative Officer from DPAB attended the DIGNI's 3rd regional network meeting in Bangkok, Thailand from 10-15 November 2014. The purpose of the Regional Meetings is to strengthen the cooperation between Digni, members and partners. More specifically it is aimed at providing a forum for Digni to listen to partners and members concerns and understand their realities. Digni also needs to provide essential information to organisations, wants to promote network building, stimulate experience sharing, focus on results and quality in development cooperation.

The program for the regional meeting focused on the following subjects:

- Environment and Energy
- Entrepreneurship
- Diaconia
- A training course on financial transparency and accountability and Digni's integrity channel - Mental Health and Disability
- Learning from rights based practice in partners work, in particular on work with minorities and gender (this session was part of Digni's global learning evaluation on RBA)

Participants from the DIGNI's member organizations from around the world took part in the forum. Presentations on the identified areas of the meeting were made by various organizations present at the meeting with the hope of sharing their best practices in addressing the needs of persons with disabilities. The meeting also provided a training on how to deal with corruption and ensure transparency and accountability in an organization. The meeting consisted of seminars on different pertinent issues including disability and mental health disorders. DPAB also presented the overview of the Association and the general scenario of people with disabilities in Bhutan. The meeting provided a great opportunity for the partners of the umbrella funding organization in Norway called DIGNI. The program was organized by DIGNI to facilitate better coordination and collaboration among its partners around the world. It was a very interesting and productive meeting.



Following this, the team from Bhutan was joined by one more visually impaired member of the Executive Committee of DPAB to take part in the Asia-Pacific Conference on Gender Equality and Women Empowerment: Beijing+20 Review in Bangkok from 17-20 November 2014. The conference primarily focused on empowering women with disabilities and bridging the gender gaps in the society.



Asia-Pacific Development Center on Disability (APCD Foundation) APCD Bldg., 255 Rajvithi Rd., Rajthevi, Bangkok 10400 Thailand Tel: 66-(0)-2354-7505-8Fax: 66-(0)-2354-7507

Then on 21-22 November 2014, the team visited the AsiaPacific Centre for Disability (APCD) in Bangkok to explore avenues for future collaborations.

The “Asia-Pacific Development Center on Disability (APCD)” is a regional center on disability and development. APCD was established in Bangkok, Thailand as a legacy of the Asian and Pacific Decade of Disabled Persons, 1993-2002, with the joint collaboration of the Ministry of Social Development and

Human Security, Royal Thai Government and the Japan International Cooperation Agency (JICA), Government of Japan.

APCD was endorsed by the United Nations Economic and Social Commission for Asia and the Pacific (ESCAP) as a regional cooperative base for its Biwako Millennium Framework for an inclusive society in the Asian and Pacific Decade of Disabled Persons, 2003-2012. ESCAP identified APCD as the regional center on disability for the Incheon Strategy to Make the Right Real, 2013-2022.

In cooperation with more than 30 countries in the Asia-Pacific region, APCD is currently managed by the Foundation of Asia-Pacific Development Center on Disability (APCD Foundation) under the Patronage of Her Royal Highness Princess Maha Chakri Sirindhorn.

The exchanges of relevant information about DPAB and APCD were made with special focus on areas where the two organizations could collaborate and network. The contact points for future collaborations were established.

4.13. Participation in Sambhav 2014 cultural event in New Delhi, India



DPAB mobilized artists with disabilities to participate in the annual Sambhav 2014 from 14-16 November 2014 in New Delhi, India. The team comprising persons with visual impairment from DPAB music group, Executive members and a physically challenged artist from Simply Bhutan left for Delhi on 11th November, almost 3 days before the actual event because of some inconveniences in the flight tickets. The early arrival in Delhi gave enough time for the team to explore the environment and familiarize with people around. The actual event commenced from 14th November with a formal opening ceremony graced by eminent officials from the Government of India. .

Artists with disabilities from different countries including India showcased their talents through cultural programs in the evenings and art exhibitions during the day time. For Bhutanese team, it was such a wonderful learning experience to be part of such a special international event. The participants interacted with the other challenged performers and differently abled persons and shared their experiences. The Bhutanese team performed three cultural songs and it was a wonderful experience to be part of all other artists with disabilities. There were a lot of healthy interactions with people with disabilities from different nationalities and we had a very good exchange of personal experiences and cultural values. We learned a great deal from other participants. Beside the usual evening cultural performances, there were also other important sessions such as international seminars which provided a platform for the DPOs from different countries to share their best practices in working with people with disabilities. The seminars focused on various important issues and concerns of persons with

disabilities across the globe. It was truly an enriching and thrilling experience to be part of this great event. The Bhutanese team returned on 18th November 2014.

4.14 Publications

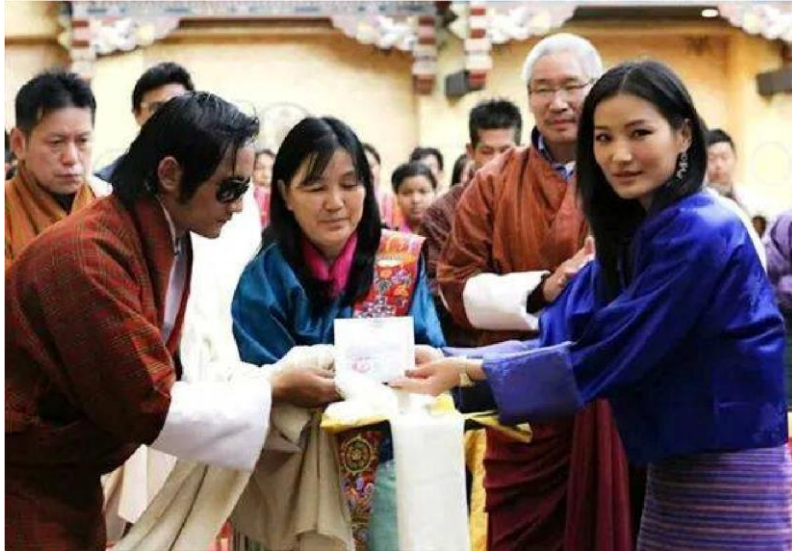
In order to promote DPAB as a Disabled Persons' Organization (DPO) and to sensitize the general public on the Association's mandates, key roles and types of services rendered, 10,000 copies of the Association's brochure were printed and published on 2nd December 2014. The brochures were to be distributed to the public to help them get a clearer overview of DPAB and its functions so that more persons with disabilities could be reached. The activity was supported by CSOFF project.

On 5th December, the song-books were printed in braille for the benefit of persons with visual impairment. All the songs have been composed by DPAB music group and transcribed into braille in collaboration with Braille Production Unit of the Department of Curriculum and Research Development (DCRD) in Paro. It is hoped that with the books in braille, all the educated visually impaired people can read them and learn the songs. This was also funded by CSOFF project.

4.15. International Day of Persons with Disabilities (3rd Dec, 2014)



The three Disabled Persons' Organizations (DPOs) came together to observe the International Day of Persons with Disabilities in Bhutan on 3rd December 2014 in Thimphu. The Disabled Persons' Association of Bhutan (DPAB), The Ability Bhutan Society (ABS) and Draktsho joined hands to celebrate the event on the UN theme: "Sustainable Development: the Promise of Technology". The celebration began with the potluck lunch at the Centenary Children's Park which was joined by persons with disabilities and staff from the DPOs. The simple get-together was a gesture of a strong cooperation among DPOs in Bhutan to contribute towards creating a society which recognizes and respects the rights, needs and dignity of all persons with disabilities.



At 02:00 PM, the members of DPOs gathered at the Royal banquet hall to celebrate the actual event. The Guest of Honour for the day was the Royal Patron of Ability Bhutan Society, Her Majesty the Gyeltsuen. The Board Members of DPOs, government officials and dignitaries also joined the celebration. Her Majesty Gyeltsuen launched a documentary on disability which was produced under her Royal command. Her Majesty also launched a music video album, produced and directed by Semkyi Zhidey Luuyang, a music group of the Disabled Persons' Association of Bhutan (DPAB). The Chairperson of DPAB, Mr. Sanga Dorji in his vote of thanks conveyed a strong message to policy-makers and relevant stakeholders that the inclusion of persons with disabilities in all aspect of decision-making processes is extremely important. He also emphasized on the importance of enhancing universal accessibility as an important means of integrating persons with disabilities into all aspects of social, political, economic and cultural life.



In the evening, the members of DPOs, parents of children with special needs and other guests gathered at the Nehru-Wangchuck Cultural Centre for the cultural show. For about an hour, persons with disabilities performed dances and sang songs. It was a great opportunity for persons with disabilities to showcase their talents and have fun together. At the end of the live performances, the music video album, produced by DPAB music group was screened to the audience. All eight songs were written and sung by artists with visual impairment and all the songs are very meaningful and interesting. The coordinator of the DPAB music group, Mr. Jigme Namgyel who is a visually impaired said that the DVD which is on sale at Nu.200 is one of the means of raising funds for DPAB. "The money collected through the sale of this DVD will never go to one or two individuals. It will go to the seed-fund of DPAB, which in turn will go a long way in helping persons with disabilities

through the Association” he said. Tea was served at the end of the programme. It was a big day for all of us.

The observance of International Day of Persons with Disabilities on 3rd December was endorsed in 1992 by the United Nations General Assembly resolution 47/3. This year’s theme “Sustainable Development: the Promise of Technology” focused on the role of technology in:

- Disaster risk reduction and emergency responses
- Creating enabling working environments
- Disability-inclusive sustainable development goals.

The annual observance of the day seeks to promote an understanding of disability issues and gather support for the rights, dignity and long-term well-being of persons with disabilities. It also aims to create awareness about the benefits of including persons with disabilities in the social mainstream.

4.16. Consultation meetings with Dzongkhag focal persons

In line with the efforts of DPAB to realize its vision, mission and objectives of supporting all persons with disabilities by enabling them to attain the highest level of education as well as to help them achieve long-term physical and psychological wellbeing, The Association initiated the process of identifying DPAB focal persons in the Dzongkhags who could represent the Association in the regions. The main purpose of this initiative is to strengthen and expand the Association’s services/programs into the rural communities so that more beneficiaries could be reached.

As of now, the DYT Secretaries have been found to be the ideal option because of the nature of their job as head of the local leaders in the Dzongkhag. So, the Association approached them in all Dzongkhags in December 2014 and could register focal persons in 18 Dzongkhags. The two Dzongkhags did not have enough staff who could commit to DPAB. So, to establish formal networks with the focal persons, DPAB conducted a series of consultation meetings for the focal persons in December 2014. A Memorandum of Understanding was also signed between DPAB and the concerned focal person for the period of five years during the consultation meeting.

The main objectives of conducting consultations are:

- To orient the focal persons on the overview of DPAB as an organization, its key roles and responsibilities;
- To create awareness about DPAB and to brief on the importance of identifying the focal person;
- To brief focal persons on the use of registration forms and information format

On 26th December 2014, the consultation workshop for focal persons from western and southern Dzongkhags was held in Phuntsholing. During the meeting, the focal persons were first briefed on the general overview of DPAB, its mandates and responsibilities. The focal persons were also familiarized with the ongoing programs/activities of the Association including various services provided to persons with disabilities like educational support and distribution of assistive devices. This was done to enable the focal persons to get a clear picture of DPAB so that they can represent the Association well at the Dzongkhag level. Then the roles and responsibilities for the focal persons

were drawn to ensure the smooth functioning of the network. According to the MoU signed with each focal person, the focal persons are entrusted with the following responsibilities:

- Represent DPAB in the respective dzongkhag for any issues related to disabilities
- Sent the information in the information format (provided)latest by 16th of Jan 2015
- Register and report any new cases, births and deaths of people living with disabilities
- Coordinate local activities relating to all disability issues and whenever activity planned by DPAB
- Monitor and evaluate disability cases.
- Provide regular information on strategies, priorities, policies and requirements, especially when there are changes.
- Provide information that can be used by DPAB for fundraising. Submit pictures, videos and case stories, newsletters etc. to DPAB half yearly. This is to be regarded as supplementary to the annual report.
- Share innovative ideas with DPAB for project planning if any.
- Submit annual report to DPAB by 1st week of December.

DPAB has the following responsibilities:

- Responsible for implementing the project in accordance with approved project document, annual plans and budgets.
- Provide templates for planning and reporting
- Apply for funding and implement projects in accordance with approved project document, annual plan and budget for the project period.
- Report to funding agency
- Compile information and share the data with the focal persons
- Organize and coordinate meetings/trainings/workshop on disabilities whenever the fund is available.
- Update the focal persons on any issues relating to disabilities and share newsletters if any.
- Pay the honorarium for the focal persons at the end of every year for 5 years calculated by the number of Gewogs (Community) in the Dzongkhags (district)

A similar workshop was conducted for focal persons from Eastern and Central Dzongkhags on 30th December 2014 in Mongar. With the establishment of network with 18 Dzongkhags, it is hoped that DPAB would be able to reach out to more persons with disabilities in the communities. This activity was carried out with funding support from Normisjon Project with the aim of contributing to the improved quality of life for all persons with disabilities and creating a fully participatory and inclusive society for all boys and girls with disabilities in Bhutan. The MoU is valid till 2018 after which it may be renewed based on the availability of funds.

4.17. List of donors for 2014

DPAB is extremely grateful to the following donors for supporting the Association during the year 2014:

Date	Particulars	Amount
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28.1.14	Mrs.Karma Luday(143)	3,650.00
6.2.14	Sangay Choden(141) & Mr.Ugyen Chopel(142)	5,500.00
14.3.14	MsKarma Lhamu(129)	17,500.00
	MsTshewang Choden(132)	
	Ms.Chimi Lhamu(133)	
	Ms.Pema Choden(134)	
	Mr.Jigme Chogyel(137)	
13.4.14	Mrs.Sonam Yangchen	3,500.00
20.5.14	Centinental Bhutan	20,000.00
22.6.14	For Cultural Show from Amankora	8,000.00
28.6.14	28.6.14(Donation-Sonam Deki)	14,500.00
28.6.14	Katu Situ Rimpoche	5,000.00
28.6.15	Hall Charge-DCRD	6,000.00
15.7.14	For Cultural Show from Amankora	4,000.00
11.8.14	For Cultural Show from Amankora	4,000.00
10.9.14	For Cultural Show from Amankora	8,000.00
15.10.14	For Cultural Show from Amankora	4,000.00
20.11.14	Dr.Solomon Wang	6,000.00
10.12.14	Contribution from Nehru Wangchuk	5,000.00
20.12.14	Mr.Sonam Tobgay	15,000.00
20.12.14	Mrs.Sonam Wangmo	50,000.00
13.3.14	Ms.Tshering Lhamo	3,500.00
18.12.14	Phuntsho Tashi (038)	1,650.00
18.12.14	Ms.Muki (039)	3,500.00
28.6.14	Mrs.Sonam Dema(031)	5,000.00
Total		193,300.00



AIN: 12875

**AUDIT REPORT ON THE ACCOUNTS AND OPERATIONS
OF THE DISABLED PERSONS' ASSOCIATION OF BHUTAN,
THIMPHU**

PERIOD: 01.01.2013 TO 31.12.2014

APRIL 2015



རྒྱལ་གཞུང་ཕྱི་ས་ནི་བ་དབང་འཛིན།
ROYAL AUDIT AUTHORITY
Bhutan Integrity House

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



RAA/GGD/AR/(DPAB)/2015/ 880

Date: 3/11/15

The Executive Director
Disabled Persons' Association of Bhutan
Thimphu

Subject: Audit Report on the Accounts and Operations of the Disabled Persons' Association of Bhutan (DPAB), Thimphu for the period 01.01.2013 to 31.12.2014

Sir,

Enclosed herewith please find the audited *Financial Statements and auditors' report thereon* in respect of the Disabled Persons' Association of Bhutan (DPAB), Thimphu for the financial years ended 31.12.2013 and 31.12.14. The audit was conducted as required under the Audit Act of Bhutan 2006.

Auditors' Report on the Financial Statements

As may be noted from the Auditors' Report, the Disabled Persons' Association of Bhutan (DPAB) had generally maintained proper books of accounts, and the financial statements were in agreement with the accounting records. Accordingly, the RAA has issued unmodified (clean) report.

Audit Findings & Recommendations

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

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

Yours sincerely,

(Chimi Dorji)
Assistant Auditor General
General Governance Division

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

P.O. Box: 191, Kawajangsa, Thimphu: Bhutan. Tel: 322111 / 322833, Fax: 323491
Website: www.bhutanaudit.gov.bt email: info@bhutanaudit.gov.bt

TITLE SHEET

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|----------------------------------|---|---|
| 1. Title | : | Audit Report on the Accounts and Operations of Disabled Persons' Association of Bhutan |
| <hr/> | | |
| 2. Head of the Agency | : | Sonam Wangmo, Executive Director
(CID No.:11411000391) |
| <hr/> | | |
| 3. Finance Personnel | : | Sonam Deki, Accountant
(CID No.:11911001271) |
| <hr/> | | |
| 4. Period Audited | : | 01.01.2013 to 31.12.2014 |
| <hr/> | | |
| 5. Schedule of Audit | : | Planning : 06.02.2015 to 09.02.2015
Field : 10.02.2015 to 20.02.2015 |
| <hr/> | | |
| 6. Composition of Audit Team | : | Samdrup Dolma, Audit Officer,
(EID No: 201001056)

Pema Jamtsho Tamang, Auditor
(EID No: 2107096) |
| <hr/> | | |
| 7. Intimation letter and No. | : | RAA/GGD/DPAB/2015/366 dated 6/2/15 |
| <hr/> | | |
| 8. Supervising Officer | : | Chimi Dorji, AAG, GGD
(EID No. 9610060) |
| <hr/> | | |
| 9. Date of Audit Exit Conference | : | Not conducted |
| <hr/> | | |
| 10. Focal Person | : | Samdrup Dolma |
| <hr/> | | |

ACRONYMS

AAG	:	Assistant Auditor General
AR	:	Audit Report
CID	:	Citizenship Identity Card
DPAB	:	Disabled Persons' Association of Bhutan
EID No.	:	Employee Identification Number
FUCD	:	Follow-Up and Clearance Division
GGD	:	General Governance Division
PP&AARD	:	Policy, Planning and Annual Audit Report Division
RAA	:	Royal Audit Authority

**AUDITORS' REPORT ON THE
FINANCIAL STATEMENTS**

AUDITORS' REPORT ON THE FINANCIAL STATEMENTS OF THE DISABLED PERSONS' ASSOCIATION OF BHUTAN, THIMPHU FOR THE PERIOD ENDED 31ST DECEMBER 2013

The Royal Audit Authority (RAA) has audited the accompanying financial statements of the Disabled Persons' Association of Bhutan (DPAB), Thimphu which comprise the Receipts & Payments Statement and schedules forming part of the financial statement for the period ended 31st December 2013, as required under the Audit Act of Bhutan 2006.

Management's responsibility for the financial statements

Management is responsible for preparation and fair presentation of these financial statements in accordance with the Financial Rules and Regulations 2001. This responsibility includes, designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

RAA's responsibility

The RAA's responsibility is to express an opinion on these financial statements based on its audit. The RAA conducted the audit in accordance with RAA's Auditing Standards and Generally Accepted Auditing Standards. Those standards require that the RAA complies with the ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

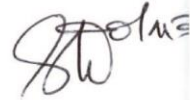
Scope of Audit

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on auditor's judgment, including the risk of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal controls relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of the accounting policies used and the reasonableness of accounting estimates made by the management, as well as evaluating the overall financial statement presentation.

The RAA believes that the audit evidence obtained by it is sufficient and appropriate to provide a basis for its audit opinion.

Opinion

In RAA's opinion, the financial statements present fairly, in all material respects the financial operations of the DPAB, Thimphu for the period ended 31st December 2013 in accordance with the Financial Rules and Regulation 2001.



Auditor

Concurred and noted:



Assistant Auditor General

Dated: 2/4/2015



AUDITORS' REPORT ON THE FINANCIAL STATEMENTS OF THE DISABLED PERSONS' ASSOCIATION OF BHUTAN, THIMPHU FOR THE PERIOD ENDED 31ST DECEMBER 2014

The Royal Audit Authority (RAA) has audited the accompanying financial statements of the Disabled Persons' Association of Bhutan (DPAB), Thimphu which comprise the Receipts & Payments Statement and schedules forming part of the financial statement for the period ended 31st December 2014, as required under the Audit Act of Bhutan 2006.

Management's responsibility for the financial statements

Management is responsible for preparation and fair presentation of these financial statements in accordance with the Financial Rules and Regulations 2001. This responsibility includes, designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

RAA's responsibility

The RAA's responsibility is to express an opinion on these financial statements based on its audit. The RAA conducted the audit in accordance with RAA's Auditing Standards and Generally Accepted Auditing Standards. Those standards require that the RAA complies with the ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

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Opinion

In RAA's opinion, the financial statements present fairly, in all material respects the financial operations of the DPAB, Thimphu for the period ended 31st December 2014 in accordance with the Financial Rules & Regulation 2001.



Auditor

Concurred and noted:



Assistant Auditor General, GGD

Dated: 2/4/2015



DISABLED PERSONS ASSOCIATION OF BHUTAN

STATEMENT OF RECEIPTS & PAYMENTS FOR THE YEAR ENDED 2013

RECEIPTS		PAYMENTS	
Opening Balance			
Cash	303.20	Expenditure	731,357.00
Bank	402,018.80	Advance	48,000.00
Civil Society Fund Facility	1,000,000.00		
India Bhutan Foundation	48,000.00		
Donations	663,526.30	Closing Balance	
Recoveries	30,942.00	Cash	303.20
		Bank	1,365,130.10
Total	2,144,790.30	Total	2,144,790.30



(Sonam Deki)
Adm/Accounts Officer



(Sonam Wangmo)
Executive Director



DISABLED PERSONS ASSOCIATION OF BHUTAN
BANK RECONCILIATION STATEMENT
1st January 2013 to 31st December 2013

	Particulars	Amount(Nu)
	Closing Balance as per bank statement	1,365,130.10
1	Receipts(Bank) Add Deposits in transit	0.00
2	Less:outstanding cheques	0.00
	Closing Balance as per DPAB records	1,365,130.10



(Sonam Deki)
Adm/Accounts Officer



(Sonam Wangmo)
Executive Director



DISABLED PERSONS ASSOCIATION OF BHUTAN

STATEMENT OF RECEIPTS & PAYMENTS FOR THE YEAR ENDED 2014

RECEIPTS		PAYMENTS	
Opening Balance			
Cash	303.20	Expenditure	5,300,805.00
Bank	1,365,130.10	Advance	245,999.00
Civil Society Fund Facility	1,000,000.00		
Normisjon	3,071,845.16		
UNESCAP	431,100.04		
Bhutan Foundation	278,903.00		
India Bhutan Foundation	47,000.00		
Donations	193,300.00	Closing Balance	
Recoveries	623,721.00	Cash	11,453.20
		Bank	1,448,045.30
Total	7,006,302.50	Total	7,006,302.50



(Sonam Deki)
Adm/Accounts Officer




(Sonam Wangmo)
Executive Director

DISABLED PERSONS ASSOCIATION OF BHUTAN
BANK RECONCILIATION STATEMENT
1st January 2014 to 31st December 2014

	Particulars	Amount(Nu)
	Closing Balance as per bank statement	1,448,045.30
1	Receipt(Bank) Add Deposit in transit	0.00
2	Less Outstanding Cheque	0.00
	Closing Balance as per DPAB records	1,448,045.30



(Sonam Deki)
Adm/Accounts Officer



(Sonam Wangmo)
Executive Director



Conclusion

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