



# 2024 Annual Report

**DISABLED PEOPLE'S  
ORGANIZATION OF BHUTAN**



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# Our Mission

To promote physical, psychological and socio-economic wellbeing of persons with disabilities through a right based approach.

# Our Vision

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

# Background

The Disabled People's Organization of Bhutan (DPOB), formerly the Disabled Persons' Association of Bhutan, was founded by persons with disabilities to amplify their collective voice. It was established on November 26, 2010, under the Royal Patronage of His Royal Highness Prince Namgyal Wangchuck.

DPOB is “for, of, and by” persons with disabilities, and empowers persons with disabilities to advocate for themselves, ensuring their voices are heard and included in all aspects of life.

# BASIC BHUTANESE SIGN LANGUAGE (BhSL) COURSE

The year began with the Bhutanese Sign Language (BhSL) program, a week-long initiative led by Ms. Dorji Zangmo, aimed at equipping participants with basic sign language skills. The program brought together a diverse group of 15 youths, comprising recent Class 12 pass outs and undergraduate students, fostering an engaging and collaborative learning environment.

With a primary focus on promoting inclusivity, embracing diversity, and enhancing communication with individuals who are deaf or hard of hearing, this initiative sought to cultivate greater awareness and empathy, contributing to a more inclusive and equitable society.



Upon concluding the week-long course, participants were formally awarded certificates of completion in recognition of their dedication, commitment, and active participation throughout the program.



# DPOB, IN COLLABORATION WITH LE MERIDIEN PARO, RIVERFRONT



DPOB, in collaboration with Le Meridien Paro, Riverfront, hosted its inaugural New Perspective Event of 2024. The event, held in Paro, was specifically designed to raise awareness about disabilities and promote inclusivity within the management team and staff of Le Meridien.

As part of the event, the management team participated in an orientation session aimed at enhancing their ability to provide appropriate support services to individuals with disabilities.

The session covered comprehensive information on available resources, assistance programs, and legal rights, equipping participants with the knowledge and tools necessary for effectively supporting and advocating for persons with disabilities.

# THE SOCIAL AND CULTURAL AFFAIRS COMMITTEE (SCAC)

The Social and Cultural Affairs Committee (SCAC) under the National Council of Bhutan recently visited DPOB for the first consultation meeting on the status of individuals with disabilities in the country. During the visit, the committee, led by Honorable Kesang Chuki Dorjee, discussed the committee's commitment to reviewing the circumstances of persons with disabilities following Bhutan's ratification of the UN Convention on the Rights of Persons with Disabilities.

DPOB shared its organizational framework and assessment of the current situation, while key issues such as accessibility, education, healthcare, and employment were discussed.



# WORLD AUTISM AWARENESS DAY

The Disabled People's Organization of Bhutan (DPO) was delighted to share the vibrant displays of the "Light It Up Blue" event held during World Autism Awareness Day 2024.

The event brought together organizations such as Ability Bhutan Society, Draktsho Vocational Training Centre for Special Children & Youth, Phensem



Parents Support Group, Bhutan Stroke Foundation, Royal Society for Senior Citizens, Disabled People's Organization Group, Save the Children Bhutan, and Bhutan Foundation, showcasing a unified commitment to raising awareness and promoting inclusivity.



# THE DISABILITY EQUALITY TRAINING (DET)



The DET for Ministries and Financial Institutions was conducted to enhance awareness and understanding of disability issues, promoting inclusivity within their organizations. Participants received detailed orientation on the national disability policy and the United Nations Convention on the Rights of Persons with Disabilities (UNCPRD), along with practical guidance on providing essential support services to persons with disabilities.

Eight students from the Jigme Singye Wangchuck School of Law successfully conducted the DET. The training, designed to raise awareness of the real-life challenges faced by persons with disabilities, aimed to change participants' behaviors, attitudes, and practices.

It was delivered by persons with disabilities based on their lived experiences and provided valuable insights into disability issues. Upon completing the training, the students, through their Street Law initiative, plan to advocate for and raise awareness of legal processes and legal aid services for persons with disabilities, contributing to greater inclusion within the legal system.



# DPOB AND UNDP COLLABORATION



DPOB, in partnership with UNDP Bhutan, conducted Disability Equality Training (DET) for over 40 staff members of Bhutan Airlines and Drukair. The training focused on raising awareness about disabilities, the challenges individuals face, and the necessary support during air travel.

This initiative supports DPOB's advocacy for enhancing the rights of persons with disabilities and fostering an inclusive society.

DPOB extends its gratitude to Drukair and Bhutan Airlines for their support and to UNDP for their continued assistance in improving services for persons with disabilities in Bhutan.

# DET FOR TAXI DRIVERS: ENHANCING SUPPORT FOR PASSENGERS WITH DISABILITIES



A group of taxi drivers completed DET. Driven by the drivers' recognition of the need for proper training, the sessions focused on educating them about various disabilities and the support services required. Through interactive discussions and demonstrations, the drivers gained valuable skills to better assist passengers with disabilities.

DPO emphasized the importance of such initiatives for inclusivity and encouraged other service providers to follow suit, with technical support from UNDP Bhutan.



# DISABILITY EQUALITY TRAINING FOR HOTELIER



The Housekeeping Training and On-Board Recruitment project, which was supported by Helvetas Bhutan/European Union, concluded with 16 trainees, including persons with disabilities, completing a two-month housekeeping course. Five trainees secured jobs, and eight were offered positions by various hotels.

The accompanying Disability Equality Training (DET) raised awareness among hoteliers about inclusive employment. Trainees like Tshering Dendup, a deaf housekeeper at Le Meridien Thimphu, shared positive experiences, and hoteliers recognized the value of hiring persons with disabilities, committing to provide equal opportunities in the future.



# DET TO DRIVE CHANGE IN BHUTAN'S HOSPITALITY INDUSTRY

A total of 985 individuals, including 17 hoteliers from Thimphu, Punakha, and Wangdue, have participated in Disability Equality Training (DET) by DPOB. The training aimed to raise awareness about disabilities and promote inclusivity in the hospitality industry. Topics included creating accessible environments and exploring job opportunities for persons with disabilities. DPOB also awarded certificates to 16 individuals with disabilities who completed hotel management training. Despite their skills, many still face challenges in finding employment.



Kuensel 

October 19, 2024 · 

**Disability Equality Training to drive change in Bhutan's hospitality industry**

Thinley Namgay

As of yesterday, 985 individuals from various sectors have participated in Disability Equality Training (DET) conducted by the

# RECRUITMENT OF TIKA

Tika, a Class 12 graduate funded by DPOB, aspired to become an accountant. After completing high school, she applied for a DPO assignment as an accountant.

With the support of Nazhoen Lamtoen's funding, she was enrolled in a Tally course to enhance her skills.

Upon completing the course, she was successfully recruited as an employee.



# NATIONAL COUNCIL OF BHUTAN

The National Council's Social and Cultural Affairs Committee recommended improving policies, healthcare, education, and accessibility for persons with disabilities in Bhutan.

The National Health Survey 2023 reported 48,000 persons with disabilities, with the highest rates in Dagana, Pema Gatshel, and Zhemgang. Key proposals include disability prevention research, accessible healthcare, foreign caregivers, housing, allowances, job quotas, and transportation.

Persons with disabilities attending the session expressed hope for inclusive policies and equal opportunities.



BBS 

June 24, 2024 · 

## **National Council proposes recommendations to enhance support for persons with disabilities**

The National Council's Social and Cultural Affairs Committee presented recommendations to enhance the government's efforts to improve the lives of persons with disabilities in the country today. The recommendations include strengthening policy

# NC ADOPTS THE RECOMMENDATIONS ON THE STATES OF PWDS

The National Council approved 35 recommendations from the Social and Cultural Affairs Committee to improve the lives of persons with disabilities in Bhutan. The proposals addressed key challenges, including stigmatization, lack of accessible infrastructure, and limited data on persons with disabilities, recommending actions such as housing allotments, disability allowances, inclusive education, caregiver training, and expanded transportation.

The National Health Survey 2023 reported 48,000 PWDs in Bhutan, and the country ratified the UN Convention on the Rights of Persons with Disabilities in 2023, demonstrating its commitment to an inclusive society.

## NC adopts the recommendations on PWDs

With 15 MPs voting “Yes” on the recommendations made by the Social and Cultural Affairs Committee (SCAC), on the state of persons with disabilities (PWDs), the National Council (NC) has adopted the proposal.

**KUENSEL**

July 4, 2024

# TSENDAGANG GEWOG ADMINISTRATION

Local government leaders in Dagana took steps to improve accessibility for persons with disabilities by relocating the gups' office to the first floor. This initiative, which supported the 335 persons with disabilities in the district, was implemented after discussions among the district's gups in 2021.

Tsendagang Gup, who was also the Chairperson of the Dagana Dzongkhag Tshogdu, moved his office to the first floor a year and a half ago. According to Bal Bdr. Rana, Tsendagang Gup, this change aimed to provide easier access to services for persons with disabilities and elderly people, reducing the risks associated with second-floor offices.



**BBS** ✓

July 8, 2024 · 🌐

## **Dagana LG leaders move gup's office to first floor to improve accessibility for persons with disabilities**

The local government leaders in Dagana are taking steps to make their services more accessible for persons with disabilities. One major change is movin... [See more](#)



# HOUSE-KEEPING TRAINING



DPOB, with funding support from Helvetas Bhutan, successfully launched a month-long housekeeping training program in July 2024, followed by a month of on-the-job training in August 2024. Initially targeted for individuals who are deaf and hard of hearing, the program was expanded to include 16 participants with diverse disabilities, such as deafness, low vision, and physical disabilities.

The training, conducted in collaboration with the Bhutan Institute of Hospitality and Tourism in Thimphu, aimed to provide essential skills and enhance economic independence for participants. This initiative addressed the significant challenges that persons with disabilities often face in achieving financial

independence, such as limited access to education, employment discrimination, and lack of workplace support. The program was further supported by interpreters from the Wangsel Institute for the Deaf.



# LAUNCH OF SCCI+ TO SUPPORT DISABILITIES AND SENIOR CITIZENS IN PARO

DPOB launched the Service with Care and Compassion Initiative Plus (SCCI+) in Paro to mark the 13th Royal Wedding Anniversary. The project, in collaboration with the Royal Society for Senior Citizens and Paro College of Education, provided personalized care and accessible services for persons with disabilities and senior citizens.



Hon. Ugyen Tshering, National Council Member from Paro, graced the launch of the event. SCCI+ was the first youth group established under the umbrella of DPOB and RSSC and it offers health support, mobility aids, mental health services, and trained volunteers to assist with daily tasks and emotional support, promoting dignity and independence.



# FIRST IMPLEMENTATION OF SCCI+ INITIATIVE: SUPPORTING HOUSEHOLDS OF PERSONS WITH DISABILITIES



On October 20, 2024, the first phase of the SCCI Plus initiative took place, with volunteers visiting households of persons with disabilities. After a prayer for a positive start, volunteers received guidance on mindful communication and home environment observation.

They provided assistive devices, helped with chores, and offered emotional support. Despite challenges like transportation and initial discomfort in conversations, the volunteers made a positive impact.

A debriefing session followed to reflect on their experiences and identify areas for improvement. The initiative aims to strengthen relationships and offer ongoing support to individuals with disabilities.

# SERVICE WITH CARE AND COMPASSION PLUS (SCCI+)

DPOB, with funding support from UNDP Bhutan, completed a day-long Disability Equality Training (DET) and a presentation on Gender Equality in Public Administration action plans for stakeholders, followed by a review of key documents for establishing the SCCI+ Club at Paro College of Education.



This marked the third phase of the SCCI+ project, implemented in collaboration with the Royal Society for Senior Citizens and Paro College of Education, with support from local leaders and communities in Wangchang, Hungrel, and Doteng Gewogs.

In addition, DPOB successfully instituted the SCCI+ Club at Paro College of Education after conducting a mass sensitization program. Fifty volunteers were trained in disability awareness, sensitivity, communication skills, and caregiving techniques, guided by experts from the hospital and geriatric care. The volunteers were also briefed on Guidelines and Standard Operating Procedures. This initiative aims to empower these youth volunteers as agents of change in their communities, enhancing the lives of persons with disabilities.

# Service with Care and Compassion Initiative Plus - SCCI+

The second phase of the SCCI Plus focused on improving the lives of individuals with disabilities through home adjustments, personal care, and emotional support.

Assistive devices were provided to enhance independence. Local gewog administrations in Paro supported transportation, ensuring efficient service delivery.

This initiative, supported by the Disabled People's Organization of Bhutan, Royal Society for Senior Citizens, and Paro College of Education, continues to make a significant impact.



# SCCI+

DPOB in partnership with Paro College of Education, initiated a pilot project aimed at supporting homebound persons with disabilities in the Doteng, Hungrel, and Wangchang Gewogs of Paro Dzongkhag.

The SCCI+ project seeks to provide essential social support, enhance the quality of life, and promote independence for individuals with disabilities in these areas. A comprehensive needs assessment was completed, identifying specific challenges and required services for homebound persons with disabilities. These insights will inform the development of tailored interventions.

The project has garnered support from key stakeholders, including the Paro Dzongkhag Administration, the Gewog Administrations, and the Royal Society for Senior Citizens. This collaboration aims to ensure the inclusion and well-being of persons with disabilities through the principles of Service, Care, and Compassion. Further partnerships are being explored to enhance the project's impact.



# ORIENTATION AND MOBILITY TRAINING FOR INCLUSIVITY AT KHASADRAPCHU MSS

On 6th August 2024, Khasadrapchu Middle Secondary School held an Orientation and Mobility (O&M) training for teachers, faculty, and students, led by the SEN Coordinator.

The session focused on supporting students with visual impairments through a blindfolded exercise and guiding techniques.



# INCLUSIVE SRHR AND GBV SENSITIZATION PROGRAM

With support from UNFPA Bhutan and facilitators from Y-PEER Bhutan, an Inclusive Sexual and Reproductive Health and Rights and Gender-Based Violence Sensitization Program was successfully completed for 17 trainees undergoing Housekeeping Training, supported by Helvetas Bhutan.



The participants, with diverse disabilities including deafness, hard of hearing, low vision, and physical disabilities, gained crucial knowledge about their sexual and reproductive health rights, as well as the types of abuse or violence they may encounter in the workplace and daily life.

The trainees were also informed about available support services and how to seek help when needed.



# SIGNING OF MOU BETWEEN DPO AND THE BHUTAN DEAF COMMUNITY

On 24 September 2024, the Disabled People's Organization (DPO) signed a Memorandum of Understanding (MoU) with the Bhutan Deaf Community, marking the formation of a Bhutan Deaf Organization (BDO) under DPO's umbrella.

This initiative aligns with Bhutan's membership in the World Federation of the Deaf. Following the MoU, an advocacy program was conducted in collaboration with Wangsel Institute for the Deaf, supported by the Australia Award and facilitated by volunteer Mr. David Gibson from Australia.

The program focused on raising awareness among the deaf community about their rights, the 2019 National Policy for Persons with Disabilities, and the 2023 ratification of the UN Convention on the Rights of Persons with Disabilities (UNCRPD). It also provided a platform for the deaf community to voice their concerns.



# OPDS OBSERVED WORLD CEREBRAL PALSY DAY 2024



On 6th October 2024, Bhutan observed World Cerebral Palsy Day with over 172 participants at Changangkha Middle Secondary School. Organized by several disability-focused groups, the event included personal storytelling, interactive games, and activities to raise awareness and promote the inclusion of individuals with cerebral palsy. It emphasized the need for increased support, accessibility, and public awareness in Bhutan.



# OBSERVING INTERNATIONAL WHITE CANE SAFETY DAY 2024



Over 100 individuals with blindness and low vision gathered at Thimphu Clock Tower to mark International White Cane Safety Day 2024. The event featured a walk to raise awareness, personal stories, sports, and dance performances.

SNV Bhutan emphasized the importance of hand washing, coinciding with Global Handwashing Day. A highlight was the launch of “An Uncertain Journey of a Blind Child” by Dr. Sanga Dorji, Bhutan's first blind physiotherapist. The event was supported by SNV Bhutan and Save the Children Bhutan.

# INTERNATIONAL WHITE CANE SAFETY DAY CALLS FOR INCLUSION

The International White Cane Safety Day 2024, focused on "Promoting Inclusion: Celebrating Abilities and Advocating Access for People with Blindness." The event highlighted the white cane as a symbol of independence and mobility.

Participants shared stories, and spoke about its importance in daily life. Challenges, such as limited job opportunities, were also discussed. The event featured walks, demonstrations, and networking.



**Kuensel** 

October 16, 2024 · 

## International White Cane Safety Day calls for inclusion

Thinley Namgay

Around 60 persons with blindness, low vision, guardians, and officials from relevant organisations celebrated International White Cane Safety Day 2024 in Thimphu yesterday. This year's t... [See more](#)



# NEW INITIATIVE TO SUPPORT SENIOR CITIZENS AND PERSONS WITH DISABILITIES LAUNCHED



Disabled People's Organization of Bhutan-DPO  
October 16, 2024 · 🌐

Service with Care and Compassion Initiative Plus (SCCI+)

**Kuensel** ✓  
October 15, 2024 · 🌐

**New initiative to support senior citizens and persons with disabilities launched**  
Thinley Namgay  
On the occasion of the 13th Royal Wedding Anniversary, the Disabled People's Organisation of Bhutan (DPOB), the Royal Society for Senior Citizens (RSSC), and Paro College of Education (PCE) unveiled the 'Service with Care and Compassion Initiative Plus' (SCCI+) project.  
<https://kuenselonline.com/new-initiative-to-support.../>  
#DPOB #PCE #SCCI #Bhutan

On the 13th Royal Wedding Anniversary, DPOB, RSSC, and PCE launched the 'Service with Care and Compassion Initiative Plus' (SCCI+) project to support homebound persons with disabilities and senior citizens in Paro. The initiative provides healthcare, emotional support, and companionship, with 47 PCE students volunteering in three gewogs.

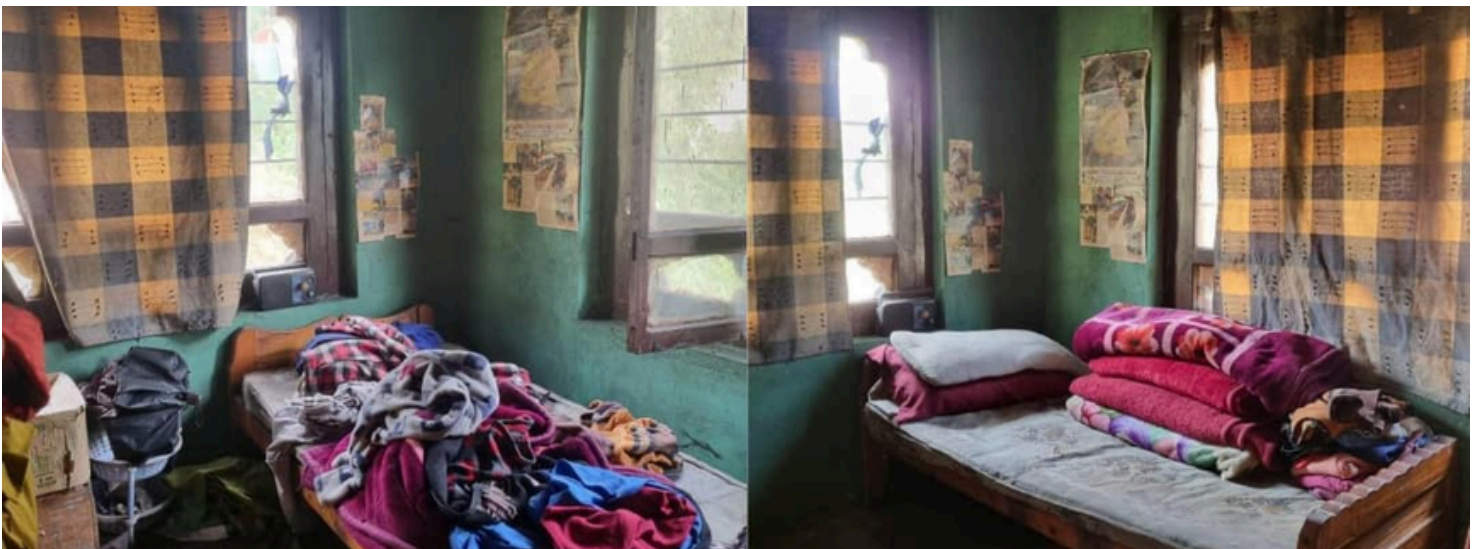
If successful, it will expand nationwide, fostering inclusion and community engagement.



# NYVS OF SCCI+ CLUB IN ACTION

The NYVs have begun their weekly visits to the care receivers identified through a comprehensive mapping and needs assessment of persons with disabilities. During these visits, the volunteers focus on improving hygiene practices, which will positively impact the health and environment of the care receivers.

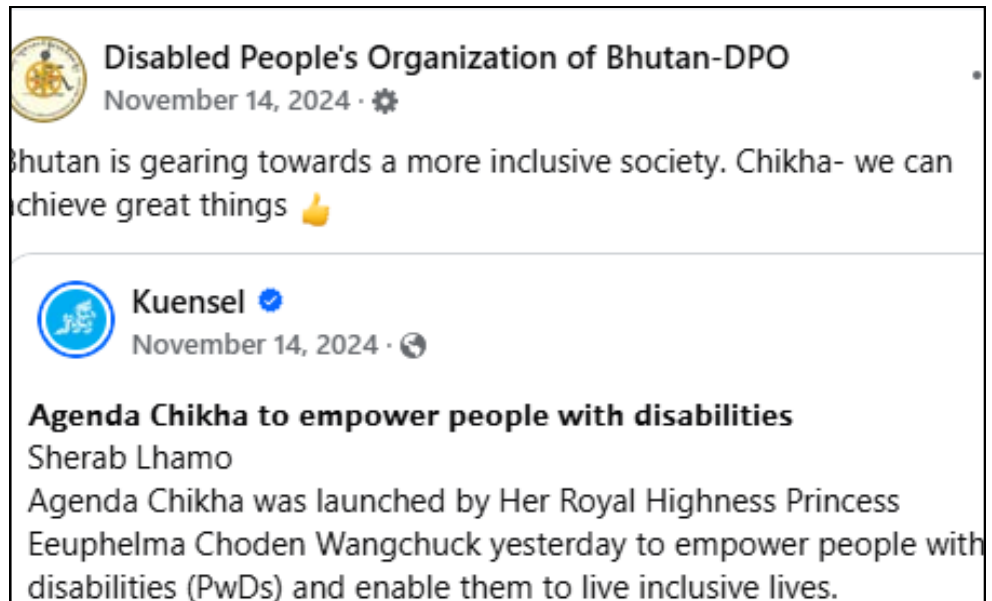
They also provide essential assistive devices, such as crutches, anti-bedsore mattresses, and bedside toilets, enhancing mobility and independence. These devices were funded by Normisjon. The volunteers' efforts are significantly improving the quality of life for the individuals they care for. Those interested in supporting the initiative, either financially or with donations, can reach out via the



# AGENDA CHIKHA

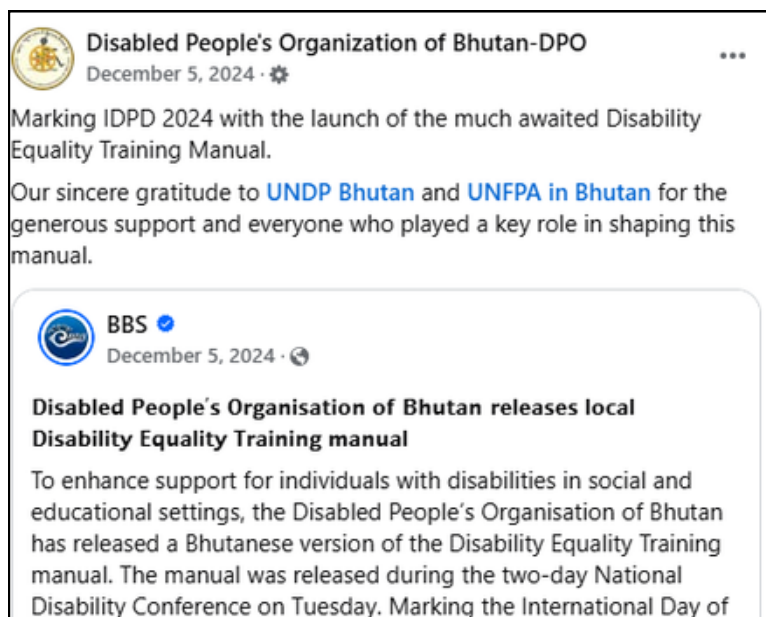
Agenda Chikha, launched by Her Royal Highness Princess Euphelma Choden Wangchuck, is a four-year initiative (2024-2027) to empower people with disabilities in Bhutan. It focuses on four key areas: empowering lives, building capacity, challenging stereotypes, and strengthening data.

The initiative promotes collaboration among government bodies, development partners, and the disability community to create a more inclusive society, aligned with Bhutan's commitment to the Sustainable Development Goals.



# DISABLED PEOPLE'S ORGANIZATION OF BHUTAN RELEASED LOCAL DET MANUAL

The Disabled People's Organisation of Bhutan launched a Bhutanese version of the Disability Equality Training manual during the 2024 National Disability Conference, which was held on the International Day of Persons with Disabilities. This initiative responds to the growing need for tailored training as public and private organizations recognize gaps in policies and practices.



The image shows a screenshot of a Facebook post from the Disabled People's Organization of Bhutan-DPO, dated December 5, 2024. The post text reads: "Marking IDPD 2024 with the launch of the much awaited Disability Equality Training Manual. Our sincere gratitude to UNDP Bhutan and UNFPA in Bhutan for the generous support and everyone who played a key role in shaping this manual." Below the post is a comment from BBS, dated December 5, 2024, which says: "Disabled People's Organisation of Bhutan releases local Disability Equality Training manual. To enhance support for individuals with disabilities in social and educational settings, the Disabled People's Organisation of Bhutan has released a Bhutanese version of the Disability Equality Training manual. The manual was released during the two-day National Disability Conference on Tuesday. Marking the International Day of..."

Developed by individuals with lived experience, the manual addresses the real challenges faced by persons with disabilities to foster change. The manual aims to improve awareness and provide relevant, localized training, as expressed by Duptho Zangmo, a visually impaired trainer. The organization has trained over 2,000 service providers to enhance understanding and support for persons with disabilities.



# NATIONAL DISABILITY CONFERENCE

The 2024 National Disability Conference, held for two days in observance of the International Day of Persons with Disabilities, brought together over 200 participants. The event featured panel discussions, research presentations, and sessions on topics like early interventions, Autism Spectrum Disorder, and accessible healthcare.



The Disability Equality Training Manual was launched, and the conference concluded with a call to action for stakeholders to promote inclusive development and empower persons with disabilities as leaders. The event was organized in collaboration with various organizations, including the Bhutan Australia Alumni Association and Ability Bhutan Society.

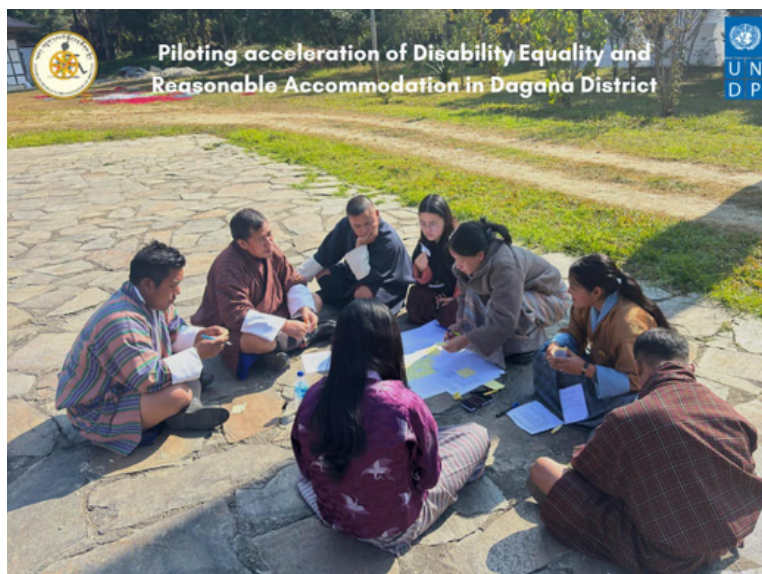


# PILOTING ACCELERATION OF DISABILITY EQUALITY AND REASONABLE ACCOMMODATION IN DAGANA DISTRICT

The project, "Piloting Acceleration of Disability Equality and Reasonable Accommodation in Dagana District," was carried out in collaboration with UNDP Bhutan and the Prime Minister's Office (PMO), Bhutan.

The initiative involved a week-long interactive workshop with local leaders, gewog administration, sector heads, and persons with disabilities in Dagana.

The workshop focused on disability equality and reasonable accommodation. Dagana district has been a leader in providing services and empathizing with persons with disabilities, and the program aimed to build upon this strong foundation.



The stakeholders worked together to develop strategic plans for enhancing actions to support disability equality and reasonable accommodation in the district.

# INCLUSIVITY IS NOT JUST A RIGHT; IT'S THE FOUNDATION OF A THRIVING SOCIETY

A multi-sectoral initiative, Include Ability, was jointly launched to promote diversity, inclusion, and accessibility in media and journalism.

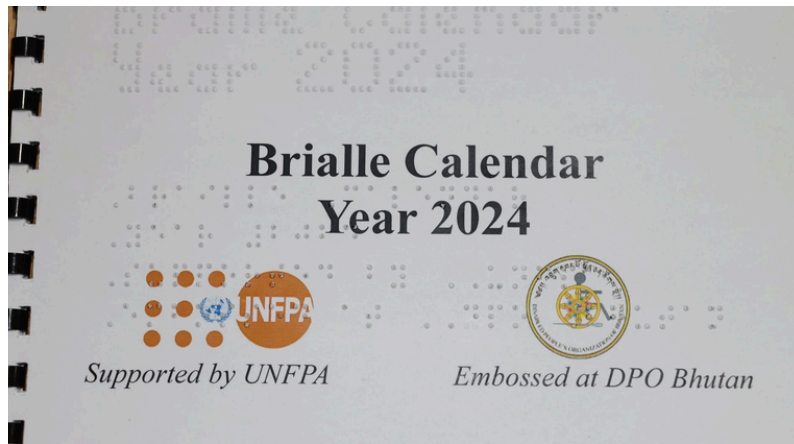
This initiative aimed to increase the representation of persons with disabilities in media coverage, amplify their stories, and advocate for greater accessibility and inclusive content.



# A BRAILLE CALENDER IS “NOT JUST A TOOL”

The Disabled People's Organization of Bhutan (DPO), with support from UNFPA Bhutan, has introduced a Disability Inclusive Calendar designed for the blind and low-vision community, featuring Braille and large print text for easy access to important events and dates.

This initiative marks a vital step toward fostering an inclusive society that values the needs of all citizens, empowering and promoting the inclusion of people with disabilities in Bhutan. DPO Bhutan expresses heartfelt gratitude to UNFPA for their support in making this possible.



# ENHANCING ACCESSIBILITY: 50% SMART CARD DISCOUNT FOR PERSONS WITH DISABILITIES IN BHUTAN



DPOB is pleased to share that the City Bus Service has announced a 50% discount on smart cards for persons with disabilities. The initiative was officially launched today by the Director of City Bus Service alongside members of DPOB.



# STAFF TRAINING ABROAD



**Mr. Dorji Phuntsho**



In July 2024, our organization participated in the Regional Meeting on Accelerating Access to Rehabilitation in South-East Asia, held from July 16 to 18 in Dhaka, Bangladesh. The meeting featured diverse sessions, including discussions on rehabilitation services, assistive technologies, and workforce development, with contributions from experts across the region.

Key activities included panel discussions, group work on identifying challenges and opportunities, and presentations on rehabilitation frameworks and indicators.

Participants engaged in collaborative exercises such as the World Café activity to share ideas and best practices. The meeting concluded with a field visit to the Center for Rehabilitation of the Paralyzed (CRP), enhancing understanding of rehabilitation service delivery and strengthening regional collaboration.

# STAFF TRAINING ABROAD



## Mrs. Dorji Zangmo

From August 11 to 15, 2024, Bhutanese Deaf leaders from the Wangsel Institute made history by attending the 11th WFD RSA Youth Camp in Indonesia, Bhutan's first participation in a World Federation of the Deaf event.



The camp, with 50 participants from 14 Asian countries, focused on leadership, Deaf identity, and cultural exchange. This milestone was supported by the Disabled People's Organization of Bhutan, Save the Children Bhutan, and other donors.



The Wangsel Institute expressed hope that the experience would benefit Bhutan's Deaf community and inspire further progress.



# STAFF TRAINING ABROAD

## Mr. Yonten

In 2024, our organization prioritized staff capacity building by sending Mr. Yonten to Japan for the International Course on Community Health and Development Leadership at the Asian Health Institute, starting August 25.

The five-week program brought together participants from six countries, fostering diverse learning and idea exchange. The course, themed "People Empowerment Through Participatory Approach for Sustainable and Inclusive Community," provided valuable insights on inclusiveness, sensitization, and advocacy.

Mr. Yonten also explored Japanese culture and traditions, gaining practical knowledge and experiences that have enriched our organization's operations and approach.

# CAPACITY BUILDING STAFF TRAINING ABROAD

Attending the Asia Pacific Disabled Peoples Organization Assembly and CRPD training from 2nd to 5th September 2024 in Seoul, Korea, was a transformative experience for Tharpa Dema. The event deepened understanding of the CRPD, provided advocacy strategies, and facilitated discussions with South Asian and Asia Pacific representatives. Inspiring art exhibitions and performances highlighted inclusion and resilience, while DPI Korea's commitment to the CRPD and Jakarta Declaration made the Assembly a valuable platform for learning and networking.



**Ms. Tharpa Dema**



# STAFF TRAINING ABROAD

## Mr. Kinley Wangchuk

Australia Awards – South Asia & Mongolia hosted a 10-day professional development program in South Australia for 11 disability advocates from South Asia, including Kinley Wangchuk and Kunzang Namgyal Tshering from Bhutan.

The program included site visits to accessible facilities like Glenelg’s Changing Places and Minda’s inclusive community spaces, presentations on assistive technologies at NovitaTech, and discussions on entrepreneurship through VIVA Mutual’s Rapid Enterprise Development initiative. Participants explored Australia’s collaborative disability inclusion practices, gaining valuable insights and practical ideas that Kinley and Kunzang plan to adapt for improving disability advocacy and inclusion efforts in Bhutan.





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**“NOTHING ABOUT US  
WITHOUT US”**