

Report on Internal Review and Reflection of Project

“Women Led Disability Inclusive Livelihood Project”

A project partnership with

Disability and Development Partners (UK) and Disabled Human Rights Center (Nepal) with downstream partner Disabled Welfare Association, Dhading



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Submitted by: Ability Manch

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Shudarshan Subedi with Rita Shrestha

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Executive Summary

Project developed and technical support from DDP and funding by UK AID “Women Led Disability Inclusive Livelihood Project (WDIL) was implemented from July 2018 to July 2021 at four municipalities of Dhading district. Project has been able to support such marginalized people to strengthen their capacity to take care of disabled family members, their knowledge on tackling disability issues and challenges, and also in generating income, so that they can be more confident and happier with their life. Likewise, the project has provided assistance to children with disabilities and single women who need moral and income-generation support. DHRC and DWA carried out the activities at local level.

Main purpose of this review was to review and reflect back on what went good, what were the main learnings from the project, what were the main activities that made impact on the community and beneficiaries, what could have done better through interaction with project team, beneficiaries government stakeholders, through documents review, meetings and focus group discussion etc.

Target Groups: Main target beneficiaries of this project was women with disabilities but also included their careers and family members. In total project has worked directly with 640 persons with disabilities and their careers.

Review methods and process:

This review was based on both primary and secondary sources of information. Secondary information was mostly based on project documents. Primary information were collected from field. Key informant interviews and in-depth interviews were carried out with different stakeholders, target beneficiaries and social mobilizers to get the first hand information. Due to COVID-19 and lockdown at country it limited the collection of primary source information. However able to get through phone call and few visits able to get the information which helped to validate the secondary information. Similarly meetings were carried out with staffs of DHRC and DWA.

Limitation of the review:

Analysis is based on documents review and interviews with individual. Due to Covid 19 and lock down some interviews was done face to face interviews with direct beneficiaries and stakeholders and some of interviews was done through the phone call.

Achievements of the projects

Approach taken to implement the project at local level

Different approaches were taken to make the project successful and to reach most vulnerable people and community. Like formation of Self-help groups, Steering committee of stakeholders. Also using local partner and downstream partners to monitor the activities has reduced the cost of project. Deployed of Social mobilizers as a first contact point for direct beneficiaries helped to communicate regularly with project beneficiaries.

Relevance of the Project

Overall, project was relevant in addressing the perceived needs of community people, and also the intervention of the project was relevant to the project areas. The project activities effectively addressed the perceived needs of the communities and helped them take charge of themselves. The project also raised awareness and informed them of the social safety net provided by the government. Similarly, project objects were alignment with the with international and national frameworks on disability/inclusion

Project Effectiveness

Despite the COVID-19 challenges and delay in implementation of activities all the activities were carried out. It was found that beneficiaries appreciate the support they received from the project. Project has contributed to empower persons with disabilities not only economically but also socially. Cash grants (seed money) they received helped to increase their income. Similar Awareness on right and justice has helped to empower persons with disabilities to fight for the justice. It has seen that this project has contributed to change the People's attitudes towards persons with disabilities. Project has also helped to access the services: Not only legal and economic support project also helped women with disabilities and their carer to access other services like assistive devices, disability ID card etc. Self-help groups created common platform to share and learn

Along with the direct beneficiaries, down streaming partner DWA and Social mobilizers enhanced their capacity through different training and technical support. Project has taken multiple approach to empower persons with disabilities like economic empowerment, social empowerment, linking stakeholders to beneficiaries, awareness raining, and strengthening advocacy capacity.

Efficiency:

It is found that the support from DDP played an important supporting to implement the action plan. Despite the COVID-19 pandemic and delay in implementation some of activities the execution of the action plan has been managed efficiently. Project has used the money very wisely like using low cost venue for program and using municipality premised for SHGs meetings.

Impact

It's too early to see the impact of project activities but some of the positive changes are already visible. As increased leadership of women with disabilities is very much visible. They are already capable to make the decisions. Similarly review of Laws ad Policy: DHRC undertook a review of Nepal's disability laws and policy relating to women and make action recommendations based on the findings. Exploration of support from other stakeholder by the SHGs members is also started. Some of the municipality support to persons with disability shows the Impact of the project.

Sustainability

Some of the achievement quite visible and ensuring sustainability. Establishment of grass root level structures leads to sustainability of persons with disabilities. Linkage with local level stakeholders might create the ownership. Training and counselling has empowered people with disabilities to make decisions by themselves and to be proactive.

Good Practices: Some of the good practices that has established by the project was registering the risk regularly to minimize the risk, Safeguarding policy and ensure that every one have understood and establishment of mechanism to collect feedback from beneficiaries, joint monitoring mechanism have increased the credibility of project. Similarly regular feedback and technical support from DDP has helped on smooth intervention of activities.

Inclusion

Despite the project for women with disabilities it included male with disabilities also. Inclusion of men with disabilities in the project as baseline indicated males are also vulnerable in the target areas. Selection of target groups are based on the findings of baseline survey.

Recommendation

- There was a monitoring visits from DHRC was quarterly basis but it seems that was not enough to provided support and interact with beneficiaries so it is recommended that **monitoring visit needs to be monthly basis.**
- Gender equality: men with disabilities and their careers were included into a group, but sometimes as culturally men may dominate the groups, so ensure that women are leading the groups
- While selecting the beneficiaries' priorities should be given to ultra-poor and single women which was lacking in this project.
- Most of the self-help group's members are from vulnerable community and they just started to understand about the groups, saving credit, their rights and started the livelihood. It's too early to leave them in isolation without any further support. It is **recommended for the continuous monitoring visits at least for a year to provide technical support** for those groups and make them stronger and sustainable.
- To motivate SHGs members to be in a group and attend the regular meeting **revolving fund in the name of SHGs** members would be one of the options. There saving amount is minimum and not much members will be able to get the loan. If there is a certain money in the account of SHGs, needy persons would be able to access loan from group.
- With the limited budget, number of activities were carried out. However still the gap was seen on assessing the capacity development need of beneficiaries. They expressed that though they have initiated livelihood activities but not aware on business sense and marketing knowledge. To expand the income of target beneficiaries, business should be expanded and livelihood activities diversified.
- It is recommended to **establish a sharing mechanism for the transfer of learning to wider groups** (training to other members). Select SHG leaders and provided ToT (training of trainer) to mobilize them to train other SHG members on different areas.
- Ensure that monthly meetings of the groups are purposeful with a clear set agenda. SHG activities need to be defined with objectives. If this meeting can be structured as a

platform to discuss and share different issues like violence, community issues, sharing of skills and knowledge, it would provide more benefit to the members and communities and motivate them to ensure regular meetings.

- There are various organizations whose policy and priority can be working with vulnerable communities/ people with disabilities, so **explore the possibility of collaboration with those organizations for joint intervention.**
- Sustainability: **Provide regular technical support to persons with disabilities for their selected livelihood activities** and establish collaborative mechanisms with local/province based organizations like District Livestock Service Office for further support and monitoring.
- If project is going to focus on the Livelihood Capacity Development of persons with disabilities, then it is recommended to **carry out a market analysis, and develop market linkages and help to increase the basic understanding of business management**, which is important.
- Regular advocacy/lobby with municipality to support SHGs and further capacity building for sustainability
- Establish the mechanism to address the issues those came during the monitoring visits

Abbreviation

CRPD	Convention on the Rights of Persons with Disabilities
DDP	Disability Development Partner
DHRC- Nepal	Nepal Disabled Human Rights Center
DIC	Disability identity card
DPOs	Disabled People's Organization
DWA	Disabled Welfare Association
HRDC	Hospital and Rehabilitation for Disabled Children
NDWAD	Nepal Disabled women association Dhading
PWDs	Persons with disabilities
SHG	Self Help Group
SM	Social Mobilizer
WDIL	Women Led Disability Inclusive Livelihood Project
WWDs	women with disabilities

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CHAPTER 1

1.1 Background

a. Contextual background

The official data from the population census in 2011 mentions that there are 1.9% persons with disabilities in Nepal but several organizations have estimated that the percentage is much higher. Surveys from different organizations have estimated disability prevalence ranging from 1 to 13% of the total population. It's difficult to get accurate data on the prevalence of disability in Nepal due to various reasons, including the lack of a common understanding about how to define disabilities. It's also true that often family members do not want to disclose the disabilities of their children. In Nepali cultures, disability is still seen as a sin of the previous life and hence shameful for the family, which often results in concealment of family members from society and denying them a dignified life.

Persons with disabilities experience higher rates of poverty. Disability may lead to poverty through loss of income, lack of employment or underemployment, and through the additional costs of living with disability, such as extra medical, housing, and transport costs. They cannot always live independently or participate fully in community activities.

Poverty is a consequence of disability since people with disabilities often lack access to education, health services and income-generating activities: they are often denied their human, social and economic rights.¹ Persons with disabilities experience higher rates of poverty. Disability may lead to poverty through loss of income, lack of employment or underemployment, and through the additional costs of living with disability, such as extra medical, housing, and transport costs. They cannot always live independently or participate fully in community activities. Despite all those challenges women and men with disabilities can and want to be productive members of society

Employment is a key factor in the empowerment and inclusion of people with disabilities. In reality, however, the majority of adults with disabilities remain unemployed despite their potential and/or their desire to contribute. Most of the Women with disability (WWDs) have to depend on support of their family members as there are virtually no livelihood supports to Women with disability by state.

b. Background of the Project

People with disabilities are among the most vulnerable and marginalized individuals in Nepal. Women with disabilities bear the double burden of being disabled and female in a traditional patriarchal society. They are often dominated, neglected and discriminated

¹ Leymat, Anne et al, 2006, 'Good Practices for the Economic Inclusion of People with Disabilities in Developing Countries Funding Mechanisms for Self-Employment', Handicap International.

against, and often receive little support from their family. They form one of the most vulnerable groups of society. Similarly, men and women who have a disabled husband/wife, children or any other disabled family members constitute another vulnerable group. Carer for disabled family members brings suffering and many sacrifices and lost opportunities in the outside world; poverty only serves to exacerbate the situation.

Main issues of project area (Dhading) are higher levels of poverty among families with disabled members in Nepal, linked to exclusion of disabled people (especially disabled women) from economic opportunities, heightened abuse and low self-esteem/well-being. To address those issues economic empowerment might be one of the main strategy that could contribute to reduced poverty and equalisation of opportunity of vulnerable groups. Many of the projects carried out by I/NGOs and the government in the past have also neglected such groups;

DDP developed this project with DHRC based on their previous similar partnerships and secure funding from UKAID and provided the technical support. Women Led Disability Inclusive Livelihood Project (WDIL) was implemented from July 2018 to July 2021 at four municipalities of Dhading district. Project has been able to support such marginalized people to strengthen their capacity to take care of disabled family members, their knowledge on tackling disability issues and challenges, and also in generating income, so that they can be more confident and happier with their life. Likewise, the project has provided assistance to children with disabilities and single women who need moral and income-generation support.

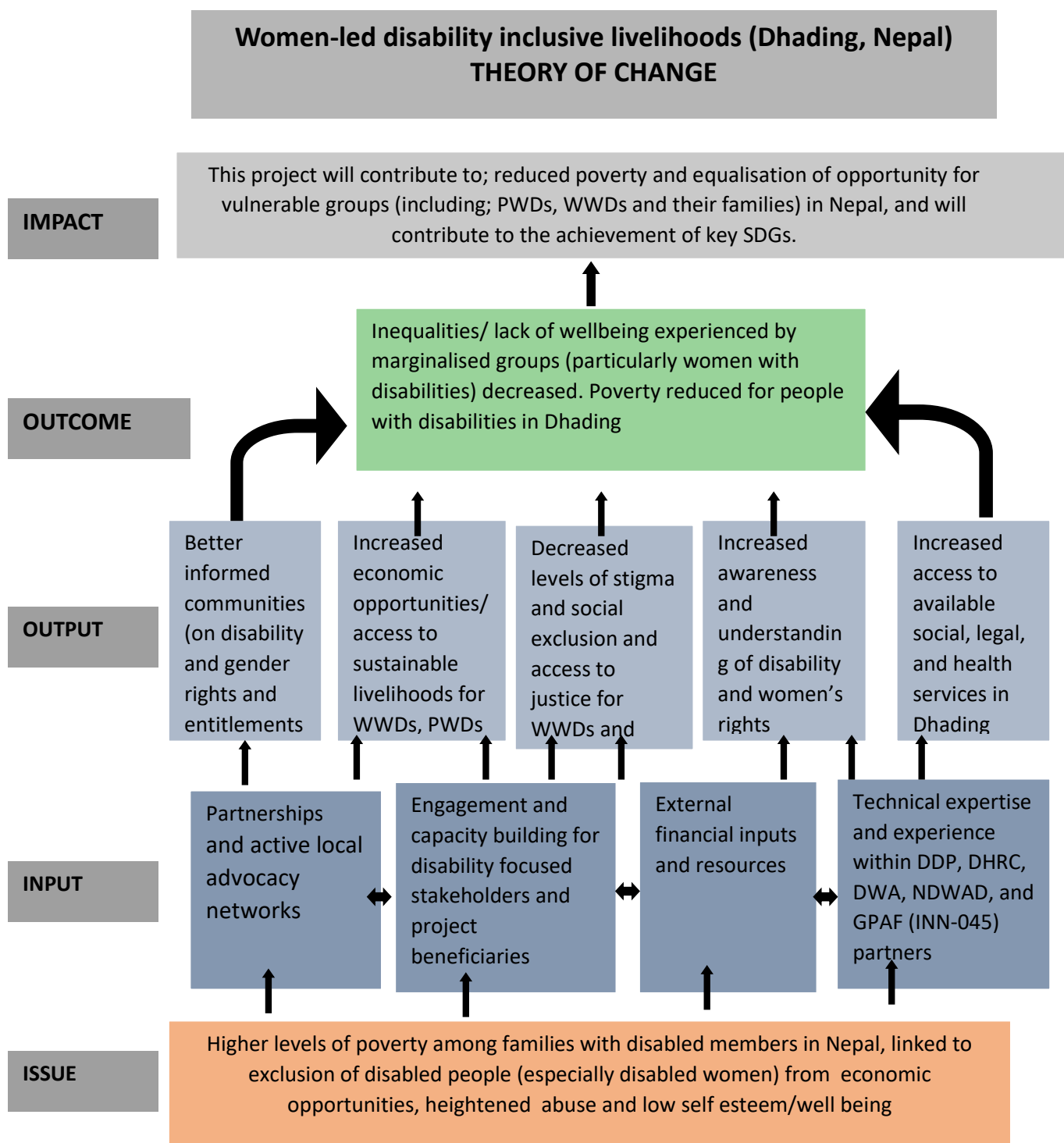
1.2 Presentation of project outcome, outputs and activities

Main outcome of this project:

- 624 women with disabilities, women carers of Persons With Disabilities, and their families/households in Dhading district, Nepal have increased wellbeing characterized by increased income, self-expressed social inclusion and improved access to services and entitlements

1.3 Project Strategy: Theory of change

This theory of change has envisioned how change will happen after the implementation of Women-led disability inclusive livelihood project

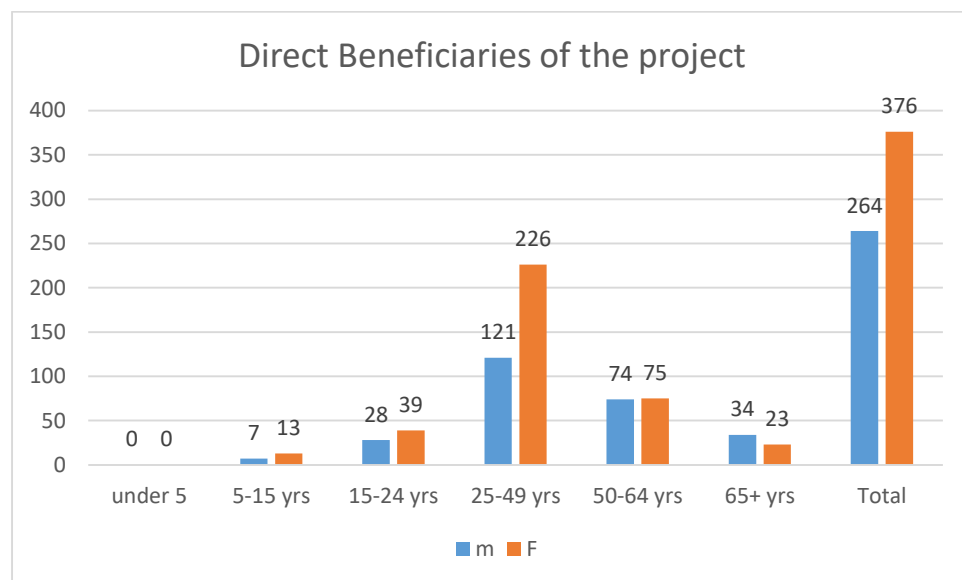


(Source: Project Document)

1.4 Target Groups

Direct Beneficiaries

Main target beneficiaries of this project is women with disabilities but also included their careers and family members. In total project has worked directly with 640 persons with disabilities and their careers.



Indirect Beneficiaries

Indirectly 2962 people have benefited from this project. Those are family members.

	M	F	Total
total indirect beneficiaries	1099	1863	2962
	M	F	Total
under 5	94	330	424
5-14 years	95	86	181
15-24	248	217	465
25-49	308	253	561
50-64	255	202	457
65+	99	775	874
Total	1099	1863	2962

1.5 Working Areas

Women led disability inclusion livelihood project was implemented at four municipality (3 rural municipality and one urban municipality) of Dhading districts

- a. Siddalekh
- b. Nilkantha
- c. Galchhi
- d. Gajuri

1.6 Partners and their roles

A. Disability and Development Partners (DDP):

Disability and Development Partners (DDP) was founded in 1992. It is UK registered charity and a company limited by guarantee. DDP is a main Grant accountable for this project, who was responsible for project development, reporting and coordinating with UK-AID. Similarly, it also carried out overall supervision, coordination and technical support to DHRC. DDP has been working in collaboration of DHRC Nepal since 2009, on a 5-year DFID-funded 'Disabled people's advocacy for change' programme to enshrine disability rights in Nepal's new constitution, promoting education and participation through a dedicated disabled street theatre troupe; Disability Voice magazine, radio and TV and disability-inclusive livelihood programmes in 4 districts with 4 grassroots DPOs in western Nepal (2014 to 2017), both project were funded by UKAid-funded)

B. Nepal Disabled Human Rights Center (DHRC):

DHRC is a national disabled people's organization formed in 2000 to promote the rights of all disabled people: political, social, legal and economic. DHRC was an Implementing Partner of this project. DHRC was responsible for development and approval procedural at all level of government of Nepal. Additional to this they played overall coordination role with DDP and DWA. Similarly, project management and support in the effective implementation of the project at field level, regular monitoring and guidance to downstream partners.

C. Disabled Welfare Association (DWA):

DWA is the implementing partner at local level in Dhading district. They worked at community level, mobilized Social Mobilizers and played coordinating role with local government and community. They identified the communities and outreached to the beneficiaries and conducted the ongoing local monitoring of project activities.

DDP and DHRC worked together since 2007 and have partnered on and completed two other UKAid funded programmes, 1) Disabled Peoples Advocacy for Change, a 5 year programme under the Civil

Society Challenge Fund and 2) Poverty alleviation in 4 western Nepal districts, a 3 year project under the Global Poverty alleviation programme.

1.7 Purpose and Objective of review

The main purpose of the assignment was to review and reflect back on what went good, what were the main learnings from the project, what were the main activities that made impact on the community and beneficiaries, what could have done better through interaction with project team, beneficiaries government stakeholders, through documents review, meetings and focus group discussion etc.

CHAPTER 2

2. REVIEW METHODS AND PROCESS

2.1 Data collection methods

This review is based on both primary and secondary sources of information. Secondary information is mostly based on project documents. Primary information was collected from field. Key informant interviews and in-depth interviews were carried out with different stakeholders, target beneficiaries and social mobilizers to get the first hand information. Due to COVID-19 and lockdown at country it limited the collection of primary source information. However able to get through phone call and few visits able to get the information which helped to validate the secondary information. Similarly, meetings were carried out with staffs of DHRC and DWA.

a. Documents review

TOC, Yearly and quarterly progress reports, log-frame, case studies were reviewed to assess the information. (See annex for documents list)

b. Interviews:

In-depth interviews (IDI)

In-depth interviews were conducted with grant receiver and Self-help group's members of this project who are involved in different activities carried out by this project to understand the effectiveness and impact of the project. In total 10 interviews were carried out with grant receiver and 18 individuals from self-help groups.

Key informant Interviews

Interviews were done with different stakeholder who were engaged with the project directly or indirectly. Key informant interviews were carried out with key stakeholders such as, government officials, district. In total 5 interviews were carried out with stakeholders.

Interviews with social mobilizers:

Social mobilizers who are the first contact point for direct beneficiaries were also interviewed to get the good practices and challenges of the project. All 10 social mobilizers were interviewed.

Interview with	No of interviews
DHRC and DWA	2
Project advisory team	5
Social Mobilizers	10

Grant receivers of livelihood and also SHGs member	10
Self-help group members	18

In total 45 interviews/meetings were conducted. These interviews helped to explore particular contexts and prevalence by specific individuals or groups through the use of guided questions.

2.2 Limitation of the Review

Analysis is based on documents review and interviews with individual. Due to Covid 19 and lock down some interviews was done face to face interviews with direct beneficiaries and stakeholders and some of interviews was done through the phone call.

CHAPTER 3

3. ACHIEVEMENTS OF THE PROJECT

While identifying the most significant achievements of the project following areas have been assessed.

- a. Approach
- b. Relevancy of the project
- c. Project Effectiveness
- d. Efficiency
- e. Impacts

3.1 Approach taken to implement the project at local level

Different approaches were taken to make the project successful and to reach most vulnerable people and community.

- **Formation of Self Help Groups**

Project has not worked in isolation with the individual beneficiaries instead of that they have brought people into a group and formed 36 self- help groups (SHG). This has provided the platform to come and interact with each other which has built their confidence and leadership qualities. Additional to this SHG members they themselves were the decision makers of their groups which increased their confidence and strengthened the capacity. This approach helped to increase the ownership toward the self- help groups.

- **Steering committee of stakeholders**

Another approach taken by this project was formation of steering committee of vice president of municipality and Deputy Mayor of municipality, Advocate of Bar Association, Dhading, Chair of Nepal Disabled Women Association, Dhading, Representative from small and cottage industry, DHRC team, DWA team to have a regular interactions. This has reduced the danger of duplication of work and inform all the stakeholders about the project progress and get the regular support for different stakeholders for smooth intervention of project. Steering group was also set up to ensure that the achievements of the project continue after project ends and that current and new disabled people will be included in municipality mainstream development projects

- **Local partner and downstream partners to monitor the activities**

Instead of working directly at the community, project has envisioned three tier of management of project, DDP as a grant holder and responsible to donor, DHRC at central

level and DWA at community level ensured the smooth intervention of project. DWA and DHRC have ensured that ward and district leaders have been involved in all stages of project implementation and have been kept informed of all project activities. In return the ward and district leaders have been actively supporting project implementation and participating in all ward and district level meetings.

- **Deployed of Social mobilizers as a first contact point for direct beneficiaries:**

10 Social mobilizers (6 females and 4 male) who themselves or family members are disabled were mobilized at working area so that they have a regular interaction and reach to target beneficiaries. They are first point of contact between prospective beneficiaries and the project. As they are local residents this has not only reduced the cost of project also helped to provide immediate support to beneficiaries.

3.2 Relevance of the Project

In assessing the relevance of the program intervention, the review considered the following factors:

- ***To what extent were the specific interventions relevant to the needs and priorities of the beneficiaries?***
- ***How project objectives align with national and international framework***

3.2.1 Interventions relevant to the needs and priorities of the beneficiaries:

There is no doubt that the project was highly relevant in terms of addressing the needs of persons with disabilities. Most of the interventions are found to be very much relevant to the need and priority of the beneficiaries. It has reached vulnerable, deprived and excluded communities, women with disabilities and persons with disabilities of Dhading district.

Activities are based on the perceived needs of the beneficiaries. Before implementation of activities a baseline survey was carried out to understand socio-economic situation of persons with disabilities and identify their real needs and to reach the most needed person. Information was collected from 620 persons with disabilities. This has helped project to understand the economic and social situations of target group.

Baseline indicated that 56.94% people have an income of less than Rs 6800 per month which means they are living below poverty line i.e. less than 1.90 USD a day equivalent. Their source of income is either social security allowance or farming for consumption. Similarly, around 20% of respondent of baseline were jobless. Economic activities were carried out to support target groups for the enhancement of their economic condition. The Project also supported them to be economically sustainable by building their skills on livelihood and providing funds to establish their business.

During KII with some of the target group also expressed, this project has helped them to increase their social and economic status and gain respect from family and society.

I already had a small fancy store, I added more stuff from the seed money (Rs 12000) which I received from project. This has helped to increase my business and more profit I gain. Surprisingly family attitude toward me has also changed. Now they care about me and help me. I have started saving for the future too as monthly there is income of Nrs. 20000. Paru Sharma, WDIL beneficiary and SHG member.

In line with these findings, the project activities were derived from the need and demand of people with disabilities of those working area.

3.1.1 Alignment of the project objectives with international and national frameworks on disability/inclusion:

This review also assessed how the project objectives are aligned with international and national framework

Some of the key area that has defined under “The Act Relating to Rights of Persons with Disabilities, 2074 (2017)”

a. The Act Relating to Rights of Persons with Disabilities, 2074 (2017)

1. The persons with disabilities shall have the right to obtain assistive materials and community assistance in order to earn the living respectfully
2. **Right of participation in policy making:** (1) The persons with disabilities shall have the right to participate on their own or through their related unions, organisations in the process of development of important policies that may affect them.
3. **Right to social security:** (1) The persons with disabilities as prescribed shall have the right to obtain economic assistance or social security as prescribed from the Government of Nepal.
4. **Rights of Women with Disabilities:** (1) The Government of Nepal shall make necessary provisions as prescribed to protect the rights of women with disabilities and to create an environment that is conducive to the maximum use of their knowledge, skill and potential.
5. **Vocational training and self-employment:** (1) The Government of Nepal shall provide vocational training in order to develop professionalism and create self-employment by enhancing the skills of the persons with disabilities.

This project directly contributed to achieve Disability Right Act of Nepal.

a. Project contributed to achieve the local government action plan:

Though, one of the priority areas of local government is to support vulnerable and marginalized community but they were not able to reach women with disabilities. So this

project has contributed to achieve the local government plan too by mobilizing key decision makers in project activities.

*Though we want to work for most marginalized and vulnerable people but with limited resource and capacity we could not reach to them. This project has contributed to achieve our local level plan by working with women with disabilities:
Kalpana Sharma, vice chair, Siddhalekh village Municipality*

b. Project has contributed to achieve the UNCRPD articles.

- 1. Article 6 on women with disabilities**
- 2. Article 7 on children with disabilities**
- 3. Article on work and employment**
- 4. Article 29 on participation on political and public life**

Project objects are directly aligned with national and international framework.

3.3 Project Effectiveness

In addressing the question of how effective the project has been, the intervention of the logical framework was considered. Four outputs provided the review with the basis for identifying topics that would help assess the effectiveness of the project. The four results are listed to help organize the findings related to effectiveness.

OUTPUT: 1

Increased access by 624 women with disabilities/women carers of disabled family members, to economic opportunities

Project directly worked with 640 women with disabilities and women carers of disabled family members. As the priority of the project, it has worked with women with disabilities and empowered them both economically and socially.

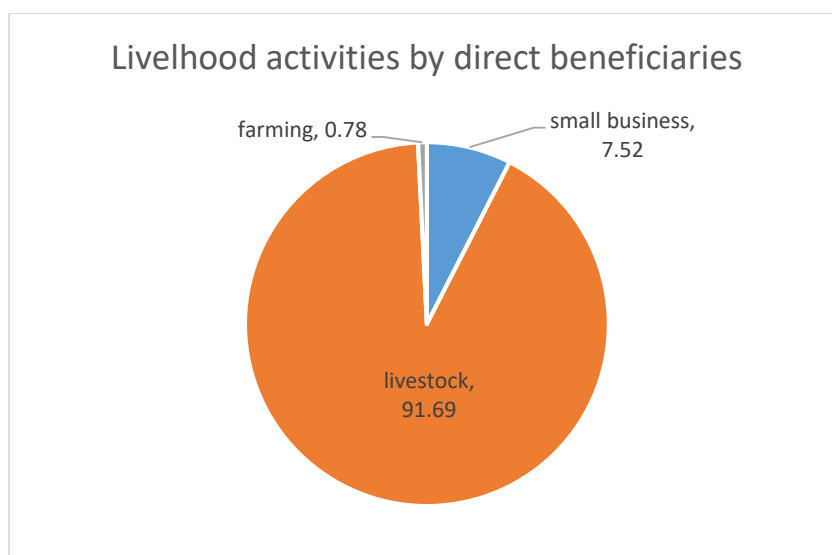
Economically empowered persons with disabilities

Economic independence plays an important role in development of self-esteem and to change the perception of family and community members that persons with disabilities contribute towards their family and society as well. Therefore, for economic independency, livelihood support is important. The project has contributed to establish sources of income for target beneficiaries. As per the report shared by the program it shows that project has reached 638 women with disabilities/women and men carers of disabled family member which is more than the target set by the organization. Almost all

beneficiaries, that is 638 self-help group members, received financial and technical support for their livelihood initiatives or expansion of ongoing activities. Those members received NRs 12000 as Seed Money for their livelihood activities. One good thing about the seed money is that all the target beneficiaries received it. So there were no not conflict arising among the members. Following are the categories of livelihood initiatives or expanded: Most of the beneficiaries that is 91.6% have chosen animal husbandry due to easily available of fodder.

Table: Livelihood Categories

S.N	Small Business	Male	Female	Total
1	Clothes/fancy shop	4	2	6
2	Local electric shop	1	1	2
3	Furniture making	2	0	2
4	Tea shop	9	5	14
5	Grocery shop	8	6	14
6	Fertilizer shop	0	1	1
7	Spicy snack shop	1	2	3
8	Tailoring	2	2	4
9	Fruit shop	1	0	1
10	Vegetable shop	1	0	1
	Total	29	19	48
	Livestock			
11	bee keeping	2	2	4
12	fish pond		1	1
13	goat keeping	206	300	506
14	poultry	11	25	36
15	pig keeping	4	7	11
16	Baby buffalo	10	17	27
	Total	233	352	585
	Farming			
17	Vegetable farming	2	3	5
	Total	2	3	5



Cash grants (seed money) helped to increase their income. Though the cash grant was a small amount but it has large impact on the persons with disabilities who never received any support from others or who are needy to establish their source of income. It is too early to observe the benefit of this support, but few members shared that development of their income has already started. The cash support has been useful for increasing the income of people with disabilities.

When it was planned to bring persons with disabilities in a group and help then to start saving it was thought that might be there will less than 50% of beneficiaries will be interested to involve in saving and credit activities but it is overwhelmed that 100 percent of members are saving which shows trust among the members and also on project and another attraction is low interest loans to members in the form of loans.

Some of the case studies shows that income of some beneficiaries have been improving. Some examples shows that they able to meet their basic needs.

.... Nor Bahadur Magar is 44 years old and a person of restricted growth, his height is 76.2 with physical disability (little people) struggled a lot in his life. Families and societies attitude toward him was not respectful toward him as being a person with disability and another that he was not earning enough to feed the family members. When he joined SHG (Manakamana Apanga Samuha) formed under the WIDL project, his course of life changed. With the financial support from project (Rs 12000) he started bee keeping. From three beehives now in three years he increased to 12 beehives, this means income also increased. His wife is supporting him to manage this bee farming. Similarly, he also started to save money in his group which he could never have done before with his limited income from post man job.

... Though the amount was small for me but it helped me a lot and save me from getting loan in high interest. I have been raising goats since last few years and was planning to get loan to expand goat shed. As being a member of self-help group and looking over my need, I

received cash grant Rs 12000 from the project from which I expanded goat shed. This support has saved me from paying high interest if I have taken loan from other sources: Ram Hari Aryal, Siddhalekh

Ambika Rizal, 50, and Tej Bahadur Rana who also started their own small business and earning NR20-25,000 a month. This is very good amount of money not only to survive but also can save. They expressed that they have started to save money. Monthly they are able to save Rs 15000 which is made them excited about their work.

Awareness on right and justice has helped to empower persons with disabilities to fight for the justice.

It has seen that this project has contributed to change the People's attitudes towards persons with disabilities. Some of the examples from the project report shows that the awareness raised by project has created positive impression towards persons with disabilities: When the project began, many of its beneficiaries were marginalized, felt isolated, and lacked knowledge on disability rights and entitlements. The SHGs have brought opportunities to unite and share concerns, but also changed attitudes and perceptions of disability in the community, demonstrating that Persons with disabilities can be independent and economically active. Local government has also become more aware of disability issues, and started allocating a budget for disability-inclusive development. Many of the beneficiaries have started livelihood activities and are earning for themselves and for their families.

Individual interviews with SHGs members expressed that the counselling provided to them has been changing their negative perception toward their own disability and **feeling of being an equally important part of community**. They also started to respect themselves. The activities initiated at community-level like awareness raising, regular meeting of SHGs, trainings started to **increase the visibility of persons with disabilities** in the communities. Many beneficiaries with disability and parents/carers have learnt about social security allowances, health and education services, and how to access them. Some of the beneficiaries shared that their family members and neighbours started to respect them.

Project has helped to access the services: Not only legal and economic support project also helped women with disabilities and their carer to access other services. The project has helped to meet immediate needs, practical ways by referring people for medical treatment, assistive devices and psychosocial support. The project has helped in immediate, practical ways by referring 118 people for medical treatment, assistive devices and psychosocial support. They received psychosocial counselling and other assistive devices like wheelchairs, walking sticks, prosthetic hand, prosthetic foot, crutches, special shoes, hearing aid etc.

Mana Maya Gurung has a physical disability and was having difficulties in movement, never thought she would be able to go around by herself. Project downstream partner and social mobilizer explored and coordinated with different disabled people's organization (DPOs) and finally Nepal Rehabilitation Centre agreed and provided Wheelchair that cost around

Rs 40000 that fits her. If project has not initiated, then she might not be able to get wheelchair which is suitable for her and become mobile

Output 2

36 SHGs formed and led by disabled women/ women carers of disabled family members are formed, active and also able to advocate for access to justice and services

Self-help groups created common platform to share and learn

Self-help group belonging to a group (or organization) is one of the principles through which people with disabilities can participate in their communities. Project initiated to bring scattered person with disabilities into a common platform and formed a self-help group where they started saving and credit activities. This platform has also been used to get loan to fulfil the immediate needs for individual.

In total 36 SHGs established at the project area. Groups which have now become a platform for them to share their issues and problems and serve as a mechanism to support each other. Therefore, the activities designed under the project and especially the formation of Self-Help Groups were relevant to strengthen their social security. Instead of controlled by the project, as named itself self-help group, most of the activities are conducted by self-help group members themselves. SHGs have become the platform for bringing discrimination and abuse into the open and finding legal assistance.

Taking action to demand their rights: The project raised awareness and informed them of social safety net provided by the government: The project has played a coordinating role to access the local resources and assisted the groups in accessing the disability ID cards. Baseline carried out by project clearly showed that more than 50% of persons with disabilities have not received the disability ID card despite, one of the most important components for them as they were not aware about the importance of it. Looking over this gap the project worked closely with local government to distribute disability ID cards to those who not received or did not want to get that card due to their ignorance of the importance. Project helped to 572 persons with disabilities to get the disability ID card. The project was able to help persons with disabilities to get identity card which is very much important for them. To ensure that all the person get the disability ID card downstream partner DWA itself involved in the process with local government.

Constructive Engagement created awareness at the community: Some activities such as Celebration of International Day of Person with Disabilities, Human Rights Day, International day for the elimination of violence against women on the 25th November and continuing for 16 days of activism involving people with disabilities has increased the visibility of people with disabilities and created awareness on their issues. Involvement of ward vice presidents and other stakeholders as well as family members of persons with disabilities in the events has added value to make the community aware of existence of persons with disabilities in their community and make them realize their importance.

Registration of self-help groups

To access the fund and also for sustainability of group, registration of group is very much important. The project supported t self-help group to be registered at local level. However not all the SHGs are registered but 25 self-help groups are already registered at local level it shows the sustainability for the project intervention. Regardless of registration SHGs have an identity and name, membership and bank account and their own byelaws and are recognised by the local authorities.

Social mobilizers trained and capacitated to support SHG members and individual beneficiaries

Social Mobilizers working at grassroots level are familiar, trusted figures who meet and communicate frequently with direct beneficiaries. They supported beneficiaries to obtain Disability Identity Cards (DIC), which allow them to claim social security benefits from government. Their regular contact, moral and technical support boost up the confidence of beneficiaries. They also helped beneficiaries to understand more about the disabilities issues and how to address those issues. Similarly, they also facilitated to get free education and medical treatment through their municipalities. Social mobilizers' role was more effective during the lockdown of country due to COVID -19 pandemic. They ensured that people with disabilities got the emergency food supply from local government.

.....Rita Silwal, a 13-year-old 8th Grade orphan and physically disabled girl received a scholarship of NR 40,000 through the efforts of Urmila Panday a social mobilizer of project helped to prepare the application. She has also made arrangements for Rita's treatment at HRDC rehabilitation hospital in Banepa, near Kathmandu.

Output 3

Advocacy activities undertaken at local, district and national level, with the aim of reducing stigma, and increasing awareness and understanding of rights, access by disabled people to services and justice

Project has taken multiple approach to empower persons with disabilities. When people are economically sustained then only they can raise their voice, which is true with this project. Simultaneously the project strengthened the economic status as well as their social status. With regular awareness raising and legal support, it helped to boost up the confidence of beneficiaries to fight against the discrimination towards them. *Regular support on legal cases had helped women with disabilities to get justice.*

Few examples of cases:-

.....Phampha Devi Dharel, 40 years old, was verbally and physically abused by another resident of her municipality. Phampha was badly beaten and was taken to Gajuri community hospital for treatment. A case was registered. The police called in the accused and detained her in custody for a day. Later, both parties met for mediation at the police station where the accused admitted her bad conduct, apologized and promised never to repeat the offence.

..... Tej Bahadur Rana, a 52-year-old man with a physical disability, who was cursed by his neighbour. His case was filed with the district police and a press conference was also called. The neighbour apologized and expressed regret for her deeds.

Additional to awareness to target beneficiaries, Project also used different means to sensitize and aware people regarding the disability issues. Weekly radio program (Kantipur PM) and quarterly magazine (disability voice magazine) helped to sensitize people in society on disability issues. DHRC Nepal coordinated and collaborated with CBM Nepal who funded the production of the TV magazine series, Apangata Awaaz (Disability Voice) TV programmes and negotiated with the Ministry of Communication and Information technology to bear broadcasting cost. On national Nepal TV reaching a huge audience with the 32 episode among that two episodes were focused on WILD project.

DHRC coordinated with different organizations and delegations such as Ministry of Women Children and Senior Citizens, National Human Rights Commission, Central Bureau of Statistics, NFDN, Nepal Stutterers Association, Nepal Haemophilia Society, CBM Nepal etc, for interview slots in the Apangata Awaaz TV programmes.

Steering group meeting one of the very good approach taken by project to bring different stakeholders together to review and reflect the activities carried out by project and informed about the needs of persons with disabilities. This has helped to disseminate good practices and how to minimize the challenges as well as avoiding the duplication of work. Most of the

stakeholders appreciated how project involved them from the beginning. As a results of these regular meetings and advocacy, number of support received by the beneficiaries like cash grants , disability ID card, and other assistive devices. Also local governments committed to support these SHGs after the project phase out. One of the outcomes of these meetings - from the discussion with the government officials it came out that the project is working as a catalyst and adding value to the work of government. Mobilizing person with disability to get the local resources, bringing them to local government for ID card a very good coordination has been established with local government and project to for the disability ID card distribution. The work of the project was transparent and built the ownership of stakeholders towards the project

Due to continuous advocacy ward 10 and 11 of Nilkantha municipality has allocated budget for assistive devices. Before there used to be a budget for vulnerable groups but was never used for persons with disabilities now they have started to think about persons with disabilities with is one of the outcome of project advocacy: Sundari Thapaliya, SM Nilkantha municipality 10, 11

Output 4

DHRC and DWA demonstrate improved capacity to implement disability inclusive and gender balanced development projects.

Inclusive members of organization to promote Inclusion in project: DHRC Nepal executive board membership is 5 women and 2 men. DHRC staff team is well balanced with 5 male and 5 female staff, with roles supporting the day to day operation and management of DHRC Nepal. Similarly DWA, the downstream partner's executive board membership is 4 men and 3 women. Vice president and treasurer positions are led by women. The WDIL team in Dhading has 7 female and 5 male who are responsible for the implementation of the project at community level.

Enhancement of the capacity of staff has brought the added value to the project for its success. Along with target beneficiaries and social mobilizers, capacity of downstream partner DWA has been also enhanced. DWA has never implemented this volume of project before. This was the first project with high volume of budget they have managed. With the regular technical support from DHRC and DDP, capacity building through the WDIL project helped DWA to strengthen their capacity and successfully delivered the local level activities with great coordination and collaborations with local stakeholders.

In the third year of the project, COVID-19 pandemic also affected the project activities. But looking over this pandemic, the project has initiated the activities which was related to COVID-19 pandemic. DDP shared information which helped to raise awareness on COVID-19 and prevention. Executive Director and Project Coordinator of DHRC conducted regular awareness sessions on prevention and precaution related COVID-19 through online and telephone calls with all staff and also with the downstream partner. All staff were provided with masks, sanitisers and reminders on social distancing and to listen out to Government of Nepal guidelines and to follow them.

Recognition from Governmental and Non-Governmental organization: DHRC Nepal received recognition for the disability rights work from government and nongovernment agencies. Jagadish Adhikari, DHRC's Executive Director was invited to join the 5 member monitoring team of the National Human Rights Commission to monitor human rights in the current complex situation arising from COVID-19.

He was also invited to join the prestigious newly formed cross ministerial National Disability Steering Committee formed by the Ministry of Women, Children and Senior Citizens (Hon'ble Minister level). This Committee will co-ordinate, monitor, promote activities related to the rights, facilities, services and protection of the persons with disabilities and to give direction in all related activities. Representation at this level brings recognition and status for DHRC and also the opportunity to effect changes at national level.

3.4 Efficiency

- **Capacity building of staffs and social mobilizer helped to implement project activities efficiently**

The Social Mobilizers who themselves are persons with disabilities working at grassroots level are familiar, trusted figures who meet and communicate frequently with the direct beneficiaries. In return, they bear accountability for responding to them in a timely way, and providing disability-related information. They have been supporting beneficiaries to obtain Disability Identity Cards (DIC), which allow them to claim social security benefits.

There was a regular technical support, feedback and suggestions from DHRC and DDP helped local partners to implement project effectively and efficiently.

- **Coordination with local level organization makes the use of resources efficiently:** Build up linkages and connections with other stakeholders, beneficiaries were able to receive assistive devices from local government, and other development organizations.

- **Value for money**

Project design has helped to reduce the project implementation cost. Steering committee meetings regular monitoring visits, technical support to target beneficiaries was carried out at local partners which has reduced the cost of transportation and other associated cost of project. The project's budget was very tight and throughout tried to economise and cut costs. Both DHRC and DWA collect 3 quotations for purchases costing over NR 20K following the procedures set out in DHRC's procurement policy which is also used by DWA. Training programmes were held in low-cost venues and social mobilisers and the local project officer have managed to secure ward offices (e.g. in Siddhalekh 3, Gajuri wards) to hold their monthly meetings and if necessary other training sessions in these venues.

- **COVID -19 challenges and action taken by project:**

COVID-19 pandemic also affected the project activities. DHRC has increased the frequency of contact (mobile calls) with downstream partner DWA e.g. sometimes daily if the situation demands, rather than sticking strictly to the mandatory and agreed times, also tried to manage budgets efficiently to be able to conduct all activities on time.

DDP and DHRC have also increased the frequency of communications via skype and WhatsApp. Social mobilizers keep to their timetable of organising the monthly meetings so there are no gaps in discussion or in collecting the savings. SMs are also conscious of the need to keep up their regular contact with individual beneficiaries and their families, and home visits as soon as the situation allows, in order to avoid gaps developing or problems going unaddressed.

DWA coordinated with municipalities and different organisations such as FOCUS Nepal, Parilachhit Nepal (Forward Looking Nepal) and supported in the food relief distribution. SHGs members who received food relief were grateful to project: Raju Regmi, SM

DHRC-Nepal coordinated with National Human Rights commission and other Disabled Peoples' Organisation to make and broadcast COVID19 response related weekly radio programs. Radio program broadcast the problems, challenges faced by people with disabilities and publicised activities by government and DPOs to mitigate their challenges, what is COVID 19, cause and prevention steps to be safe from COVID etc.

3.5 Impact

It's too early to see the impact of project activities but some of the positive changes are already visible.

- **Leadership of women with disabilities developed:**

Primary beneficiaries are women with disabilities, and they are the decision makers of their self-help groups. With the continuous support by the project, women with disabilities have built the leadership capacity and able to advocate for their rights. Some of the members shared that they are confident to speak in-front of anyone. Similarly, the project has facilitated training on disability and legal rights and disability right, thus the beneficiaries have knowledge on disability and disability rights. They also learned the skills how to mobilize their savings and where to invest it.

- **Review of Laws and Policy:** *DHRC undertook a review of Nepal's disability laws and policy relating to women and make action recommendations based on the findings.*

- **Sustainability of self-help group:** 70% of the SHGs are able to operate on their own, conducting monthly meetings, collecting saving and providing loans to their group members. Repayment of loans as a revolving fund, which is good practice for the sustainability of the project. Among the 36 SHGs, 25 are formally registered at local level.

- **SHGs members empowered to seek support from other stakeholders.** Some of the self-help groups have already started to explore other local support for their betterment. Project helped them to build their leadership skills and informed about their rights and provisions. Some beneficiaries expressed that now they are not shy to talk with people and understand that there is a budget at local level for persons with disabilities.

- **Local Government initiated to support persons with disabilities:** Project helped to connect persons with disabilities to local government. The project assist beneficiaries to obtain Disability Identity Card that access them to security allowances and other provisions made by Government of Nepal. With the continuous advocacy 30 project beneficiaries were able to secure Rs 300000 for the livelihood support. This was additional support for 30 beneficiaries. Most of them were our beneficiaries who received addition benefit.

- **Local government involved project partners and staff in their disabled coordination committee:** Municipalities recognized the effort taken by project to empower women and persons with disabilities in their area, so they invited DWA to provide technical disability inputs in relation to the distribution of disability identity cards. DWA/WDIL staff, including social mobilizers (5 people) are members of the 4 municipalities' disability coordination committees. This will strengthen the future inclusion of disabled people in all aspects of municipality planning and budgeting.

- **Stakeholders aware on accessibility of persons with disabilities:** Accessibility is a right as well as a requirement for people living with different types of disabilities towards

increasing their reach to some kind of facility and service, and to support their participation in society. Persons with disabilities are facing numerous barriers in accessing public infrastructures, transportation and communication services. Project advocated new constructions of government building to be accessible for persons with disabilities. Due to continuous advocacy, district court built a ramp and lift in their building. Additional to this Nilkantha municipality is going to build a disability friendly toilet at their premises

Project helped to establish system at DWA: Project not only helped to build the capacity of staff but also supported to establish system in the organization. DWA has developed financial policy, Human Resources policy and child protection policy. Additional to this they also started to develop annual work plan and established the system of regular meetings. There were no projects before the WDIL and now they have 4-5 new projects which is the impact of WDIL project.

CHAPTER 4

SUSTAINABILITY

Sustainability is assessed by measuring whether activities implemented during the project are likely to continue even after the project has been phased out. Project sustainability was examined related to persons with disabilities' empowerment in the project area. It's too early to assess the sustainability of this project however, there are some activities which lead toward long term sustainability.

Establishment of grass root level structures leads to sustainability of persons with disabilities: at the ward level, there are 25 SHGs among 36 are already registered at local level. Concept of awareness building and bringing people with disabilities in the same platform through the group formation might lead to the sustainability of activities. However, sustainability of these groups needs to be ensured through different kinds of support mechanism like encouraging them for monthly saving, organizing monthly meeting, and linkages with local level stakeholders.

Training and counselling has empowered people with disabilities to make decisions by themselves and to be proactive. SHGs in some areas were already exploring possibilities of building linkages with other local organizations. This will help a group to get support and continue their activities after the completion of the project period.

There are some achievements quite visible and ensuring sustainability. Savings and Credit and the income through the livelihood activities will lead to the financial independence. However, it has just been started but during the individual interviews some of the people with disabilities had already made profits.

CHAPTER 5

GOOD PRACTICES

Risk Register

Regularly registering risks is one of the good practices established by the project. Regularly project registered the risk and effort was taken to minimize the risk.

Project staff have good channels of communication in the circumstances, and SMs are helping to disseminate the 'stay home – stay safe' message. People in Nepal have long experience of disruption to travel and the local economy. The project has successfully established positive relationships with local government and other organizations, bringing the possibilities for collaboration outlined in this report.

Safeguarding

Introduction of safeguarding policy helped organization to be more responsible toward not only to staffs and volunteers but also for the beneficiaries.

Orientation session on safeguarding ensured that both project staff on the ground and their managers have a common understanding of what constitutes abuse, organizational and individual responsibilities, and how to deal with any incidents, allegations and concerns. DHRC and DDP will continue to review and revisit these issues, in order to consolidate this culture of safeguarding within organizations and the communities where they work. After all, a core objective of this project and of the partner organizations is to tackle discrimination and abuse, irrespective of gender, age or disability, in vulnerable communities.

Established mechanism to collect the feedback from beneficiaries

Project have established mechanism for collecting feedback from project beneficiaries, using a bottom up approach. Social Mobilizers (SMs) were the focal persons, beneficiaries approach them to share not only their problems but also the progress they are making with livelihoods and other activities. The team of SMs play a vital role, organising and conducting monthly meetings, making sure that monthly savings are done and recorded and providing updated information on COVID 19 and disability issues. They made regular home visits and monitored beneficiaries.

Joint monitoring system

Joint monitoring which includes municipality and ward duty bearers is an effective tool to showcase the project's intervention and effectiveness where they (duty bearers) get an opportunity to interact with beneficiaries and observe project impact in the community

directly. It provides an opportunity for interaction between duty bearers, key project staff and beneficiaries where they can learn about government provision and what could sustain the achievements when the project is over.

Feedback provided by DDP and UK AID

There were regular monitoring visits, feedbacks, suggestions and technical support by DDP which helped project staff for betterment and smooth interventions of activities. Similarly regular feedback provided by UK AID helped to understand the gap in the project and encourage to do best.

The last DDP monitoring visit was in Nov 2019 and the one planned for March 2020 was cancelled as Covid started and there was restriction from Nepal for any visits. Despite the cancellation of DDP visit there was no gap in technical support from DDP. They provided regular support through virtual communication.

Inclusion

Despite the project for women with disabilities it included male with disabilities also. Inclusion of men with disabilities in the project as baseline indicated males are also vulnerable in the target areas. Selection of target groups are based on the findings of baseline survey.

CHAPTER 6

UNDERLYING CHALLENGES

COVID-19 outbreak: a big challenge at the end of Y2. Due to lockdown meetings and visits could not happen. Activities were delayed. The lockdown was extended, and further restrictions put in place. However, SMs were able to visit beneficiaries at home in their respective wards and continue their activities. Regular meetings with WDIL staffs were done through electronic means.

Livelihood activities not diversified: most beneficiaries interested to keep goats, as fodder is freely available and scenario was very suitable for livestock. The challenge was how to diversify livelihoods when assessing beneficiaries' abilities, family situation – and natural inclination, as rural people, for keeping livestock. One drawback was when an animal dies without insurance, which was not originally budgeted for. Although insurance cover is not expensive, beneficiaries may lack experience or the means to pay; agents can be unwilling to travel to remote areas or visit regularly to collect premiums. Also, there was not diversified livelihood activities

Delay on Formal SHG registration and re-registration: due to delays Gajuri municipality's annual plan, SHGs formed there could not formally register. Of 36 SHGs formed, 11 lacked formal municipal registrations.

Geographical challenges to visit direct beneficiaries:

The project team members needed to visit the rural areas and the local transportation services was not available for most of the places and those place where local transportation available was also halted due to COVID-19 pandemic. This has added challenges for social mobilizers to visit self-help groups regularly.

No formal sharing of learning mechanism:

Capacity building trainings was limited to few SHG members only, so very few people with disabilities got the opportunities to take part in the trainings. There was no formal mechanism or support established to use/encourage those leaders to share/disseminate their learning with other members afterwards.

Not attend SHGs meetings regularly:

Mostly the monthly meeting of SHGs were limited into collecting saving and distribution of credit. Without any agenda the group meeting would not be effective and useful and people seems to be demotivated to join the meetings regularly. Some of the members had attitude that "I have already received seeds money so why should I go for meetings". Geographical hardship was another challenge for persons with disabilities to attend the meetings regularly. High cost of local transportation and no transportation during rainy seasons also added challenges.

SHGs' membership seemed to have a greater representation of care taker/family members rather than the people with disabilities themselves, as it was overall quite challenging for people with disabilities to reach the meetings' venues due to geographical hardship. Most of the people who came to the meetings were representatives rather than people with disabilities themselves. One of the challenges this causes is that instead of discussing "own issues", it becomes discussions on "others' issues".

CHAPTER 7

CONCLUSION

Before the project start people have negative attitude towards person with disability, even the persons with disabilities they themselves were not confident and not realized that having disability cannot limit them in involving them in the income generation activities. Many of them have no knowledge on rights of person with disability and government provision of security allowance, free health care and education facilities etc. They also didn't know about the allocation of budget at ward level for disability rights.

Women with disabilities bear the double burden of being disabled and female in a traditional patriarchal society. They are often dominated, neglected and discriminated against, and often receive little support from their family. They form one of the most vulnerable groups who have been the main targeted beneficiaries of our project, which has given priority to such women. Similarly, carers who have a disabled husband/wife, children or any other disabled family members were also targeted

The project has a very strong component of empowerment of women with disabilities and persons with disabilities. The project approach has been built on a clear set of principles, which has contributed to the effectiveness of implementation. These principles are:

- The participation and central role of women with disabilities and persons with disabilities in all steps of the process, which has contributed to reduce the discrimination among persons with disabilities
- Collaboration with multiple actors to ensure a cross-disability focus and linkages between persons with disabilities and local government and other organizations
- Sustainability both in developing the capacity of Self-help groups and economic empowerment
- Strengthening the capacity of implementing partners for better position to advocate and better serve for persons with disabilities.

Formation of SHG and registering those groups at local level already shows the sustainability of persons with disabilities groups. The Project Design has a clear approach & objectives to bring women with disabilities in mainstreaming development.

Develop and use partnership to promote greater accountability. Instead of direct implementation of project the activities were carried out by local partners DHRC and down-streaming partner DWA. Regular technical support and monitoring visits from DDP has improved the quality of project. Collaborative approaches resulted in an increase sense of local government ownership, sensitization and positive response for the wellbeing of persons with disabilities as reflected in the increased allocation for disability related development of Wards' annual budgets. Similarly local government has realised that persons with disabilities are not only recipient and dependent on social service allowances, but they are capable to do various livelihood activities and can be self-dependent. Leadership disability and self-

advocacy training has positive effects and raised the profile of disability issues resulting in persons with disabilities being invited into various governmental and other forums.

It can be concluded that the project is highly relevant and was effective in empowering the most vulnerable people of the communities of Dhading in addressing their issues. Despite COVID-19 challenges, continuous countywide lockdown, all the activities were carried out. These are significant measures taken towards the direction of sustainability; like bringing people with disabilities into groups, awareness in terms of their rights, livelihood support with cash grants, and linking with local stakeholders. The project worked on the priority needs of the target communities, however the intervention has just started and needs further support to keep the momentum of SHG activities and make them empowered. There are good prospects for the long-term sustainability of the project if the SHGs are supported regularly by any means either local partners or link with local government.

CHAPTER 8

RECOMMENDATION

- There was a monitoring visits from DHRC was quarterly basis but it seems that was not enough to provided support and interact with beneficiaries so it is recommended that **monitoring visit needs to be monthly basis.**
- Gender equality: men with disabilities and their careers were included into a group, but sometimes as culturally men may dominate the groups, so ensure that women are leading the groups
- While selecting the beneficiaries' priorities should be given to ultra-poor and single women which was lacking in this project.
- Most of the self-help group's members are from vulnerable community and they just started to understand about the groups, saving credit, their rights and started the livelihood. It's too early to leave them in isolation without any further support. It is **recommended for the continuous monitoring visits at least for a year to provide technical support** for those groups and make them stronger and sustainable.
- To motivate SHGs members to be in a group and attend the regular meeting **revolving fund in the name of SHGs** members would be one of the options. There saving amount is minimum and not much members will be able to get the loan. If there is a certain money in the account of SHGs, needy persons would be able to access loan from group.
- With the limited budget, number of activities were carried out. However still the gap was seen on assessing the capacity development need of beneficiaries. They expressed that though they have initiated livelihood activities but not aware on business sense and marketing knowledge. To expand the income of target beneficiaries, business should be expanded and livelihood activities diversified.
- It is recommended to **establish a sharing mechanism for the transfer of learning to wider groups** (training to other members). Select SHG leaders and provided ToT (training of trainer) to mobilize them to train other SHG members on different areas.
- Ensure that monthly meetings of the groups are purposeful with a clear set agenda. SHG activities need to be defined with objectives. If this meeting can be structured as a platform to discuss and share different issues like violence, community issues,

sharing of skills and knowledge, it would provide more benefit to the members and communities and motivate them to ensure regular meetings.

- There are various organizations whose policy and priority can be working with vulnerable communities/ people with disabilities, so **explore the possibility of collaboration with those organizations for joint intervention.**
- Sustainability: **Provide regular technical support to persons with disabilities for their selected livelihood activities** and establish collaborative mechanisms with local/province based organizations like District Livestock Service Office for further support and monitoring and insurance of their livestock.
- If project is going to focus on the Livelihood Capacity Development of persons with disabilities, then it is recommended to **carry out a market analysis, and develop market linkages and help to increase the basic understanding of business management**, which is important.
- Regular advocacy/lobby with municipality to support SHGs and further capacity building for sustainability
- Establish the mechanism to address the issues those came during the monitoring visits

Annex 1

Terms of Reference for

To conduct Internal Review and Reflection of Project “Women Led Disability Inclusion Livelihood Project “

Name of Project	Women Led Disability Inclusion Livelihood (WDIL) Project
Country	Nepal
Project Location	Dhading (Nilkantha Municipality, Galchhi Municipality, Gajuri Municipality and Siddhalekh and Kathmandu
Project duration	8 July 2018 to 31 st July 2021
No. of direct beneficiaries and indirect beneficiaries the project targeted	624 direct beneficiaries and 1908 indirect beneficiaries
Duration of review	50 days (25 th May - 15 th July 2021)
The Purpose of the Review	The main purpose of the assignment is to review and reflect back on what went good, what were the main learnings from the project, what were the main activities that made impact on the community and beneficiaries, what could have done better through interaction with project team, beneficiaries government stakeholders, through documents review, meetings and focus group discussion etc.

1. Background

About the Project

Nepal Disabled Human Right Center (DHRC-Nepal) is implementing, Women Led Disability Inclusion Livelihood Project (WDIL) from July 8, 2018 to 31 July 2021 with no cost extension for 1 month in partnership with downstream partner - Disabled Welfare Association (DWA), Dhading. The project is working in 4 municipalities of Dhading district as mentioned above. The project envisions socio economic upliftment of women with disabilities and disabled persons family member/careers. The Project has targeted to reached directly to 624 women with disabilities/careers providing seed money of Rs.12000 each to start income generation activities livelihood. The project has developed Self Help Groups (SHGs) modality forming 36 SHGs that give members an opportunity to share their issues and problems among the similar groups of people that has been a platform for sharing and getting moral support from each other. Members meet once in a month on monthly meeting and also save small amount agreed in each SHG and also our Social Mobilizers talk on different disability related issues such as disability rights, government provisions for Persons with disabilities and practicing intra loan on need basis. The vital position holders’ members of 36 SHGs were trained on how to manage the group, disability rights and leadership. The project has been funded by UKAid and Disable and Development Partners (DDP) as coordinating and grant accountable partner. DDP being mother organization been supporting DHRC- Nepal for more than 15 years developing projects and effective implementation, taking overall role on M & E and regular follow up and supporting in reporting to donor as per donor compliances.

Lead Partner - DHRC-Nepal has been leading this project. It is one of the leading Human Rights organizations advocating the rights of People with Disabilities (PwDs) in Nepal. It was established in 2000 A.D by a group of young disabled people. The vision of DHRC is "to establish an inclusive society where a disabled person can live a dignified life and possess secured rights." The organization is located in Kathmandu and works in association with local level Disabled Peoples' Organizations (DPOs). It is registered as Non-Government Organization under the NGO Registration Act government of Nepal. It is also affiliated with the Social Welfare Council (SWC) and member organization of National Federation of Disabled Nepal (NFDN). The project has been leading by DHRC Nepal,

Downstream Partner – WDIL project has been actually implementing by the local organization named Disabled Welfare Association (DWA), in Dhading. DWA is a non-profit making, non-government organization and self-motive organization established in 1994 AD, formally registered at District Administration Office, Dhading. The organization has been working for the welfare of the disabled people to ensure equal rights and equal opportunities for people with disabilities. It is one of the pioneering Disabled People Organization in Dhading district (DPOs). The main envision of the organization is to reintegrate person with disability into community through different initiation such as awareness raising, life vocational training such as sewing, advocacy, coordination with different organizations including government.

Scope of work

The consultant will review the following document to prepare the learning and sharing document. Review and reflection shall analyse the following policies:

Project proposal along with log frame, Theory of Change, Delivery Chain mapping
Project implementation procedural
Quarterly and Annual reports
Partnership Management Procedural
Project Management Cycle

Outputs/Report:

DHRC is expecting a comprehensive report of project achievement and learning sharing document. Consultant will cover report with following area.

Identify and analyse the significant achievement of the project.
Assess the impact of the project to the beneficiaries, community
Identify the areas improvement, learning for the improvement in the future.
Identify the good practices of the project for collaborating with other organization to scale up in the future.
Identify and document the best example of the relation between partner and government stakeholders
Asses the project in terms of 'Value for Money'
Promoting Gender equality in livelihoods opportunities – was this achieved? To what extent?
Promoting participation of disabled in livelihoods opportunities – was this achieved? To what extent?
Sustainability – the SHG model – assess success
Provide the detail area of improvement and provide recommendations

Methodological approach and design
- Desk review

- Focus Group Discussion
- Interview, meeting with staffs and stakeholders and beneficiaries
- Field visit as per need
 - Feedback collection and Validation Workshop
 - Drafting of report with recommendations for learning

Timeline

S.no	Activities	May	June				July	
		4 th Week of May	1 st w eek	2 nd week	3 rd week	4 th week	1 st week	2 nd week
1	Preliminary meeting with DHRC team and Consultant							
2	Sharing TOR, contract agreement							
3	documentation sharing and review and research							
4	Meeting with DHRC Nepal staffs							
5	field visit interaction with DWA, beneficiaries, government stakeholders							
6	First draft report preparation and submission							
7	Feedback collection and							
8	Preparation of Final Report with finding and recommendation Final Report with finding and recommendation							

Annex -2

List of Interviews

Interview with DWA and DHRC

Jagadish Adhikari	Executive Director
Chanda Shrestha	Program Coordinator
Smriti Sharma Poudel	Finance Officer
BhumiKala Poudel	Television Program Coordinator
Gunaraj Khatiwada	President
Sudip Duwadi	District Project Officer
Samjhana Adhikari	Finance Assistant and Data Input

Interview with Project Advisor team

Name of Stakeholder	Addres	post
Kamala Sharma	Siddalek Rural Municipality	Vice Chairman
Radha Timalsena	Galchhi Rural Municipality	Vice Chairman
Sita Dhungana	Gajuri Rural Municipality	Vice Chairman
Samjhana Rijal	NDWA Dhading	Chairman
Biswaraj Adhikari	Dhading	Lawyer

Interview with Social Mobilizer of the project

Puja duwadi	Social Mobilizer
Nisha pariyar	Social Mobilizer
Kalyan Nepal	Social Mobilizer
Sundari thapaliya	Social Mobilizer
Achyut Khatiwada	Social Mobilizer
Urmila pande	Social Mobilizer
Sumitra dhital	Social Mobilizer
Raju regmi	Social Mobilizer
Krisna khatiwada	Social Mobilizer
Sharmila Khatiwada	Social Mobilizer

Interview with Grant receiver

Sunmaya Tamang	Pig Rearing
Nischal Shrestha	shop
Ram Hari Aryal	Goat Farming
Ram pd Rijal	chatpate
Paaru sarma	Tailor
prakash ghale	Goat Farming

chandra maya lamsal	Buffalo Rearing
Nur Bahadur Thapa Magar	bee keeping
Januka Subedi	vegetable shop
Kali Sunar	Poultry Farming

Selfhelp Group Member/Leader

shanti devi aapangata samuha	Secretary	Sunita Itaniu
uddar aapangata samuha	Chairman	Sita Shrestha
swabalamba apangata samuha	Chairman	Bimala Dural
Chisapani apangata Krishik samuha	Chairman	Susira Karakheti
Bungchung Apangata samuha		sarita ghale
puneshwori Krishi Tatha Pasupalan Apangata samuha	Secretary	Kopila Giri
Sayapatri Apangata Samuha	Secretary	Debaki Bk
bagg bachhala A K S	Chairman	Dhan Maya Karnel
Kederashwor Apangata Samuha	Secretary	Goma Shrestha
Pragatishil Apangata Krishak Samuha	Secretary	Ganga Bhujel
Samabesi Apangara Samuha	Secretary	Sita Nepal
Bageshwari Apangata Samuha	Chairman	Sarmila Rijal
Baraha Debi Apangata Pashu Palan Samuha	Chairman	Ram Maya Thapa
Manakamana PashuPanchhi Palan AKS	Chairman	Ru maya Thapa
Juntara Apangar K S	Chairman	Mina Shrestha
Kalleri Apangata Krishak Samuha	Chairman	Parwati Magrati
Kalika Unnat Pashupanchhi Palan Samuha Siddalek 6	Chairman	Kabita BK
Bageswari		Hari gurung

Annex -3

Documents Reviewed

1. UK AID TOC
2. Case Studies of SHGs
3. Case studies of SMs
4. Project proposal
5. Annual Reports 2018, 2019,2020
6. Quarterly reports t2018, 2019, 2020, 2021
7. WDIL Log Frame
8. UKAID Risk Register
9. Delivery Chain Map