

ACTION PLAN ON  
**HUMAN RESOURCE DEVELOPMENT PROJECT FOR  
PWDs IN NEPAL**

SUBMITTED TO:  
**JAPAN INTERNATIONAL COOPERATION AGENCY (JICA)**

BY  
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# Background /situation:

- Constitution of the kingdom of Nepal 1990, disabled protection and welfare act 1982, education act 1971, children's act 1992 states that children with disability are fully entitled to political, economic, social, educational and cultural security and employment right. A large number of bilateral and multilateral donors and international non-governmental organizations operating in the country play an important role in welfare and developmental activities of disabled people. Estimated prevalence rate of disability in Nepal 5%. According to Association of disabled there are about 200,000 children in Nepal with one or other kind of disability. Family and community members are unaware, policies are not favorable and laws are not enforced, PWDs have been neglected, marginalized, deprived, less served and excluded by there own family, community, local and central government

# Background /situation contd...

- The number of children with PD or ID has been increasing in Nepal each year. Because of conflict situation many children, their parents and their teachers have lost their life. Due to this, many people are suffering from severe psychological problem and contributing to increase number of PWD. Even though, we have many institutional arrangement for PWD, we have some special schools and inclusive classes, some resource class rooms, trained teachers and teacher training institutes but no organizations for human resource development relating to PWD in the government sector .Appropriate human resource development program is very important for better policy making, planning ,implementation ,monitoring , evaluation ,social mobilization ,local government mobilization and awareness raising. There is a need to build strong institutional setup for human resource development relating to PWD . This document is a proposal for building a setup and conducting various activities for PWD related HRD under the existing National Center for Educational Development (NCED).

# NEEDS

- Policy makers and government officials have lack of detail information about PWD . Because of this reason policies are few, superficial, weak, and not very conscious about PWD matters.
- Trainers have little knowledge about special needs for teaching teachers, so they need TOT program that is effective.
- Teachers do not have knowledge about special needs and inclusive teaching; their knowledge and experience is limited to normal student teaching. So, we need to train and enriched them about special/inclusive teaching knowledge and skills
- Parents have little knowledge about nursery stimulation techniques and services, and available facilities. Because of these reasons PWD have no access to facilities/services and they are neglected, victims whom we are aware, need to be targeted by us.
- Social workers, NGO worker and volunteer have not updated their knowledge about PWD and social mobilization; they need training for performance enhancement.
- There is a need for implementing these kinds of projects that will uplift PWD 's living standards through teachers, parents, social worker etc.

# PROJECT MODEL

- Indigenous technology, knowledge, social welfare practices and charity customs, local resource and material are main software/hardware input for proposed project. But the following Japanese model would be included/applied as a complementary approach with required modification;
  - Special needs teacher training model
  - Training material development and application (software/hardware)
  - Training material for prevention early finding to the teacher parents, PWD, DPO, and volunteer
- Technical cooperation and technology exchange agreements between government is needed

# GOAL

To improve quality of life of PWD through quality service, empowerment and enablement.

# LONG TERM OBJECTIVES

To establish and promote the philosophy and practices of PWD related HRD inside of present teacher training system.

# SHORT TERM OBJECTIVES

- To create and enhance positive /conducive policy environment for PWD through sensitization and training.
- To develop a system for special needs teacher training and other human resource development related to PWD
- To improve awareness level among the parents, DPO, SHO, NGO, and other stakeholders which enhance quality, access and flow of services.
- To improve school enrolment, retention and graduation rate of disabled student.
- To replicate and expand useful indigenous technology as well as transfer, adopt and apply suitable modern technology from overseas countries regarding PWD's development



# TARGET GROUP

People with all types of  
disabilities all over the  
country

# DURATION

3 years

2005 - 2008

# LOCATION

Katmandu and other 8 districts out side of the valley.

# RESOURCES

- Human resource;
- Master trainer (technical support from donors /INGO)
- Trainers (5% consisting of PWD and 25% from women)
- Special needs teaching trainer
- Coordinator
- Financial resources
- Total budget-700 million Nepal rupees equivalent to 10 million us dollars
- Source-90% from local funding 10% from foreign aid.

# Funding Agency;

- Ministry of education and sports, ministry of social welfare, ministry of local development, local government and NGO/INGO
- Technical assistance from UNICEF, UNESCO, JICA etc

# ACTIVITIES

- To establish institutional setup and create new PWD division under the NCED
- Generate and explore suggestions through national workshops
- Curriculum and training material development
- TOT training (in country/overseas)
- PWD teacher training (2.5 month long)
- PWD teacher training (2weeks)
- Implementing training accreditation provision in the system
- Developing and maintaining institutional linkage with PWD teacher training institution within the country and abroad.

# Conducting orientation program

- Social worker, volunteer
- NGO's worker
- Local government official
- PWD/ SHO/ DPO official
- Special school principal/teacher
- Parents/family members
- Shelter home worker
- Seminar for high level central government officials and other stakeholders

# MONITORING AND EVALUATION

- Monitoring and evaluation on the progress of the
- planned activities will be carried out by the following authority;
- Implementing agency will carry in house monitoring and evaluation.
- Ministry of Education and Sports
- National planning commission.
- Independent monitoring and evaluation carried out by authorized agency.



# REPORT;

- Monitoring and evaluation report will be published to public information and forwarded to the concerned agency (ministries, departments, investigation authorities, donors, NGO's etc.) And public hearing program would be conducted.

# IMPLEMENTATION MECHANISM;

- National center for educational development, established in 1993, is an apex body for teacher training and educational human resource development. This institution has a good network nation wide, and good functional relationship with different universities and private teacher training centers. This proposed project is to use this organizational setup, network, relationship and know-how. This project needs to create a new PWD/human resource development division under the existing national center for educational development, which can be restructured by administrative decision of the government. No new investment will be required; therefore, the existing normal TOT would be trained and equipped with different aspects/issues/skills/techniques. TOT will train training personnel, training personnel train teachers and other human resources. All this would be done under the PWD related human resource development division within the NCED umbrella.

# STEERING COMMITTEE

- Secretary ministry of education and sports-chairperson.
- Secretary, ministry of women, children and social welfare-member.
- Secretary, national planning commission secretariat-member.
- Secretary, social welfare council-member.
- Dean, faculty of education, tribhuvan university-member.
- Director General, department of education-member.
- Representative, DPO, member.
- Representative, parent's association, member.
- Representative, mother's association, member.
- Representative, teacher's association, member.
- Representative Private Teacher training institutions, member.

# SUSTAINABILITY;

- The NCED/PWD human resource development division will become self sustained at the completion of the project period. Application of indigenous local technology will be emphasized and suitable modern technology will be adopted as a complimentary basis. Government will bear all project cost during the project period and all activities will be carried out after the completion of project. Government will accept these training activities as a continuous program basis and budget will be allocated from the recurrent account. Due to this arrangement, activities will be sustained, expanded and carried out without any delay in the future.

# BUDGET PROJECTION

- 1 million US\$ for whole project
- 50% For first year
- 25% For second year
- 25% For third year

# SOURCE;

- This project would be treated by the government of Nepal as a priority one project and it will be included under the criteria of 'TARGETED DEVELOPMENT' of current 10th development plan of the Nepal.

# Course of action/process;

- After completion of the training and return back to Nepal I shall submit my training report and my suggestions with this action plan to my superiors in my office. After some processes, hopefully action plan will be accepted by the national planning commission of the Nepal because all new projects must first get their approval, and recommended to the ministry of education and sports for implementation. NPC(my organization) will arrange monitoring and evaluation activities. As an undersecretary of social welfare and education section, I will execute regular monitoring and supervision functions of this project. After completion of this project, on the basis of monitoring and evaluation report, national planning commission can advise/recommend to concerned ministry for replication, expansion and extension of the project.

# PLAN OF OPERATION

Item.	Action	Timeframe	Indicator	Expected out comes	Implementing agency	Remarks
1	To establish institutional setup and create new PWD division under the NCED	Within a month	PWD human resource development division created under the NCED	Project implementation Started	<b>Ministry of education and sports</b>	
2	Formulation Of steering Committee	With in a month	Steering Committee formed	Activity wise implementation started	NCED	
3	Conducting National workshop	Within Two months	Report Submitted	Suggestions/recommendation Explored	NCED	



# PLAN OF OPERATION Contd....

5	Curriculum And training Material development	Within Six months	All curriculum And Training Material Made public	Implement able Curriculum/ Material ready to apply	NCED
6	Preparing a detail Implementation plan	Within one month	Detail implementation Plan accepted From steering Committee	Time bond implementation And Performance based Management function able	NCED
7	Quality testing Standards development	Within six months	Standard document Published	Quality testing standards ready to apply	NCED
8	Conducting TOT Training For PWD Teacher trainer	Within a year	10 training personnel trained	Trained personnel ready to implement training Program	NCED
9	Special needs education Teacher training	Within two And half years	100 teacher Trained in Special needs Education	Teaching skill improved	NCED

# PLAN OF OPERATION Contd....

10	Developing institutional linkage with overseas country's similar institution	Within three months	Relationship established with 10 institution	New technology adaptation become easier	NCED	
11	Awareness program organized in appropriate areas, in collaboration with and /or by contracting out to NGO/ SHO/ LGA	Continuous	600 social worker, volunteer, NGO, LGA official, SHO, and parents trained on short time basis	Trained manpower Ready to facilitate	NCED MWCS W	

# PLAN OF OPERATION Contd....

12	Sensitization programs organized for policy maker, government official and stakeholders	Continuous	1 day seminar organized for 100 Participants	Conducive policy environment created	NCED	
12	To adopt and Activate Ongoing monitoring and evaluation approach regularly	Continuous	Process applied And monthly Report made public	Effective project implementation insured	NCED	