



Annual Report

**For the Fiscal year of
2024-025 A.D.**

Or

B.S. 2081-082

(July 16, 2024 – July 16, 2025 or 2081 Shrawan 01- 2082 Asadh 31)



ACCESS PLANET ORGANIZATION

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1 Background

Access Planet Organization is a national, non-governmental organization in Nepal led by young women with disabilities. Since its establishment in September 2015, the organization has been dedicated to promoting the rights, empowerment, and inclusion of young women with disabilities, aiming to ensure their meaningful participation in society.

The organization is officially registered with the District Administration Office, Bhaktapur, Bagmati Province, and maintains branch offices in Lumbini and Sudurpashchim Provinces. In the coming years, Access Planet aims to expand its presence and network nationwide. Its primary focus areas include promoting access to quality education, enhancing overall well-being, and strengthening leadership capacities of young women with disabilities.

The major interventions of the organization are to encompass career counseling, leadership capacity development, legal literacy, technology-based capacity building, sports engagement, movement building, and advocacy with governmental and non-governmental stakeholders. Access Planet actively challenges societal stereotypes, prescribed roles, and discriminatory practices, enabling women with disabilities to develop their potential and pursue dignified, independent, and productive lives.

2 Mission

To establish a quality and dignified life for women and youths with disabilities through coordination, collaboration, and mobilization of stakeholders.

3 Vision

Access Planet Organization envisions economically empowered women and youths with disabilities living dignified life through the availability and use of accessible technology.

4 Goal

Social status and rights, economic conditions, and technological accessibility of youths/women with disabilities improved.

5 Objectives

- To contribute to improving technology and Education friendly environment for youths and women with disabilities.
- To economically empower youths/women with disabilities through disability-friendly technology
- To ensure the rights of youths/women with disabilities through legal literacy and advocacy
- To promote a positive attitude in society towards youths/women with disabilities through awareness and social sensitization

6 Target Group:

1. Youths/ women with disabilities
2. Other Marginalized Women
3. Parents of children with disabilities
4. Children with disabilities

7 Year in Review

In this fiscal year (July 16, 2024 – July 16, 2025/2081 Shrawan 01- 2082 Asadh 31), we continued to implement impactful projects, organize community events, and establish strategic partnerships. Our work focused on the following core areas concerning our target groups.

- a) Promoting Inclusive and Accessible Education and Sexual and Reproductive Health Rights (SRHR)
- b) Strengthening Leadership and Capacity Building of young women with disabilities and other marginalized women
- c) Promoting Advocacy for the Disabilities Rights
- d) Enhancing Access to justice
- e) Supporting in Economic Empowerment

Below are the highlights of the activities that we conducted during this fiscal year:

7.1 Promoting Inclusive and Accessible Education and Sexual and Reproductive Health Rights (SRHR)

7.1.1 Orientation on Sexual and Reproductive Health Rights to Adolescent Girls with Disabilities

- a. Conducted in Shree Karnali Secondary School, Tikapur, Kailali on 4th August 2024
- b. Conducted in Shree Raghunatha Secondary Bauniya, Kailali on 4th August 2024
- c. Conducted in Shree Krishna Sanskritik School, Surkhet on 6th August 2024
- d. Conducted in Shree Janajyoti Secondary School, Surkhet on 22nd August 2024
- e. Conducted in shree Jiwanyoti Lower secondary school, Surkhet on 14th September 2024
- f. Conducted in Bhubaneswori Secondary School, Kanchanpur on 22nd Sep 2024

Access Planet Organization, in partnership with **Tewa**, organized six events of one-day orientation programs on reproductive health for adolescent girls with disabilities, facilitated under the leadership of Training of Trainers (ToT) graduates from Sudurpaschim Province. The sessions covered key topics such as human body and development, menstrual hygiene management, gender-based and sexual violence, contraceptive methods, and body image. The programs not only enhanced the knowledge and awareness of adolescent girls with disabilities on reproductive health and wellbeing but also strengthened the facilitation skills, confidence, and leadership capacity of women with disabilities who served as peer educators.

Outcomes

- Adolescent girls with disabilities increased their awareness of menstrual hygiene, safe reproductive practices, gender-based violence prevention, and body positivity.
- ToT graduates successfully facilitated the orientations, boosting their facilitation skills, leadership capacity, and role as peer educators in the community.

7.1.2 PowerPoint, Effective Communication, and Presentation Skills Training for Visually Impaired Girls and Young Women

Conducted on 8th August 2024

Access Planet Organization, with the support of the '**Global Fund for Women**', conducted a training program on "PowerPoint, Effective Communication, and Presentation Skills" for young women with visual impairments in Kathmandu, Bagmati Province. The training was facilitated by Mr. Shiva Kumar Agrawal, Board Member, and Ms. Laxmi Nepal, Executive Director of Access Planet Organization, with the primary aim of enhancing participants' proficiency in technology, public communication, and presentation skills. The training encompassed essential aspects of PowerPoint, including slide creation, editing, formatting, utilization of different views, and the application of keyboard shortcuts for efficient navigation. The

methodology combined interactive sessions with practical exercises, during which participants prepared and delivered presentations individually using a projector. Constructive feedback was provided by both facilitators, thereby enabling participants to refine their skills and gain confidence to deliver effective presentations in various professional and public settings.

Outcomes

- Thirteen young women with visual impairments were empowered with the skills required to create and deliver PowerPoint presentations.
- Practical demonstration exercises enhanced participants' confidence and competence to present on larger platforms.
- Participants' access to and proficiency with technology was strengthened, enabling more effective utilization in their personal and professional activities.

7.1.3 Computer Refresher Training for Blind and Visually Impaired Women:

Conducted from 25th to 30th August 2024

Access Planet Organization, with the support of the '**Global Fund for Women**', conducted a six-day "Computer Refresher Training for Visually Impaired Girls and Young Women" in Kathmandu, Bagmati Province. The training, facilitated by Ms. Gargi Nepal, President of Access Planet Organization, was designed to provide structured and accessible instruction for visually impaired participants. The curriculum covered English and Nepali typing, computer system management, MS Word, Excel, PowerPoint, email and internet usage, Google search, and document formatting, along with other essential applications relevant to academic advancement and professional engagement. Sessions were delivered in an interactive and inclusive manner, ensuring that participants could strengthen their technical competence and apply these skills effectively in both educational and workplace contexts.

Outcomes:

- a. Consolidated and enhanced participants' existing computer skills through targeted practice.
- b. Increased technological proficiency, enabling more effective engagement in academic and professional activities.
- c. Improved readiness for employment opportunities, particularly within competitive government recruitment processes.

7.1.4 Two-Days Training on Accessible Apps for Document Reading for Women with Disabilities

Conducted on 5th to 6th May, 2025

Access Planet Organization, with the generous support of the **Numun Fund**, successfully conducted a two-day training titled "*Accessible Apps for Document Reading for Visually Impaired Young Women*" in Kathmandu Valley. The training was specifically designed for 20 visually impaired young women currently living and studying in various colleges within Kathmandu Valley, though originally from different parts of Nepal. Many participants are preparing for competitive exams such as the Teacher Service Commission. The two-day training was facilitated by Mr. Sanjaya Aryal, a recognized expert in accessibility and assistive technology. The training introduced participants to a range of assistive technologies designed to support independent living and enhance accessibility. They learned to use tools such as Insta Reader and Seeing AI for scanning and reading printed or digital documents, adjusting voice settings, navigating files, and reading everyday texts like menus and signs. Participants also explored Tech Freedom for digital book access,

bookmarking, and note-taking, as well as TFAI (Take Freedom AI) for identifying people and objects, and Google Gemini for document summarization, question answering, and bilingual reading in Nepali and English. The sessions were highly interactive, allowing participants to gain practical skills and leaving them inspired to integrate these technologies into their academic and personal lives.

Outcomes

- Participants learned proper methods for using each app efficiently.
- They were able
- Participants could now read documents in Nepali and English as well as hotel menus and similar real-life content novels, outsource books, etc.
- Encouragement of the reading culture

7.2 Strengthening Leadership and Capacity Building of young women with disabilities and other Marginalized Women

7.2.1 Legal Literacy Training for Women with Disabilities

Conducted in 18 to 19 July 2024

Access Planet Organization, in partnership with **USAID/TAF CSM program**, conducted a two-day training titled "Legal Literacy Training for Women with Disabilities" in Dang district. The training aimed to empower women with disabilities by providing them with knowledge of disability-related policies, gender, feminism, and justice mechanisms. The training was facilitated by TOT-trained women human rights defenders and local experts guided and mentored by Laxmi Nepal and Project Officer Choodamani B.M. from Access Planet.

The following sessions were conducted during the training:

- My Life, My Realities, Gender and Gender Role
- Intersectional Feminist practices
- Demystifying Feminism
- Act Relating to Rights of Persons with Disabilities (AARPD) 2017
- Models of Disability
- Essential Skills for Effective Advocacy
- Mechanism against violence at the local level
- Analysis of the Case Stories from a Feminist Perspective

Outcomes:

- Women with disabilities have an increased understanding of the concept of gender, feminism, and their legal rights.
- Their self-esteem and confidence levels have increased as it was the first training for some participants.
- The confidence, knowledge, and facilitation skills of ToT participants have been enhanced.

7.2.2 Resilience Training Package for Women with Disabilities in Salyan, Rukum and Jajarkot

Access Planet Organization, in partnership with **Women's Fund Asia**, conducted a two-day "Resilience Training Package" for women with disabilities affected by earthquakes in *Darma Rural Municipality, Salyan (October 4–5, 2024)*, *Bheri Municipality, Jajarkot (February 11–12, 2025)*, and *Athabiskot Municipality,*

West Rukum (February 16–17, 2025). The training aimed to enhance participants’ resilience and preparedness, recognize their heightened vulnerability during disasters, and ensure that their unique needs are addressed in disaster response planning. On the first day, sessions focused on disaster risk, preparedness, and emergency response strategies, with participants learning practical skills such as assembling emergency “Go Bags,” first-aid techniques, evacuation drills, and identifying safe zones during earthquakes, alongside interactive discussions on inclusive policies and mental health considerations in disaster response. The second day addressed the psychological impacts of disasters through group discussions, stress-relief exercises (e.g., deep breathing, tapping, butterfly hugs), and a session on Gender-Based Violence (GBV) during emergencies. Overall, the training created a safe and empowering space for sharing and learning, equipping women with disabilities with essential knowledge, practical tools, and psychosocial support strategies to effectively respond to disasters while strengthening community resilience.

Outcomes:

- In total, 58 women with disabilities and 20 family members learned about different types of disasters and the heightened risks faced by women with disabilities.
- Participants became aware of inclusive disaster management strategies that accommodate the needs of people with disabilities.
- Key challenges and gaps were identified being specific to disaster risk reduction mechanism at the local level.

7.2.3 Training to Staff and board members of organizations and fresher staff of other OPDs on Disability Awareness, Inclusive Communication and Safeguarding Practices

Conducted on 12-13 April 2025

Access Planet Organization, in the funding support of the **Urgent Action Grant**, conducted 2-day training on “Disability Awareness, Inclusive Communication, and Safeguarding Practices” for the staff and board members of organizations and fresher staff from other organizations of persons with disabilities (OPDs). The main objective of this training was to capacitate participants on disability inclusive communication, disability rights, and safeguarding practices while working with persons with disabilities. The first day training sessions covered a range of practical and theoretical topics, including team building and leadership, understanding disability from a rights-based perspective, and essential financial record-keeping practices. On the second day sessions focused on disability etiquette, inclusive communication strategies, event report writing, and safeguarding practices when working with persons with disabilities. The training concluded with participant feedback, highlighting the value of the sessions, the need for improved accessibility and logistics, and a request for future training on organizational development and proposal writing.

Outcomes:

- 20 participants, including board and staff of Access Planet and fresher staff of other OPDs enhanced knowledge on different types of disabilities and related support mechanism.
- Participants got practical and hands on experience from the disability rights experts on inclusive and respectful communication strategies.
- The participants could identify safeguarding risks and implement appropriate responses.
- Their knowledge and skills on organizational management including report writing, financial management were enhanced.

7.2.4 Two Days Leadership and Legal Literacy Training for young women with Disabilities

Conducted on 21 to 22 April 2024

Access Planet Organization recently conducted a two-day training on "Leadership and Legal Literacy for Young Women and Girls with Disabilities" in coordination with the **Legal Empowerment Fund and The Global Fund for Human Rights**. The training was specifically designed to empower participants with essential leadership skills and knowledge of their legal rights. A total of 25 participants took part, with two sign language interpreters provided to ensure full accessibility for deaf participants. The training covered key topics including team building and leadership, CRPD and its linkage with SDGs, gender roles, intersectional feminist practices, CEDAW, the Disability Rights Act 2074, and effective communication skills. Sessions incorporated creative introductions, group tasks, role plays, quizzes, and interactive games, keeping participants actively engaged and energized

Outcomes

- Participants developed a clearer understanding of the difference between sex and gender, gender roles, feminist concepts, and intersectional feminist practices through interactive group activities and discussions.
- Through role-play, group work, and communication games, participants enhanced their confidence and communication skills.

7.2.5 Training of Trainers (TOT) on Leadership and Legal Literacy for women with Disabilities in Gandaki province

Conducted on 23rd to 25th April 2025

Access Planet Organization conducted a three-day TOT program on "Training of Trainers on Leadership and Legal Literacy for Girls and Women with Disabilities in Gandaki Province". The event took place at Hotel Utsav Himalaya Pokhara, Kaski District, with the participation of twenty-one women with disabilities from various districts of Gandaki Province, i.e., Kaski, Lamjung, Parbat, Baglung, and Myagdi. The training program was supported by FRIDA. The event aimed to prepare young leaders with effective advocacy skills at the community level. The three days training included the sessions on leadership, gender and sexuality, feminism, intersectionality, human rights mechanisms, communication skills, CRPD, SDGs, and disability law. All sessions featured group discussions, games, role plays, and practical exercises to ensure active learning, with a key highlight being an advocacy role play addressing real-life discrimination cases. Participants also practiced facilitation skills, and developed local action plans under the **FRIDA project**. The program concluded with certificate distribution and a group photo, with participants expressing a strong commitment to fostering positive change in their communities.

Outcome

- 21 women with disabilities equipped with fundamental understanding of leadership and legal literacy
- Participants got basic knowledge of human rights instruments, including UDHR, CEDAW, UNCRPD, ARPD, and so on
- Participants obtained basic skills on communication, leadership, advocacy, resource management, etc.
- Participants shared their lived experience which were documented for organizational purposes

7.2.6 One day Leadership program to young women with disabilities

Conducted in Kaski District on 16th May 2025

Conducted in Lamjung on 29th May 2025

Conducted in Parbat on 14th June 2025

Access Planet organization conducted a “One-Day Leadership Program for Women with Disabilities” in 3 districts of Gandaki Province with the funding support of **FRIDA** aimed to strengthen the capacities of young women with disabilities. Training contents were delivered by the young disability campaigners who received “TOT on Leadership and Legal Literacy to Young Women with Disabilities of Gandaki Province,” held on 23rd - 25th April, 2025, at Pokhara. The program aimed to enhance leadership skills of young disability rights campaigners. The program featured interactive sessions to strengthen the knowledge, confidence, and advocacy skills of young women with disabilities. Participants explored leadership and teamwork, gender roles, feminism and intersectionality, and legal provisions under the Act on Rights of Persons with Disabilities, 2074. Through discussions and activities, they analyzed societal discrimination, gaps in implementation, and the challenges faced by marginalized groups, fostering greater awareness, leadership, and empowerment

Outcomes

- The event provided wonderful platform to young disabilities campaigners to enhance their confidence
- Build network with local authorities
- The event provided wonderful platform to the trainers to enhance their confidence
- Other women with Disabilities also got an opportunity to be aware about their rights

7.2.7 Two-day training on policy and governance for women from marginalized communities

a. Bagmati Province: Conducted in Hetauda on 6th-7th May, 2025

b. Madhesh Province: Conducted in Janakpur on 10th-11th May, 2025

c. Sudurpaschim Province: Conducted in Dhangadhi on 14th-15th May, 2025

In May 2025, with the financial support of **UN Women**, Access Planet conducted a series of three provincial-level trainings on Policy and Governance in Hetauda, Janakpur, and Dhangadhi. A total of 89 young women from marginalized communities, including Dalits, Madhesis, Indigenous groups, Muslims, and women with disabilities, actively participated in the program. The trainings aimed to strengthen participants’ understanding of leadership, constitutional rights, inclusive governance, feminism, disability laws, and advocacy skills. The trainings covered a comprehensive set of thematic sessions designed to build knowledge, critical thinking, and action-oriented skills. Common sessions across all three events included:

- Leadership and Why Leadership Matters
- Women’s Rights and Constitutional Provisions
- Act on the Rights of Persons with Disabilities (ARPD) 2017
- Structure of Nepal’s Governance and Inclusive Governance Principles
- Effective Advocacy and Campaign Planning
- Feminism and Gender (in Hetauda and Janakpur)
- Sex vs Gender and Gender Diversity (in Janakpur)
- Dalit Rights and Caste-based Discrimination (in Hetauda and Dhangadhi)
- Indigenous Peoples’ Rights (in Dhangadhi)
- Madhesi Women’s Political History and Participation (in Janakpur)

Outcomes

- Altogether, 89 young women with disabilities were trained through three trainings on leadership, gender, feminism, and laws related to women’s and disability rights in Nepal
- Developed locally relevant advocacy plans that outlined strategies for engaging stakeholders, allies, and decision-makers.

- Participants learned about the structure of governance and the importance of inclusive political participation.
- The training provided information on constitutional rights and legal protections for marginalized groups.

7.2.8 Virtual Follow-Up Workshop on Community-Level Leadership for Young Women with Disabilities

Conducted on 20th June 2025 at 3:00 PM to 4:15 PM

Platform: Google meet

Access Planet Organization conducted a virtual meeting on “Follow-up Workshop on Community-Level Leadership Program for Young Women with Disabilities” on 20th June 2025, Friday, at 3:00 PM. The program had the participation of seven trainers who received TOT on Leadership and Legal Literacy held in the month of April at Pokhara. The program aimed to reflect on their experiences of being a trainer in their community and exchange learning experiences and further commitments. During the virtual workshop discussion, Ms. Laxmi Nepal, Executive Director of Access Planet, invited participants to reflect on their experiences as trainers and organizers, focusing on the most impactful changes and key learnings. She also asked about their future plans and how Access Planet could support their continued growth. Participants, many of whom were first-time trainers, shared that the opportunity boosted their confidence, improved communication skills, and helped them grow as leaders. They shared that despite initial nervousness, they were proud of their performance and participants’ engagement, highlighted the need to simplify content in some districts, committed to sharing knowledge and continuing advocacy, and emphasized the importance of skill-based, income-generating trainings along with future opportunities to serve as trainers in Access Planet Organization.

Outcomes

- New facilitators and activists with disabilities have been developed, equipped with increased confidence, facilitation skills, content preparation abilities, research habits, and effective techniques to engage diverse participant groups.
- Participants gained the ability to assess and differentiate the needs and capacities of various community groups, helping them tailor content delivery more appropriately and inclusively.

7.3 Promoting Advocacy for Disability Rights

7.3.1 A Report on National Monitoring of the Sustainable Development Goals and Development Justice in Nepal 2023

Published on 20 July 2024

Access Planet Organization, led by young women with disabilities in Nepal, works to promote the rights, empowerment, and inclusion of girls and women with disabilities. The organization envisions economically empowered women and youth with disabilities living dignified lives through the availability and use of accessible technology. This research was carried out by Access Planet Organization as part of a six-country project on monitoring and review of the SDGs in collaboration with the **Asia Pacific Forum on Women, Law and Development (APWLD)**. It is our immense pleasure to present this national report on monitoring the Sustainable Development Goals and advancing development justice in Nepal. We believe that this report will be a valuable tool for rights holders, organizations of persons with disabilities, decision-makers, and advocates in their ongoing efforts to design evidence-based policies and programs on employment and self-employment of persons with disabilities in general, and women with disabilities in particular.

7.3.2 Delegation Visit to CBM on Enhancing Economic Rights of Young Women with Disabilities in Nepal

Conducted on 5th September 2024

Access Planet Organization held a delegation meeting with CBM to discuss the enhancement of economic rights for women with disabilities in Nepal. The meeting was attended by Mr. Bimal Paudel, Disability Inclusion Advisor, and Mr. Rajesh Marasini, Program Manager at CBM. During the discussion, Access Planet presented the findings and recommendations of a study conducted in partnership with the **Asia Pacific Forum on Women, Law and Development (APWLD)**, which examined the employment and self-employment status of women with disabilities in alignment with Sustainable Development Goal 8. The organization further emphasized the pressing challenges that women with disabilities face in the exercise of their economic rights and put forward targeted recommendations to strengthen CBM's role in addressing these gaps. In response, CBM representatives shared their ongoing initiatives to support women with disabilities and affirmed their commitment to prioritizing economic empowerment in future programming.

Outcomes:

- Strengthened collaboration between Access Planet and CBM to address economic challenges faced by women with disabilities.
- Commitment from CBM to prioritize economic empowerment of women with disabilities in their upcoming strategies and programs

7.3.3 Consultation with Organizations of Persons with Disabilities on Civil Society Report for the Beijing+30 Review

Conducted on 20th Sep 2024

Access Planet Organization, with the support of **Women's Fund Asia (WFA)-LFS**, under the National Network for Beijing+30 Review Nepal (NNBN), conducted a consultation program titled "Consultation with Organizations of Persons with Disabilities on Civil Society Report for the Beijing+30 Review " at Pension Vasana, Kathmandu. The program aimed to gather suggestions on the 12 critical areas of concern from the Beijing Platform for Action (BPfA) through the lens of women with disabilities. Gargi Nepal, President, and Mamata Subedi, Program Officer of Access Planet, led the program, with facilitation from the activists of Forum for Women, Law, and Development (FWLD); Advocate Binu Lama, Sushama Gautam, and Roshana Pradhan. Binu Lama, an advocate from the Forum for Women, Law, and Development (FWLD) delivered a verbal presentation on the Beijing+ review process. Whereas, Advocate Sushama Gautam, Legal Officer at FWLD, presented the Civil Society Draft Report for the Beijing+30 review. During her presentation, Sushama highlighted the achievements, challenges, and recommendations on 12 critical areas of concern from Beijing Platform for Action (BPfA): Women and poverty, Education and training of women, Women and health, Violence against women, Women and armed conflict, Women and the economy, Women in power and decision-making, Institutional mechanisms for the advancement of women, Human rights of women, Women and the media, Women and the environment and The girl child.

Outcomes:

- Comprehensive suggestions and recommendations were collected on the 12 critical areas of concern from the Beijing Platform for Action (BPfA) from the perspective of women with disabilities.
- The event contributed to enhanced visibility of disability issues in the Beijing+30 Agenda.

7.3.4 Provincial Level Workshop on Intersectionality at Lumbini Province

Conducted on 22 September 2024

Access Planet Organization in the support of **USAID / The Asia Foundation** under the project entitled "Strengthening Women's Network to Foster Access to Justice for Women with Disabilities" conducted "Provincial Level Workshop on Intersectionality" to women and disability led CSOs. In the workshop, 26 representatives from 15 CSOs participated. The entire workshop was facilitated by gender and social inclusion expert Ms. Pratima Panthi. The major objective of the workshop was to enhance theoretical and

practical concept of intersectionality amongst the CSOs of Lumbini provinces. The workshop also aimed to draw commitments from the CSOs to enhance intersectional approaches in their initiatives. After the workshop, Lumbini Province based intergenerational forum (a loose network) was formed to conduct joint advocacy for the rights of women with disabilities and those from marginalized community.

Outcomes:

- 26 participants from 15 different CSOs at Lumbini province enhance in depth theoretical and practical knowledge on the concept of intersectionality
- The platform for further cooperation and collaboration of the women and disability rights organizations has been created to work in women and disability rights issues
- Intergenerational feminist forum, loose network has been formed which will work as collective advocacy and sharing platform for advancing the rights of women and persons with disabilities at Lumbini province

7.3.5 Interaction on The Role of Local Government in Disability-Inclusive Disaster Risk Reduction in Salyan and West Rukum

With funding support from **Women's Fund Asia**, Access Planet Organization conducted interactions on the role of local government in disability-inclusive disaster risk reduction. The events were held in *Salyan (6 October 2024)* and *West Rukum (18 February 2025)* with the participation of local representatives, municipal employees, and women with disabilities, ensuring high-level engagement. The discussions in both RM/M focused on the challenges faced by persons with disabilities during disasters and the role of local authorities in ensuring inclusive disaster response. Participants shared their experiences and called for accessible services, inclusive relief efforts, and better representation. Municipal officials presented their ongoing initiatives, including hostel facilities, health camps, and inclusive disaster strategies. Representatives of both RM/M expressed their commitment to developing disability-friendly infrastructure and ensuring the inclusion of all types of persons with disabilities in policy-making processes.

Outcomes:

- The local representatives were sensitized on key challenges and gaps being specific to disaster risk reduction mechanisms at the local level.
- The coordination between the local government and women with disabilities was strengthened.
- Commitments were gathered from the local representatives to build disability-friendly infrastructure.

7.3.6 Advocacy interaction on Accessible Workplace and reasonable accommodation

Conducted on 17 Nov 2024

Access Planet organized an advocacy interaction on Accessible Workplace and Reasonable Accommodation in Kathmandu. The program had 20 attendees, including Human Resource (HR) representatives from different private and development organizations. The major aim of the interaction program was to sensitize stakeholders on how to enhance accessible workplaces and promote inclusive workplaces for women with disabilities. The program was hosted by Mamata Subedi, Program Officer of Access Planet, while the overall discussion was facilitated by Mr. Kirtan Shrestha Duwal, a Disability Rights Activist. The HR representatives were oriented on disability-inclusive workplaces, the benefits of hiring persons with disabilities, along with the roles of HR representatives in creating an inclusive workplace. Furthermore, there was a group discussion among the participants regarding what steps can be taken to make the hiring process as well as the workforce more inclusive and accessible.

Outcome

- Increased awareness among the HR representatives regarding inclusive workplace and reasonable accommodation.
- Commitments to adopt accessible practices for women with disabilities in the workplace including reasonable accommodation practices and policies.

7.3.7 Advocacy with the Information and Technology Department to make Government Websites Accessible for persons with Disabilities:

Conducted on 23 January 2025

Access Planet Organization, in partnership with the **Legal Empowerment Fund (LEF)**, held an advocacy meeting with the Information and Technology Department in Gairigaun, Tinkune, Kathmandu, focusing on the digital accessibility challenges in government websites that lack disability-friendly features, thereby restricting access for individuals with disabilities. The meeting aimed to inform government officials about the barriers persons with disabilities face while accessing online government services, advocate for the adoption of Web Content Accessibility Guidelines (WCAG) to ensure compliance with global digital accessibility standards, secure a formal commitment from government authorities to implement accessibility measures in all public-sector digital platforms, and establish a working partnership between the Information and Technology Department and Access Planet Organization to improve website accessibility. During the meeting, Access Planet highlighted the need for Web Content Accessibility Guidelines (WCAG) compliance and submitted an attention letter to the department's Director General, Mr. Ramesh Sharma Poudyal. In response, the department expressed commitment to improving accessibility and invited technical collaboration to enhance government websites. This initiative marks a significant step towards ensuring digital inclusion for persons with disabilities in Nepal. After completing a comprehensive accessibility audit, we submitted detailed recommendations that will guide upgrades in line with WCAG standards an essential step toward making legal information truly accessible to persons with disabilities

Outcomes

- Government officials acknowledged the importance of accessibility and expressed readiness to take necessary actions.
- Steps will be taken to ensure government websites align with WCAG guidelines.

7.3.8 Advocacy with the Supreme court to make Supreme court Websites Accessible for persons with Disabilities

Conducted on 24 February, 2025

Access Planet Organization, in partnership with **Legal Empowerment Fund (LEF) and Women Fund Asia**, held an advocacy meeting with the Supreme Court of Nepal. The meeting, attended by Registrar Hon. Bimal Paudyal and other officials, focused on the need for disability-friendly features in justice-related websites and communication systems, which currently lack accessibility for individuals with visual, hearing, and physical impairments. This initiative aimed to inform Supreme Court officials about accessibility barriers, and to improve the website accessibility. During the discussion, Access Planet emphasized the need to adopt Web Content Accessibility Guidelines (WCAG) and highlighted Nepal's legal obligations for disability inclusion. They also demonstrated how blind and visually impaired users navigate websites using screen readers. Hon. Bimal Paudel acknowledged the gaps and committed to improving accessibility, inviting Access Planet to provide technical support in the process. After completing a comprehensive accessibility audit, here too we submitted detailed recommendations that will guide upgrades in line with WCAG standards an essential step toward making legal information truly accessible to persons with disabilities

Outcomes

- Supreme Court officials acknowledged the importance of accessibility and expressed readiness to take necessary actions.
- Steps have been taken to ensure supreme court websites align with WCAG guidelines

7.3.9 Safety and Well Being Assessment of Women Human Rights Defenders with Disabilities in Nepal

Conducted in 3rd March 2025

With the support of the **Urgent Action Fund (UAF)**, Access Planet Organization conducted a Holistic Safety and Security Assessment for Women Human Rights Defenders (WHRDs) with Disabilities. The main purpose of this assessment is to identify risks and threats faced by WHRDs with disabilities, examine their impact on well-being, safety, and activism, assess existing support systems and gaps, and generate evidence to inform advocacy, policy change, and awareness of intersectional challenges. This comprehensive assessment was carried out in four phases at different times and was led by Pranika Koyu, an expert assigned for the task, with support from Laxmi Nepal, Executive Director of Access Planet Organization. The consultation workshop was held on 3 March 2025, followed by a validation workshop on 5 April 2025. Additional phases, including desk reviews and key informant interviews, were conducted through a combination of virtual and in-person meetings. This multi-phase process identified key risks and practical solutions across four thematic areas: health, rights activism, social support, and economic empowerment. The assessment revealed critical health-related safety concerns, including limited access to accessible healthcare services and sexual and reproductive health rights (SRHR) support.

Outcomes

- 40 WHRDs with disabilities and stakeholders participated in the consultation process.
- Key safety and security issues were identified across health, social, economic, and rights-based areas.
- Strategies and recommendations were documented for future advocacy and action.
- Based on the findings, the organization has developed Safety and Security tools for WHRDs with disabilities that identified the crucial risks and propose practical solutions
- Significantly strengthened Access Planet's advocacy efforts and reinforced its commitment to fostering safer, more inclusive environments for WHRDs with disabilities.

7.3.10 Interaction with Local Government on Way Forward for Disability Inclusive Development and Enhancing Access to Justice for Girls and Women with Disabilities at the Local Level

Conducted on 21st March 2025 in Madhesh Province

Conducted on 23rd March 2025 in Koshi Province

Access Planet Organization, with support from **Women Fund Asia (Leading from the South - LFS)**, organized a half-day interaction with Local Government on Way Forward for Disability Inclusive Development and Enhancing Access to Justice for Girls and Women with Disabilities at the Local Level in Madhesh Province (in Paroha M with the representatives of from Paroha and Rajpur M, along with provincial leaders) and in Koshi Province (in Sundarharaicha M with representatives from Sundarharaicha and Belbari M). Altogether 66 representatives from both provinces including deputy mayors, chief officers, judicial committee members, and disability committees from both municipalities joined the event aimed at orienting local governments on disability-inclusive development and access to justice for women with disabilities. In the program, Laxmi Nepal, executive director of Access Planet, shared key findings on legal provisions, barriers, and recommendations. Participants discussed challenges such as inaccessible infrastructure, lack of interpreters, and delayed justice, stressing the need for disability-friendly policies. The program concluded with the handover of a manifesto of commitments, with both municipalities pledging actions like disability

profiles, inclusive education, assistive devices, and awareness programs to strengthen inclusion and access to justice.

Outcomes

- The local government representatives, including the members of the judicial committees were sensitized on the issues of access to justice of girls and women with disabilities
- Commitments were gathered from the local government representatives on more investments and programs for disability inclusion and enhancing access to justice at the local level
- The interaction paved further pathway for disability-inclusive development at the local level

7.3.11 Inception Meeting with Province Government

Conducted dates:

- a. Bagmati Province: 8 May 2025*
- b. Madhesh Province: 13 May, 2025*
- c. Sudurpaschim province: 14 May 2025*

Access Planet Organization, in collaboration with **UN Women Global**, has been implementing the project “Empowering Marginalized Women through Political Participation and Leadership Development in Diverse Provinces of Nepal” since March 2025. As part of the initial activities, the organization conducted inception meetings with provincial governments in Bagmati, Madhesh, and Sudurpaschim Provinces from May 8 to 14, 2025, to introduce the project and build coordination for effective implementation. The meetings aimed to present the project to stakeholders, assess the status of marginalized women in leadership, review existing empowerment policies, and seek government collaboration. Provincial representatives raised questions about participant selection and the government’s role. Access Planet explained the inclusive selection process and emphasized revising policies from a GEDSI perspective while encouraging government support. Officials acknowledged gaps in disability inclusion and expressed willingness to support women with disabilities if technical assistance is provided.

Outcome

- The meetings were productive in fostering mutual understanding, exchanging ideas, and securing support from provincial governments for the successful implementation of the project.

7.3.12 Workshop with Mainstream OPDs on increased participation and representation of women with disabilities in the power sharing and decision-making level

Conducted on 11 June 2025

Access Planet Organization and Blind Women Association Nepal (BWAN), with support from the Disability Rights Fund, organized a workshop titled “*Workshop with Mainstream OPDs on Increased Participation and Representation of Women with Disabilities in Power-Sharing and Decision-Making.*” The program aimed to share findings from the 2024 research study on the situation of women and girls with disabilities in mainstream OPDs, reflect on underrepresentation, discuss barriers, and secure commitments for more inclusive leadership. The research findings revealed significantly low representation of women with disabilities especially from marginalized groups in leadership roles within OPDs. The main challenges included patriarchal attitudes, internal politics, lack of capacity-building, tokenistic use of intersectionality, poor accessibility, and limited supportive environments. Participants discussed these issues and highlighted the need for reforms such as more leadership opportunities, regular training and education, accessible communication, and ensuring 50/50 representation of men and women in leadership. At the end, OPD leaders shared their experiences and made commitments to improve

women's leadership by adopting measures like constitutional changes, reservation systems, leadership training, and prioritizing intersectional inclusion. The workshop provided a platform for open dialogue, identified important gaps, and built strong commitments to advance the leadership and representation of diverse women with disabilities in Nepal. The event was co-organized by Dalit with Disabilities Association Nepal (DDAN), Feminist Dalit Organization (FEDO), National Indigenous Disabled Women Association, Nepal (NIDWAN), Federation of Women with Disabilities-Nepal (FWDN), and Pahichan Nepal.

Outcomes

1. Participants from various OPDs reflected critically on existing gaps and barriers, especially the underrepresentation of women with disabilities from marginalized communities.
2. Commitments were made by representatives from OPDs to improve inclusion and representation of intersectional marginalized women with disabilities in their leadership structures and organizational practices.

7.3.13 Submission of Amendment Proposal of Act Relating to Rights of Persons with Disabilities from gender lenses to Ministry of Women, Children and Senior Citizen

Conducted on 2 July 2025

A collective of organizations of women with disabilities, led by Access Planet Organization, has formally submitted a proposal to the government to amend the Act Relating to the Rights of Persons with Disabilities, 2074, with an emphasis on integrating gender perspectives. Acknowledging the double discrimination faced by women with disabilities in Nepal on the basis of both gender and disability, the proposal calls for a gender-sensitive approach in the amendment process. Key participating organizations included the Nepal Disabled Women Association, Federation of Women with Disabilities, Blind Women Association Nepal, and Prayatna Nepal. During a meeting with government officials, Access Planet Organization and partners submitted a gender-focused proposal to amend the Act Relating to Rights of Persons with Disabilities, 2074. Laxmi Nepal, Executive Director of Access Planet, highlighted the need to include gender in discrimination clauses, emphasizing the intersecting marginalization faced by women and girls with disabilities, including LGBTIQ+ individuals. She proposed violence prevention in schools and shelters, a mandatory private sector employment quota of one person with a disability per 25 employees, and gender-disaggregated political rights. The Nepal Disabled Women Association stressed women's full legal rights over parental property, while the Federation of Women with Disabilities called for addressing gender-based violence and improving access to justice. Joint Secretary Gyanmani Ghimire appreciated the proposal, affirmed the ongoing amendment process, and committed to collaborative review with stakeholders.

Outcomes

- A formal submission of an amendment proposal to the Ministry of Women, Children and Senior Citizens, led by Access Planet and supported by other women led OPDs.
- Commitment from ministry officials to review and consider the proposed amendments, with an acknowledgment of the long-term nature of the amendment process.

7.4 Enhancing Access to Justice

7.4.1 Focused Group Discussion (FGD) with Women with disabilities

Conducted in Banke on 22nd August 2024

Conducted in Dang on 25th August 2024

Conducted in Rupandehi on 27th August 2024

Access Planet Organization, in partnership with **USAID Nepal / The Asia Foundation – Civil Society and Media Program**, conducted Focused Group Discussions (FGDs) with women with disabilities in Rupandehi, Dang, and Banke districts. These discussions brought together women with disabilities, human

rights defenders, and justice stakeholders to share experiences, identify the challenges they face in accessing justice, and explore possible solutions. The FGDs created a platform for participants to openly raise their concerns, prioritize key issues, and strengthen collective advocacy for inclusive justice. The findings from these discussions were documented and integrated into Access Planet's ongoing research and advocacy initiatives.

Outcomes:

- A total of 47 participants took part (24 in Dang, 13 in Banke, and 10 in Rupandehi).
- Participants actively shared lived experiences and highlighted priority issues.
- Local-level stakeholders were sensitized on the barriers faced by women with disabilities.
- Commitments were made to strengthen advocacy for inclusive and accessible justice.

7.4.2 Dialogue with Stakeholders on Disability Inclusive Justice Mechanism at the Local Level

- Conducted in Palpa on 20th Sep 2024*
- Conducted in Banke on 2nd October 2024*

Access Planet Organization in the support of **USAID / The Asia Foundation Civil Society and the Media under the project entitled:** "Strengthening Women's Network to Foster Access to Justice for Women with Disabilities" conducted dialogue with the mixed stakeholders including court representatives, police office representatives, lawyers from District Government Attorney Office, disability and women human rights defenders in two districts (Palpa and Nepalgunj of Banke District). The dialogue aimed to create co-understanding amongst the stakeholders on justice mechanism inclusive to women with disabilities and to identify the way forward on disability inclusive justice mechanism at the local level.

During the dialogue, stakeholders shared their experiences of addressing justice for women with disabilities and working towards their empowerment. Access Planet Organization provided information on the definition and classification of disability, dimensions of disability rights, and the principles of a disability-friendly judicial system. At the conclusion of the program, the stakeholders expressed their commitment to working more seriously on the issues of girls and women with disabilities.

Outcomes:

- Stakeholders have been oriented on the disability inclusive justice mechanism at the local level
- Stakeholders have shared their commitments for working more sensitively on the issues of women with disabilities
- Access Planet's networking and relationship with the stakeholders at the district level has been strengthened.

7.4.3 Dialogue with Judicial Committees on Disability Inclusive Justice Mechanism at the Local Level

- Conducted in Palpa on 20th Sep 2024*
- Conducted in Rupandehi on 23rd Sep 2024*
- Conducted in Dang on 3rd October 2024*
- Conducted in Banke (Nepalgunj) on 7th November 2024*

Access Planet Organization, with the support of **USAID/The Asia Foundation-Civil Society and the Media Program**, under the project entitled: "Strengthening Women's Network to Foster Access to Justice for Women with Disabilities", conducted "Dialogues on Disability Inclusive Justice Mechanism at the Local Level with Members of the Judicial Committees" in multiple districts. The dialogues were held with judicial committees of Butwal Sub-metropolitan City and Tillotama Municipality in Rupandehi district; Tansen and Bagnaskali Municipalities in Palpa district; Tulsipur Municipality in Dang district; and Nepalgunj Sub-metropolitan City and Janaki Rural Municipality in Banke district. The sessions aimed to build a shared

understanding among judicial committee members on disability-inclusive justice mechanisms and to identify ways forward for strengthening justice systems at the local level. The specific objectives were to sensitize judicial committees on disability-inclusive justice mechanisms and to gather commitments from local governments to address access to justice for women with disabilities more sensitively. During the discussions, judicial committee members shared their experiences of addressing justice for women with disabilities and supporting their empowerment. Access Planet Organization also provided information on the definition and classification of disability, dimensions of disability rights, and the principles of a disability-friendly judicial system. At the conclusion of the programs, judicial committee members expressed their commitment to working more seriously on the issues of girls and women with disabilities.

Outcomes:

- Judicial committees have been oriented on the disability inclusive justice mechanism at the local level
- Local government have shared their commitments for working more sensitively on the issues of women with disabilities
- Access Planet’s networking and relationship with the local government have been strengthened.

7.4.4 Dialogue with Media representatives on Disability Inclusive Justice Mechanism at the Local Level

- Conducted in Rupandehi district on 23rd Sep 2024*
- Conducted in Banke district on 2nd October 2024*
- Conducted in Dang District on 3rd October 2024*

Access Planet Organization, in support of **USAID / The Asia Foundation Civil Society and the Media**, under the project entitled: “Strengthening Women's Network to Foster Access to Justice for Women with Disabilities, conducted a dialogue with the members of media representatives across three districts. The dialogue aimed to build mutual understanding among media professionals on the issues and rights of girls and women with disabilities and to advocate for stronger media coverage of these concerns. The objectives of the events were to sensitize media representatives on the rights and issues of women with disabilities, encourage them to prioritize and support access to justice, and promote the production of rights-based content on disability issues. During the dialogue, media representatives shared their experiences of addressing justice for women with disabilities and working towards their empowerment. Access Planet Organization provided information on the definition and classification of disability, dimensions of disability rights, and the principles of a disability-friendly judicial system. At the conclusion of the program, the media representatives of three districts expressed their commitment on rights -based reporting on the stories of women with disabilities.

Outcomes:

- Media representatives have been oriented on the disability and rights-based approaches on disability
- Media representatives have shared their commitments to cover more on issues of women with disabilities and on right-based approaches.
- Access Planet’s networking and relationship with the media representatives have been strengthened.

7.4.5 Orientation on Disability Inclusive Justice System

Conducted in Kathmandu on 10th June 2025

Conducted in Surkhet on 1st July 2025

Conducted in Pokhara on 10th July 2025

With the funding support of **Women's Fund Asia under the Leading from the South (LFS)**, Access Planet Organization successfully conducted an Orientation on a Disability-Inclusive Justice System in Kathmandu, Surkhet and Pokhara. The program aimed to raise awareness and build the capacity of key justice sector stakeholders on the importance of ensuring justice systems are accessible and inclusive for persons with disabilities. Altogether 67 participants from various justice sector institutions, including the Nepal Police, District Court, Supreme Court, and District level Nepal Bar Association, took part in the program. Mukunda Dahal and Laxmi Nepal had done the facilitation in the program. The orientation program featured three sessions to strengthen participants' understanding of inclusive legal practices. Sessions covered definitions and types of disability, rights-based legal frameworks, and procedural aspects of law, emphasizing accessibility, inclusive legal aid, and accountability. Participants found the training informative and committed to applying rights-based approaches to improve justice access for persons with disabilities.

Outcomes

- Participants gained a clear understanding of disability rights and legal definitions.
- Key barriers in Nepal's justice system for persons with disabilities were identified and discussed.
- Participants were introduced to national and international legal frameworks on disability rights.
- Innovative inclusive justice practices from Nepal and abroad were shared and explored.
- Participants committed to advocating for inclusive, accessible, and just legal systems.

7.5 Support in Economic Empowerment

7.5.1 Orientation on Economic Rights and Existing Provisions for Women with Disabilities

Conducted on 9th and 10th August, 2024

In partnership with the **Asia Pacific Forum on Women, Law, and Development (APWLD)**, Access Planet Organization organized a two-day 'Orientation on Economic Rights and Existing Provisions for Women with Disabilities' in Kathmandu. Nineteen participants engaged in sessions on the connection between women's and economic rights, local employment and training opportunities, and key provisions of the Act Relating to Rights of Persons with Disabilities (ARPD) 2017, including equal pay, property ownership, banking access, safe workplaces, and entrepreneurship. They also learned about government programs, budget allocations, and skill development initiatives that support persons with disabilities. The program highlighted examples of inclusive workplaces and addressed challenges such as inaccessible infrastructure, limited information access, weak policy implementation, social bias, and inadequate skill training. Advocacy sessions introduced practical approaches like media use, public forums, and direct engagement with decision-makers. It concluded with participants developing targeted action plans, equipping them to promote economic inclusion and advance the rights of women with disabilities in their communities.

Outcomes

- Enhanced understanding of economic rights and related legal provisions for women with disabilities.
- Increased awareness of local employment and training opportunities.
- Identified key barriers to economic inclusion, including infrastructure, policy, and social challenges.
- Strengthened advocacy skills, including media engagement, public dialogue, and direct stakeholder interaction.
- Developed targeted action plans to promote economic rights at the community level.

7.5.2 National-Level Interaction on Way Forward on Advancing Economic Inclusion for Women with Disabilities

Conducted on 10 Nov 2024

Access Planet Organization in support with **APWLD** organized a National-level interaction on 10 November 2024 with the stakeholders working in the economic sector to promote the economic inclusion of women with disabilities. The event brought together 45 stakeholders, including representatives from government agencies, the private sector, development organizations, and organizations of persons with disabilities (OPDs) actively engaged in the economic sector. During the program, Access Planet presented key findings and recommendations from its study on the employment and self-employment status of women with disabilities, aligned with Sustainable Development Goal 8. The presentation also highlighted relevant policy frameworks addressing economic inclusion for women with disabilities. After that, a panel discussion was held, featuring the panelists Rashmi Rai, Employment Coordinator of Kathmandu Metropolitan City; Shankar Bhandari, General Secretary of the Hotel Professional Federation of Nepal; and Isha Thapa, Director of the Voice Project at SIRC. The panelists shared their efforts to promote inclusion within their respective sectors and expressed commitments to prioritize economic inclusion for women with disabilities in the future. The entire panel was moderated by Mr. Kirtan Shrestha Duwal, disability rights activist and the project advisory committee member. Speaking at the program, Mahesh Bhattarai, Member Secretary of CTEVT, pledged to make future training programs provided by CTEVT more disability-friendly and inclusive, further ensuring accessibility and opportunities for persons with disabilities.

Outcome

- Stakeholders from the government sector, private, and development organizations were sensitized on the economic challenges faced by women with disabilities.
- Commitments were gathered from the stakeholders to make their efforts more inclusive of women with disabilities.
- Strong connections were built with the stakeholders, laying the ground for future collaborations for the economic empowerment of women with disabilities.

7.5.3 Seed Capital Distribution to the Entrepreneur Women with Disabilities in Jajarkot

Conducted on 13th Feb 2025

Access Planet Organization, in partnership with **Women's Fund Asia** conducted the Seed Capital Distribution Program for Entrepreneurial Women with Disabilities in Bheri Municipality, Jajarkot. The program was organized in coordination with Apanga Swabalamban Sanstha, Jajarkot, and the women with disabilities of Bheri Municipality. The program aimed to support earthquake-affected women with disabilities in strengthening their small and home-based businesses, promote self-employment and economic independence, and expand the businesses operated by women with disabilities. The program was conducted under the chairpersonship of Ms. Gargi Nepal, president of Access Planet Organization, with Mr. Chandra Prakash Gharti, Mayor of Bheri Municipality, as the chief guest; Ms. Sita Jaisi, Deputy Mayor, as the special guest; and Mr. Nar Bahadur Pun, Chairperson of the Disabled Self-Reliance Organization, as a guest. During the program, seed capital was distributed to ten women with disabilities affected by the earthquake in Bheri Municipality, Jajarkot. These women are engaged in various small and home-based businesses for self-employment. On 1st Falgun 2081 (February 13, 2025), each participant received NPR 10,000 as seed capital support.

Outcome

- By providing financial assistance of NPR 10,000 each to ten women with disabilities affected by the earthquake, the program helps them expand their businesses and contributes to their economic independence.
- sets a strong example of inclusive development and resilience-building in post-earthquake recovery efforts

8 Representation on International Platform

Access Planet represented in various international platforms and presented as speaker, presenter, facilitator and advocated for the issues of girls and women with disabilities and other marginalized community.

Some of them are listed as below:

- General Assembly of Asia Pacific Forum on Women, Law and Development, 10 September, 2024. In the general assembly, Laxmi Nepal has been elected as regional council of APWLD.
- Asia Pacific Feminist Forum, 12-14 September, 2024. In this forum, ED Laxmi Nepal and PO Mamata Subedi Participated. In the forum, Access Planet organized workshop entitled “Building Intersectional Feminism at the Crossroads of South Asia” where the intersecting issues of marginalized groups including women with disabilities were highlighted.
- Holistic Security Workshop, organized by Women Fund Asia, 21-25 October, 2024, Thailand represented by ED Laxmi Nepa and PO Mamata Subedi.
- Beijing+30 Review, 19-21 November, 2025, Thailand: Participated by ED Laxmi Nepal and volunteer Neera Nepal. presentation made by Laxmi Nepal from youth perspective in the side event organized by UN Women Asia and Pacific entitled: “Changemakers: Advancing the Rights and Leadership of Women and Girls with Disabilities in Asia and the Pacific.”
- AWID Forum, 1-5 December, Thailand: In this forum 4 members participated and organized workshop on intersectionality. The 4 participants include: president Gargi Nepal, ED Laxmi Nepal, GS Santa Pandey and finance officer Sanju Shrestha.
- Grantee Convening, organized by Women Fund Asia, 6-8 December, 2024, represented by ED Laxmi Nepal and GS Santa Pandey.
- Reflection meeting on Feminist Development Justice Project, Thailand, 11-12 December, 2024: This was the meeting for the project on feminist development justice. In this meeting, 3 people from organization participated including ED Laxmi Nepal, president Gargi Nepal and finance officer Sanju Shrestha.
- 7th Periodic review of CEDAW, 2-6 February, 2025, participated by Laxmi Nepal and presented and advocated for including the issues of girls and women with disabilities in the CEDAW concluding observation.
- Global Disability Summit, Germany, April 1-4 2025, participated by ED Laxmi Nepal. Amplified the voices of Nepali girls and women with disabilities at the international level.

9 Challenges Faced and Lesson Learned

9.1 Challenges Faced during the Project Implementation

i. Delay in Social Welfare Council Approval:

One of the key challenges of this year was the delayed approval process by the Social Welfare Council. As a result, the implementation of the project was postponed, pushing back several activities and forcing us to rush the implementation toward the end to meet the donor’s agreed timeline.

ii. Geographical and Infrastructure Barriers:

One of the major challenges was the geographical and infrastructural barriers across the seven provinces. During the rainy season, risks such as landslides and floods created difficulties in implementing activities. Furthermore, the lack of accessible infrastructure limited the participation of persons with disabilities, as program venues were often not disability-friendly. In addition, poor road conditions, many of which were inaccessible even for vehicles, further restricted mobility and participation.

iii. Lack of Accurate Disability Data at Local Level:

The absence of reliable data on persons with disabilities at the local level created difficulties in identifying and reaching the target groups during municipal-level activities.

iv. Communication Barriers Due to Local Language:

Working across Nepal, we encountered challenges with different local languages and regional Nepali dialects. Using local volunteers helped us effectively communicate and reach the participants.

v. Delay in Making Government Websites Accessible:

The process of making all government websites, including the Supreme Court and other justice-related sites, accessible has been slow due to complex approval procedures and required systemic changes. Despite continuous follow-up with officials, progress remains limited.

vi. Awareness Barriers:

Some stakeholders lacked awareness about the rights and needs of girls and women with disabilities, which sometimes limited their support and engagement in the program.

9.2 Lesson Learned

- **Interactive and Engaging Training Methods:**

Utilizing a variety of training methods, including role-plays, group discussions, and practical sessions, proved highly effective in maintaining participants' engagement and enhancing their learning outcomes.

Role of Family Members in Overcoming Challenges and Promoting Awareness:

Some persons with disabilities needed help from multiple individuals due to inaccessible infrastructure. Training their family members alongside them improved safety awareness and ensured support was always available, highlighting the effectiveness of joint training.

- **Strengthening Local Data:**

Local governments lack accurate data on persons with disabilities, creating gaps in planning and accountability. Advocacy is equally important to ensure reliable data collection, which can better inform inclusive policies and programs. So, we have made it the primary agenda of our advocacy.

- **Importance of Follow-up and Continuous Dialogue:**

The follow-up and continuous dialogue carried out to implement the action plans of the training programs and the commitments made by stakeholders has helped to achieve the objectives of the program

10 Plans for Next Fiscal Year (2025/026)

- ✓ Workshop on Policy and governance in Education
- ✓ Formation of Netri Samwad
- ✓ Leadership development, career enhancement, Disability Sensitivity training program
- ✓ Conducting community dialogues with 6 local governments
- ✓ Technological Capacity Building:
- ✓ Establishment of Assistive technology labs
- ✓ Provincial symposium
- ✓ Mentorship pairing and Knowledge Sharing

- ✓ Publication of Book on Marginalized voices
- ✓ Online Legal Platform for connecting Lawyers with justice seekers
- ✓ Development of Mobile Application to support women with disabilities
- ✓ Legal awareness and rights orientation workshop
- ✓ Conducting workshops for journalists on inclusive reporting and ethical storytelling related to disability rights
- ✓ Poetry Slams & Music Battles on Legal Rights on legal awareness messages
- ✓ Stakeholder Interaction and Legal Accountability Dialogue
- ✓ Work with government agencies to promote funding for tech programs aim
- ✓ Computer training for blind and visually impaired activists in all provinces
- ✓ Produce documentaries and podcasts about the intersection of feminism, technology, and disability.

11 Conclusion

The fiscal year 2024/25 was a milestone in Access Planet Organization's journey to empower young women and youth with disabilities and others marginalized women across Nepal. Despite challenges such as geographical barriers, delays, and limited infrastructure, we successfully carried out impactful programs in education, leadership, advocacy, access to justice, and economic empowerment. These efforts strengthened individual capacities and created systemic impact by influencing policies, engaging stakeholders, and promoting inclusion at local to national level.

We extend our heartfelt gratitude to our dedicated staff, board members, and volunteers, whose tireless efforts and passion have made these achievements possible. To our participants and communities, your resilience and leadership inspire us to keep pushing for justice and inclusion.

We also sincerely thank our generous donors and partners for your trust and continuous support:

- Global Fund for Women,
- Women's Fund Asia/ Leading from South (LFS)
- USAID/The Asia Foundation
- Numun Fund
- Urgent Action Grant
- UN Women
- Asia Pacific Forum on Women, Law and Development (APWLD)
- Legal Empowerment Fund (LEF),
- FRIDA

As we step into the next fiscal year, we remain committed to amplifying marginalized voices, fostering safer and inclusive environments, and building a society where women and youth with disabilities can live dignified, empowered lives. Thank you for walking with us together, we will continue breaking barriers and shaping a more inclusive future.



Santa Pande
Secretary
Access Planet Organization
Suryabinayak-2, Bhaktapur



12. Annexes



Figure 1 Mr. Shiva Kumar Agrawal facilitating the PowerPoint, Effective Communication, and Presentation Skills Training for Young Women with Visual Impairments



Figure 2 Shiva Agrawal, Board member, facilitating the computer refreshing training



Figure 3: Trainer Shiva Ram Khatri is facilitating in the Resilience training package in West Rukum



Figure 4: Laxmi Nepal hand over the attention letter to the Register Bimal Paudel in Advocacy with Supreme Court



Figure 5: Group photo of Orientation on Disability Inclusive Justice System



Figure 6: Submission of Amendment Proposal on the Act Relating to Rights of Persons with Disabilities from Gender Lens



Figure 7: Follow up workshop on Community level Leadership program for young women with Disabilities



Figure 8: Orientation on Disability Inclusive Justice System in Pokhara



Figure 9: Kiran Prasad Dhakal, the CAO of Belbari Municipality, is sharing how they are working to promote the disability right in their municipality



Figure10: Consultation with Organizations of Persons with Disabilities on Civil Society Report for the Beijing+30 Review



Figure 11: In Consultation Workshop with Women Human Rights Defenders with Disabilities and Stakeholders for Planning and Preparation of Safety Assessment



Figure 12: Group presentation of Disabilities Rights Act 2074 in Leadership and Legal Literacy Training