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5 Organizational Needs Assessment

Methods Used:

- 1. Meeting of Board of Executives (BoE)
- Special meeting held with newly appointed and outgoing BoE members, co-opted members, and the Advisor. Chaired by the President and facilitated by the Advisor to ensure focused, objective-led discussion.

2. Independent External Evaluation

- Conducted by an expert sociologist with international academic experience Included desk review (reports, SWOT, organizational documents), followed by a 2-day office visit.
- Tools used: Individual interactions, FGDs with SKSS members and Board and On-site review of documentation, systems, and operations.
 (This approach enabled a thorough assessment of SKSS's structure, operations, and impact.)

Participants: 19

- 9 members of the SKSS Board of Executives in addition 5 active life members of SKSS
- 2 key staff of supporting partner organisation and External Evaluator

6 Gaps & Opportunities for Development and Sustainable Growth

Key Gaps:

- No independent office or basic infrastructure: dependent on partner support. Members lack key skills in planning, reporting, and digital tools.
- No trained full-time staff or functional core team.
- Educational gaps limit members' technical capacity.
- Financial constraints; Limited, project based short-term funding restricts long-term growth. Minimal collaboration with other organisations or
- No M&E system for long-term outcome tracking or strategic vision.
- Poor visibility due to weak communication and social media use

Strategic Opportunities:

Trusted partners & projects: Strong base for

Supported by

LEPROS'

HANSEN'S DISEASE INITIATIVE SASAKAWA Heath Foodedia

- 10-Year Roadmap: Ready for donor confidence and policy engagement Strong membership base: Potential to build adership and presence; 0ver 400 life local
- members. Global stage (ILC 2025): Opportunity to share model and build alliances.
- National role: Grassroots credibility to contribute in national efforts for leprosy control & beyond.
- Broader development role: Can grow into a community development leader.

7 Capacity Building Programs Recommendations

Capacity Building Priorities for SKSS: Path to Sustainable Organisational Growth

- Strengthen Leadership & Governance: Train members in management, planning, communication, and digital skills; enable peer learning and exposure.
- Build Human Resources: Develop a full-time professional team with defined roles, supported by strategic advisors.
- Enhance Financial Capacity: Create a diverse resource mobilisation plan and sustainability fund; build donor partnerships.
- Activate Membership Base: Re-engage life members through structured outreach, team-building, and grassroots leadership development.
- Foster External Linkages: Facilitate inter-organisational collaborations, exposure visits, and alliances to broaden perspectives.
- Institutionalise M&E Systems: Build capacity in impact tracking and develop a long-term vision
- Promote Continued Education: Support formal education and vocational training for technically under a submatrix and a support formal education and vocational training for technically under-equipped members
- Improve Visibility: Enhance skills in communication via social media, storytelling, and documentation.

8 WISHLIST BEFORE NEXT ILC

System-Level Changes : Rights to Health

- Health Rights Ensured stigma-free access to comprehensive quality leprosy care services including mental health support.
- Grievance Redressal Mechanism established in Public Health System and enforced.
- Accountability for gap-failures and neglect Public Health System become accountable for gaps and failures in performance and delivery of care-services to persons affected by leprosy.
- Zero discrimination through enforcement of anti-leprosy stigma laws and community res esolve
- Youth-led Advocacy Forums- State and sub-state level forums forms and become active.
- Voices of affected persons represented in health planning, policy, and programme design.

SKSS Organisational Milestones

- SKSS Office Established a fully functional, independent space with core stat
- 10-Year Roadmap in Action SKSS nting, tracking, and showcasing results.
- Active Network Collaborator Strong presence in national forums and alliances.
- Trained & Empowered Leaders Members skilled in governance, advocacy, and digital tools.
- Community-Driven Programs Branches at grassroots delivering need-based services.
- Visible & Vocal Robust digital outreach and regular communication materials.
- Sustainable Funding Fundraising strategy active, with diverse donor and public support.



- **2** Results- Physical And Mental Health Rights Findings Access to Healthcare: Still Out of Reach for Many
 - 1 in 10 respondents lacked access to even basic leprosy-related healthcare*.

1 Voices of Those Who Deserve

DATA COLLECTION METHODS

REACH SUMMARY:

Rightful Attention and Action

Method 1- Questionnaire Survey: Targeted literate individuals with informed written consent. Facilitated by SKSS members, the survey included 25 questions in two parts: Part 1 – Right to Physical & Mental Health (12 Qs), Part 2 – Human Rights & Anti-Discrimination (13 Qs).

Method 2- Focus Group Discussions (FGDs): Six FGDs conducted at sub-district level, organized by gender, age, and marital status. Each session was facilitated by a three-member experienced SKSS team.

Total Reached: 252 persons affected by leprosy from rural and tribal

Demographics: 46% Women, 13% Children & Teenagers, 63% Adults and 24% Older Persons

communities (non-Colony setting) in three districts - Gadchiroli,

Chandrapur, and Nandurbar (Maharashtra, India)

Method 3- Assembly: Conducted with participants from diverse backgrounds (gender, age, education, marital status). Held at AWARD premises, SKSS's partner. Facilitated by the Hon. Executive Director of SKSS with team support.

- 26% did not receive timely medical attention treatment.
- 33% had no access to deformity care, showing serious gaps in rehabilitation. 1 in 4 experienced delays in receiving timely medical attention
- Even for complications like lepra reactions, 17% were left unsupported*
- ('Higher reported access may be due to respondents using LRC services run by NGO partner ALERT-INDIA in public health facilities, with many unable to distinguish between NGO and public health system).

Barriers Remain High

 31% faced obstacles in accessing essential medicines due to cost, distance, or system failure.

Mental Health: An Overlooked Crisis

69% reported anxiety, depression, or isolation due to leprosy Nearly half (47%) received no counselling or mental health support at all.

(Based on data gathered through Method 1 Questionnaire Survey)

3 Rights Denied: Key Findings on Human Rights & Discrimination

Discrimination Persists

- 28% faced stigma in family, community, workplace, or school.
- 1 in 5 experienced bias from healthcare providers. Some reported multiple layers of discrimination across settings.

Lack of Rights Awareness

- 57% unaware of their basic human rights.
- 90% unaware of anti-discrimination laws protecting them.
- 39% felt their rights were not adequately protected in the health system.

(Based on data gathered through Method 1 Questionnaire Survey)

4 From Gaps to Guarantees : Lessons & Solutions Uphold the Rights of Persons Affected by Leprosy

- Persistent Gaps in Leprosy Care & Rights Lessons for the World:
- Leprosy services remain standalone with patchy public health integration and over-reliance on NGOs.
 Misdiagnosis & poor counselling continue due to lack of trained and skilled health workers.
- Mental health & disability care for leprosy affected are neglected in Public Health System at all level. Stigma and discrimination persist in homes - families, communities, schools, and health facilities.
- Implementation of legal protections remains largely symbolic and ineffective, with poor awareness among affected individuals

What Must Change – Action Priorities for Duty Bearers:

- 1. Fully Integrate Leprosy into Public Health System at all level : Ulcer care, reactions, and rehab must be routine, with reliable drug & MDT supply.
- Empower Health Workforce : Train public and private health care providers in detection, care, referral, and counselling.
- 3. Stigma-Free, Mental Health Support : Embed counselling at diagnosis; support peer groups and open dialogue to normalize leprosy.
- 4. Rights-Based Approach : Enforce zero discrimination, establish Grievance Redressal Mechanisms, and train officials in rights laws. Ensure accountability for neglect, non-performance, and service delivery failures
- 5. Economic Inclusion is Essential : Offe vocational training, financial aid, and equal job access-especially for women & youth.
- Build Leadership Among Affected Persons : Mobilize for self-advocacy, community awareness, and watchdog roles with civil society allies.

Stigma Remains Unchallenged

- 61% believed efforts to educate society on leprosy-related stigma are insufficient.
- 56% reported collective community efforts to address rights violations.
- Just 44% engaged in any advocacy or support activity

Neglected Economic Rehabilitation

- Only 14% received government training for economic rehabilitation.
- 82% of others urgently need economic support and capacity building.

The Hon. Executive Director of SKSS and Advisor to SKSS and

