

Two Days Training Workshop: Orientation and Necessary Intervention of WWDs



01-02 June 2016

Multan, Pakistan



بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

**IN THE NAME OF ALLAH, THE MOST BENEFICENT,
THE MOST MERCIFUL**

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TWO DAYS TRAINING WORKSHOP AGENDA

1st Day:

Time	Agenda Items	Facilitator
08:30-09:00	Registration	Participant
9:00-09:15	Participants to be seated	Ms.Sana Naz
9:15-09:20	Recitation of Holy Quran	Miss.Qurat-ul-Ain
09:20-09:25	Welcome address & opening remarks	Dr. Maryam Mallick
09:25-09:45	Participants introduction	Dr. izhar-ul-Haq Hashmi
09:45-10:00	Expectations & Threats (Queries)	Miss. Sana Naz
10:10-10:40	Goals & Objectives of workshop	Dr. Izhar-Ul-Haq Hashmi
10:40-11:00	What is Disability?	Miss. Zahida hameed
11:00-11:15	Tea Break	
11:15-11:30	Disability Certificate	Mr. Ahmad Chisti
11:30-12:00	CNIC	Mjr. Imran
12:00-12:15	Introduction of UNCRPD	Mr.Sajjad Haider
12:15-12:45	Role of Punjab Government	Dr.Izhar-ul-Haq-Hashmi
12:45-01:00	Activity	Miss.Sana Naz
01:00-02:00	Disability and global diversity	Dr.Maryam Mallick
02:00-02:30	Lunch	
02:30-3:30	Gender & development	Mr.Shahnawaz
3:30-3:40	Activity	
3:40-4:00	What is organization?	

2nd DAY

Time	Agenda Items	Facilitator
09:00-09:05	Recitation of Holy Quran	Participant
09:05-09:15	Recap of previous day	Participant
09:15-10:00	Definition of Organization	Mr.Shahnawaz
10:00-10:30	Laws of Registration	
Activity		Ms.Sana Naz
10:30-11:30	Leadership and women with disability	Mr.Shahnawaz
Activity		Ms.Sana Naz
11:30-11:45	Tea Break	
11:45-12:45	Skill & Skill development Small Business & Entrepreneurship	Ms.Sana Naz
Group activity(Role Play)		
1:00-2:00	Lunch	
2:00-3:00	Microfinance & Microloans Akhawat Success stories(Video Clips)	Dr.Izhar-ul-Haq-Hashmi
3:00-4:00	Concluding Session Follow-up action plan Evaluation Certificate Distribution Ceremony Group Picture	

ACRONYMS

CBR	Community Based Rehabilitation
CNIC	Computerized National Identity Card
CRPD	Convention on the Rights for Persons with Disability
DGS& D	Directorate General of Supplies and Disposal
DPOs	Disabled Persons Organizations
GO	Government Organization
INGOs	International Non-Governmental Organization
MDGs	Millennium Developmental Goals
MFIs	Micro Finance Institutions
NADRA	National Database and Registration Authority
NGOs	Non-Governmental Organization
PWDs	Persons with Disabilities
PWTD	Punjab Welfare Trust for the Disabled
SDGs	Sustainable Developmental Goals
SPO	Strengthening Pakistan Organization
SSP	Society for Special Persons
SW & BMD	Social Welfare & Bait-ul-Mall Department
UN	United Nations
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
WHO	World Health Organization
WRD	World Report on Disability
WWDs	Women with Disabilities

Acknowledgment

A “thoroughly well coordinated” workshop, this was my first impression which prevailed at the completion of training at Multan.

First of all, we are extremely obliged and thankful to the participant’s i.e. WWDs, in spite of the barriers and the challenges, their phenomenal and active participation made this workshop a huge success.

It is without saying that WHO, as a specialized organization took a leap forward to help the most neglected segment of the society i.e. PWDs and especially WWDs. WHO aims to improve the lives of PWDs through mainstreaming and inclusion so they can live productive and successful lives.

It is to mention here with gratitude that Dr. Maryam Mallick played the most important and pivotal role in all phases of this activity, that is conceiving, planning, organizing, executing and participating efficiently. She played a role of real leader.

The role of social welfare department was of utmost important, as they were the major stakeholder. The department facilitated the workshop in an excellent manner.

Hats off to SSP team especially Ms.Zahida Hameed for the professional and prompt response. It is my duty to mention here that it would not have been possible without the support of SSP. We are thankful to Mr.Ijaz Shah for his inspiring efforts for providing all kind of logistic supports in Multan.

I wish to extend my heartfelt admiration to Mr. Shahnawaz khan for sparing his valuable time and help us designing the workshop material.

I would like to express my deepest appreciation to all those who provided their all out support to make it a successful event. A special thanks to Mjr. Imran (Director) NADRA, Mr. Ahmed Chisti from SWD, Mr. Sajjad Haider from Special Education Department, and Mr. Khalid Naeem.

It is my duty to express my heartfelt gratitude to Mr. Haron Ur Rafique, (Secretary) SWD, Dr. Muhammed Amjad Saqib Managing Director PWTd, for supporting us throughout the activity and gave valuable inputs advices from time to time.

A special thanks to Mr. Ali Hassan Fareed and Mr. Munawar for designing the basic module and presentations.

In the end I have to say that this activity would never have been such a success, if Ms.Sana Naz had not played her sheet anchor role for consecutive two days. She presented and coordinated the activity in the best professional manners.

Dr.Izhar-ul-Haq Hashmi
Director program
PWTd

Overview

The United Nations General Assembly adopted the Convention on the Rights of Persons with Disabilities in 2006. So far, 148 states have signed and 100 have ratified this milestone convention. Pakistan became the 101st country in the world to ratify. In Pakistan there are few instances of national legislation that specifically addresses the intersectionality of gender and disability. There is a strong need to strengthen the recognition and understanding of the intersectionality of gender and disability. Persons with Disabilities (PWD) face discrimination and barriers that restrict them from participating in society on an equal basis with others. They are denied their rights to be included in the general school system, to be employed, to live independently in the community, to move freely, to vote, to participate in sport and cultural activities, to enjoy social protection, to access justice, to choose medical treatment and to enter freely into legal commitments such as buying and selling property.

How a country treats and provides facilities to its Persons with Disabilities is the real test of society's development rather than looking solely at socio-economic indicators. Recently, the World Health Organization expressed its concern about this issue, and emphasized the strong link between poverty and disability. 80% of the disabled live in low-income countries. Their ability to work and earn an income can be limited by their disability or by employer's attitudes towards them. Their access to remedial treatment and other health services is limited by their inability to pay thus creating a vicious circle which adds insult to injury.

WHO efforts to support Member states to address disability are guided by the overarching principles and approaches reflected in the WHO global disability action plan 2014-2021 - the world report on disability - and the convention on the Rights of the persons with disabilities. . Pakistan has signed the UN Convention on the Rights of Persons with Disabilities. However, despite these efforts, the disturbing fact is that most persons with disabilities, especially women with disabilities and their families remain completely un-served. Article 6 of the UN convention guides specifically on the issues of women with disabilities recognizes the obligation on state parties to take measures ensuring full and equal enjoyment of all human rights and fundamental freedoms. The purpose of the UN convention is to ensure that girls and boys, women and men with disabilities, as well as mothers of the disabled children, may exercise the same rights and obligations as other.

Executive Summary

According to WHO, more than a billion people in the world today experience disability. These people generally have poor health and health services, lower educational achievements, fewer economic opportunities and higher rates of poverty. This is largely due to the barriers they face in their everyday lives, rather than their disability. Disability is not only a public issue, but also a human rights and development issue. Disability is thus a complex phenomenon, reflecting the interaction between features of the person's body and features of the society in which he or she lives. Overcoming these difficulties faced by the people with disabilities requires interventions to remove environmental and social barriers.

About 15% of the world population lives with some form of disability, out of which 2-4% experience significant difficulties in functioning. The global disability prevalence is higher than the previous WHO estimates, which date from the 1970s and suggested a figure around 10%. This global estimate for disability is on the rise due to population ageing and the rapid spread of chronic disease, as well as improvements in the methodologies used to measure disability.

Pakistan has a population of almost 200 million now. The census of 1998 claims that 2.49% of the population is disabled while WHO claims that it is 15.5%. There is a large discrepancy between these two figures. However, we can say with confidence that more than 20 million people are suffering from one or another kind of disability in Pakistan.

Considering the fact and figures given above, WHO in collaboration with Social Welfare Department and Punjab Welfare Trust for the Disabled designed a training workshop for WWDs, as the WWDs are at double jeopardy, therefore, an active, holistic and comprehensive approach is needed. WHO and partners decided that a two days orientation and socioeconomic empowerment workshop; which should be replicated in 10 districts of Punjab. These districts of southern Punjab are underprivileged and underdeveloped.

A report has revealed that Pakistan could be losing 6.3% of its GDP due to the exclusion of persons with disabilities (PWDs). If this continues, the economic cost of exclusion is estimated at USD \$33 million per day, every day.

If these PWDs are trained with basic life skills, vocational and occupational training, they can contribute fairly a substantial amount to the economy. The cumulative advantages will be phenomenal. The objective of this two days training workshop had been to prepare and present

a strategic plan to ensure that women with disabilities can transform their lives through inclusion and mainstreaming. In order to achieve the specified targets, the goals and objectives of the workshop were as under:

- ❖ Creating self-help groups amongst the especially WWDs. Enhancing the role of leadership of women with disabilities and formation of disabled people organization DPO's.
- ❖ Preparing the WWD's to get disability certificates and CNIC necessary for their active role in society.
- ❖ To clear the concept of disability, its etiological factors and to identify the issues of grave concern to WWD's. Provision of training including job coaching, vocational counseling, training for those who are already employed and the key soft skills for the unemployed women with disabilities i.e. specific professional skills.
- ❖ Improving the self-employability situation of women with disabilities through skill development, entrepreneurship and access to microfinance
- ❖ Accessibility to work and public places to facilitate the employment of WWD's and provision of assistive tools, assisted devices.
- ❖ To actively promote the participation of women with disabilities in all aspects of social and economic lifestyle patterns.
- ❖ Specify what still has to be improved to allow women with disabilities to enjoy their rights and fundamental freedom in society.
- ❖ Participants are recommended to identify ways to increase the representation and participation of women with disabilities through forming self-help groups in their areas and district
- ❖ Specify needs and experiences of the women with disabilities understanding and to take into account the design and implementation of legislation, public policies and social practices.

WHO is implementing its core program titled "Maqsad-e-Hayat, Izzat-o-Waqar" in collaboration with Social Welfare Department(SWD), Punjab Welfare Trust for The Disabled(PWTD) and Society for Special Persons (SSP) Multan, in 10 districts of South Punjab including Multan, Muzaffargarh, Lodhran, Vihari, Bahawalpur, DG Khan, Layyah, Khaniwal, Sahiwal, and Pakpattan. Capacity building and socioeconomic empowerment are the important parts of the program. Two days training workshop in Multan was organized by World Health Organization & Social Welfare Department in collaboration with PWTD which commenced on 1st and 2nd June 2016.

The purpose of this two days training workshop was to fix its overall strategic goals to promote equal opportunities for WWDs, as it mentioned in UN social agenda (2005-2010). Inequalities do exist in many spheres of life resulting from gender and disability. Women with disabilities are more likely to be exposed to multiple forms of discrimination. When accessing their human rights and fundamental freedom, disabled women face various obstacles .According to empirical evidence, they are often marginalized, isolated, abused and are blocked at a great risk of poverty.

Government of Punjab through Social Welfare & Bait-ul-Mall Department is making serious efforts to move towards the globally agreed Sustainable Development Goals relating to basic rights of the women with disabilities through mainstreaming and inclusion.

Recently, the World Health Assembly expressed its concern over this issue, and emphasized the strong link between poverty and disability. WHO has taken the lead role to develop a program in consultation with Punjab Welfare Trust for the Disabled, to organize a comprehensive training program for WWD's in the underprivileged districts of South Punjab.

Punjab Welfare Trust for the Disabled was established in June, 1991 by Government of the Punjab. PWTD is under the administrative control of Social Welfare & Bait-ul-Mall Department, Punjab. PWTD is a funding agency which provides financial assistance to 120 NGOs on quarterly bases and grants for the capital works. PWTD also works for the mainstreaming, inclusion, collective understanding of empowerment, and rehabilitation of PWD's. In addition, efforts are being made for increasing the base of human development for socio-economic growth, thus enhancing the quality of life and reducing poverty in PWDs.

Inaugural Session

The inaugural session of this workshop was initiated by World Health Organization (WHO) in collaboration with Social Welfare Department & Punjab Welfare Trust for the Disabled (PWTD)& Society for Special Persons (SSP) commenced on Wednesday 01 & 02 June 2016 at Combination Hotel Multan with the considerable gathering of participants, stakeholder, Social Welfare Department, representative from NADRA, representative of other departments attended all sessions on both days.

The proceeding of the workshop began with the recitation of the passage of the Holy Quran. Dr. Maryam Mallick welcomed the audience on behalf of World Health Organization and briefed about the objective of this 2-days training workshop. The purposes she stated were:

- ❖ Make specific efforts to link women with disabilities to their environment for inclusion and mainstreaming
- ❖ Creating Self Help Groups so that the WWDs can share their experiences and fears.
- ❖ Establishing contacts with other organizations and public authorities for specific needs.
- ❖ To promote the trainings of professionals and staff working for women with disabilities in accordance with to provide the assistance and services guaranteed by those rights.
- ❖ In order to promote equality and eliminate discrimination, to ensure that reasonable services are provided to the women with disabilities.
- ❖ Enabling women with disabilities to participate effectively in the society.
- ❖ It is recommended to identify ways to increase the representation and participation of women with disabilities in decision-making. Increasing such representation and participation will require a co-ordinated range of measures, including consultations, training and formation of Disabled persons organization DPO's.

Dr. Maryam Mallick solicited full scale participation and contribution of the training for attaining the objects of this two days training workshop. After concluding her briefed session she invited Dr.Izhar-ul-Haq Hashmi, further proceedings.

Dr. Izhar expressed his thoughts and passions on the sensitivity of the subject with substantial concern. He emphasized the importance of the following points:

- ❖ The WWDs are at double jeopardy and marginalized on all accounts.
- ❖ It is important to raise awareness regarding the rights and potentials of the PWDs amongst themselves, their families, communities, public and private sectors.
- ❖ To Initiate Community-based rehabilitation (CBR), as these programs will raise the awareness and will facilitate the participation of WWDs.
- ❖ Help PWDs/WWDs to explore their potentials and encourage them to acquire certain skills in accordance with their needs and desires.
- ❖ Take specific measures regarding soft skills, vocational and occupational trainings for WWDs.
- ❖ WWDs may be subjected to entrepreneurial trainings so they can have a proper concept of business and self-employment, and subsequently access to credit, so they can initiate their small enterprises.
- ❖ Trainings and workshops should be a continuous process as WWDs require ongoing capacity building and mentoring for their substantially and mainstreaming.
- ❖ Networking with GOs, INGOs, DPOs and civil society is the only solution to achieve these objectives.
- ❖ In this inclusion he emphasized that a 360° holistic design is required to include and mainstream the WWDs and for that matter a consultative group may be design for further deliberations.

DAY 1

Session 1

What is disability?

The technical session of the day commenced with the power point presentation of Ms. Zahida Hameed for appraising the participants about disability and its types and causes. Even before starting her presentation, she asked the participants what they think about the word “DISABILITY”. Miss Zahida Hameed gave an informative and enlightening presentation explaining the global situation on disability and highlighted the alarming situation of disability in Pakistan. She explained that one in every seven persons is suffering from some kind of disability making a total of one billion PWDs in the contemporary world.

<p>میرے نزدیک معذور وہ افراد ہیں جو Conservative mind یا وہ لوگ ہیں جو تنقید و التماس نہ بناتے ہیں۔</p>	<p>In my opinion the real disabled are those who have conservative in critical approach towards others.</p>
<p>The lack of ability is called disability.</p>	<p>The lack of ability is called disability.</p>
<p>معذوری سے مراد بعض اوقات کچھ نہ کر سکتا اور کسی دوسرے پر Depend کرنا صرف آئی ہے Disable ہونا محسوس ہونا ہے وہ معذوری کا کوئی وجود نہیں۔</p>	<p>Disability means when you can't do anything and on other instances you have to depend, otherwise there is no existence of disability.</p>

Figure 1; Activity

Miss Zahida Hameed in the event made her sharing by focusing on the definition of disability, types, severity of and causes of disability. Moreover, she highlighted the problems and the challenges of physical disability, elaborating her own life experiences. Her contribution in the training was not just limited to one hour session, she showed a remarkable interest since the beginning of the day. She had provided herself as a role model and was noticed guiding the WWDs informally. She said that PWDs can do most of the activities as other people can do.



Figure 2

She also described that there are four types of disabilities i.e. Physically Challenged, Visually impaired, Hearing Impaired with speech problem and Intellectually Challenged.

The term disabled suggests a state of helplessness; something which falls short of the norm or standard viz., 'physical fitness'. She also commented on the problem with accessibility, transportation and infrastructural facilities available to disables. Public transport related problem comprises the problems related to design of the vehicles (high and incompatible steps of vehicles from the platform level). Road constraints involve encroachment of bus stops by vendors, temporary structures and parked vehicles stopping of buses away from the actual bus bays, thus causing great inconvenience and feeling of insecurity while traveling in private buses.

She also narrated that WWDs are largely dependent on their family as they get supports from their families. WWDs hardly get emotional support from friends and relatives and also encouragement.



Figure 3

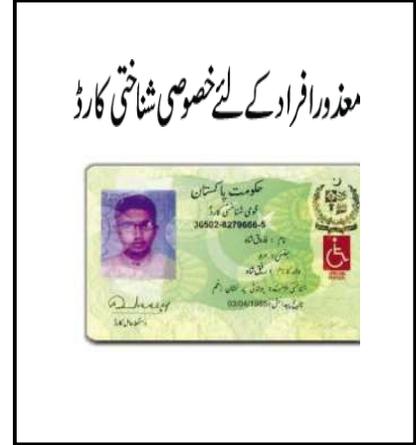
PWDs have abilities, needs and interests as the rest of the populations. Nevertheless, discriminations continued to exist in certain important areas. Employers are reluctant to recruit or promote PWDs; some landlords refused to give the land on rent to them; custody of their children etc. In recent decades, this situation has undergone some positive changes through adjustments in legislation and public attitudes. PWDs also have lobbied for their rights as citizens and productive individuals.

The Government also as part of welfare measure introduced various welfare schemes to benefit PWDs. However, there exists a gap in the utilization of the services. Hence, there is a need to study in detail about the problems, support systems and utilization of rehabilitation measures introduced by various agencies. As a matter of policy, Government has extended the

rehabilitation programme in the field of medicine, education, psychological support etc., for PWDs. PWDs sometimes have difficulty doing things while other people may take for granted, such as travelling on public transport, climbing stairs or even using some house hold appliances. However, the greatest challenge that disabled people have to face has been misperception of the society that they are the “breed apart”. Historically they have been pitied, ignored, vilified-even hidden away in institutions

Session 2

The second session was conducted by Mjr. Imran (Director) NADRA. He shared negative and stereotype thoughts about the abilities of PWDs emanating from society and sometimes from the family which can lead to discrimination. Community development schemes often disregard PWDs because of negative and mistaken assumptions about their ability to participate. Then he briefly elaborated the process to the participant, how they get their National Identity card from NADRA. He explained that NADRA is one of the leading systems in global identification sector. As this is the digitalized world, he assured that mobile team of NADRA will assist WWD's in 10 districts of Punjab and foremost in Multan.



Next session was conducted by Mr. Ahmad Chisti (Social Welfare Department). He shared the basic objectives of Social welfare department. He mentioned from the cardinal principles of Islam based on Adl - o - Ehsan and Haqooq - Ul - Ibad, making both the state and society responsible for the welfare of the people. The main objective of social welfare department to uplift the people economically and socially through different development schemes, involving



of government department and NGO's especially focusing on primary areas of concern i.e. women's education, health, economic empowerment, and violence against women. Moreover, he briefed the participant how they can get

their disability certificate through following a simple criteria.

Session 2 was amid at two points, firstly how PWDs/WWDs can get a disability certificate and secondly, how they can acquire the CNIC subsequently.

Session 3

UNCRPD

In an hour session Muhammad Sajjad Haider highlighted on Convention on Rights of People with Disabilities in perspective of paradigm shift from individual approach to social model of disability, its effects on definition of disability and its connections with other international documents of human rights.

He further discussed the purpose of the Convention is to promote, protect and ensure the full enjoyment of all human rights and fundamental freedoms by all persons with disabilities. Women with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others. Women and girls with disabilities experience multiple discrimination. Countries must take all appropriate measures to ensure that women with disabilities are able to fully enjoy the rights and freedoms set out in the Convention.

The Government of Pakistan has ratified the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) on 5th July, 2011 in UN General Assembly and implementation of UNCRPD is mandatory for the Government of Pakistan.



DGSE&SW established a cell called UNCRPD secretariat for the implementation of UN Convention in January, 2012. It is clear that the Governments (Federal and Provincial) need to

implement various Policies and Action Plans particularly the UNCRPD, integrating the needs of PWDs also into national Millennium Development Goals (MDGs) agendas. The Convention requires governments to adopt specific measures to advance and empower women and children with disabilities.

Then, he presented an article wise analysis and kept his stress on the fact that the disability is an evolving concept, emerged in consequence of interaction between environment and the people with disabilities. His sharing from a different angle had an inspiring effect on the participants and after the session the participants expressed that they are feeling a sense of some strange worth and encouragement.

Session 4

This session was conducted by Dr. Izhar Hashmi. He briefly presented the initiatives and opportunities offered by Govt. of the Punjab. He stated that Govt. of the Punjab is seriously developing projects and programs to mainstream the PWDs. He told that following departments are working exhaustively for PWDs along with PWTD: SW & BM, PSPA, TEVITA, PSDP, PEEF, and Interest free Microfinance for PWDs, PSIC, Labor Department and others.

The lead department to assist the PWDs is the Social welfare and Bait Ul Maal Department (SW&BMD). Currently the department is assiduously engaged in working on many aspects related to policy, strategy, legal and procedural, recruitment, training and rehabilitation of PWDs.



SW & BM

In addition, to this many other rehabilitative and welfare actions taken for PWDs are as follows:

- ❖ No age limit for taking admission in any Education Institution of Punjab.
- ❖ All educational charges including tuition fee, Hostel fee and Utility charges will be waved off on admission.
- ❖ One set reserved for admission in higher education i.e. M.Phil and Ph.D.
- ❖ On admission at public University, a laptop will be awarded to PWDs as an incentive and wheel chair will be provided on passing out from university.
- ❖ Access to banking services as it was not available to blind persons before.
- ❖ Allow for helper to sit in CSS and other competitive exams.
- ❖ Provision of special pathway/Ramps/parking and toilets all government/buildings and wheel chair will be provided at the entrance of each office.
- ❖ Issuance of special CNIC to PWDs,
- ❖ 50% concession in Air, Rail and Road fare

- ❖ Facilitate to import duty free card/disability friendly vehicle for persons with disability.
- ❖ Provision of free medical treatment to PWDs and their family members to all govt hospitals/Dispensaries.
- ❖ Age relaxation up to 10 years in the upper age limit of PWDs for entering in to Government Service.
- ❖ Government has recently launched Khidmat Card Scheme for the disabled under which stipends for over 0.2 million disable in under which also includes over 32,000 visually impaired individuals.

Punjab Social Protection Authority (PSPA)

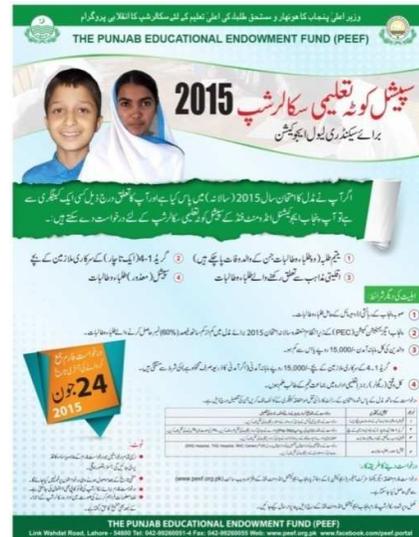
Punjab Social Protection Authority is newly formed programme to help the destitute and especially PWDs.

Khidmat card is their first intervention.



Punjab Educational Endowment Fund (PEEF)

The Punjab Educational Endowment Fund is established with the objective of providing scholarships/monetary assistance to talented and needy students for pursuing quality education with equal opportunities. PEEF endeavors to bring best educational opportunities to the less privileged and talented youth of Punjab, and bring them at par with the most fortunate ones. A special 5% quota is allocated for student with disabilities.



Interest Free Loans for PWDs

Microfinance activities seem to be useful for self employment in many cases even for disabled people. Microfinance is working for opening the door of financial access to poor as well as PWDs. Akhuwat is a leading organization of the country which provides interest free micro loans to PWDs

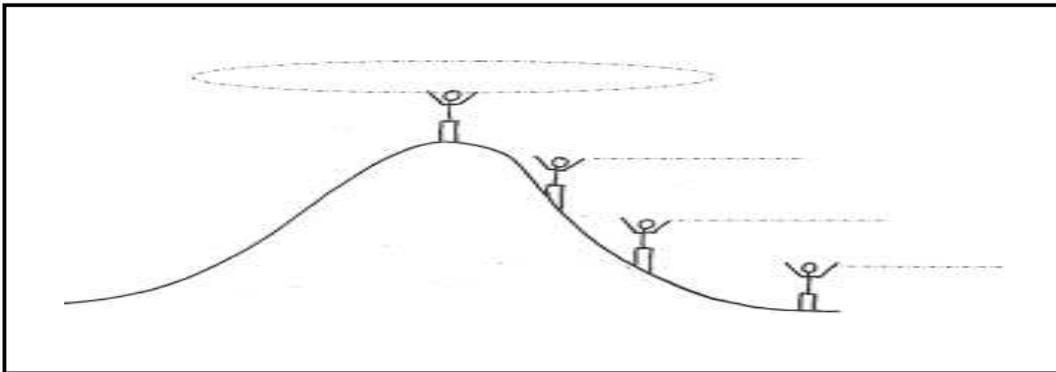
Session 5

Global diversity and disability

5 sessions were conducted by Dr. Maryam Mallick on Global diversity in respect of WWD's.

She elaborated the perspective of UN convention for the person with disability. It is an international human Rights treaty of the United Nations intended to protect the rights and dignity of persons with disabilities.

The Convention stresses that persons with disabilities should be able to live independently and participate fully in all aspects of life. To this end, state parties should take appropriate measures to ensure that person with disabilities have access to the physical environment and to



other facilities and accessibility. World report on disability (WRD) is a comprehensive first report which is presenting the Global Picture of the situation of persons with disabilities. The main aim of this report is to support the implementation of the Conventions on the Right of Person with Disabilities (CRPD).

She highlighted the importance of all the marginalized group of society. She emphasized that PWDs are the world largest minority and especially the WWDs are at the bottom of priority list in any social setup. She narrated that inclusion is the only resolve to this problem. it is mandatory to include PWDs/WWDs in every aspect of life so that they can contribute and excel in their lives.

Session 6

Understanding 'Disability' from Women Development Perspective.

Mr. Shahnawaz started a comprehensive session on understanding disability from women development perspective.

Disability Inclusive development means that all development planning and interventions are inclusive of and accessible to persons with disabilities on agreement with article 32 of the CRPD. The World Report in Disability (2011) makes an informed estimate that 15% of the world's population has a disability and that 80% of those with a disability live in developing countries.

Where the Millennium Development Goals (MGDs) did not make any mention of disability, the post 2015, SDGs flag inclusive development as a major objective. It recognizes that Persons with Disabilities have been left behind in development efforts and those new policies, plans and interventions need to benefit all people, including Persons with Disabilities. The process of integrating disability effectively in policies, plans and interventions is called disability mainstreaming, leading to 'Disability Inclusive Development.'

So far most development efforts that benefit Persons with Disabilities have mainly been planned and implemented by disability-specific or focused organizations. This is relatively a small group of organizations with limited scope and resources. When mainstream (non-disability specific) development organizations, governments and donors make disability inclusion part and parcel of their efforts, the potential impact will be:

- The number of Persons with Disabilities that are lifted out of poverty will increase spectacularly
- Persons with Disabilities will have access to a much broader range of opportunities (e.g. access to education, health services, finance and employment to name a few)

Here, 'Mainstreaming' is frequently used under 'Inclusive Development' referring to the fact that people with different needs can be brought together by conscious effort to make our environments more accessible.

DAY 2

Session 1

Mr. Shahnawaz Khan delivered the session on Organization and registration process. Detail of session are:

Definition:

“Organization is the form of every human association for the attainment of a common purpose. He described, an organization is the pattern of ways in which large numbers of people too many to have intimate face to face contact with all others and engaged in a complexity of tasks, relate themselves to each other in the conscious systematic establishment and accomplishment of mutually agreed purpose”.

Thus organization considered in strictly limited sense may mean, men or people assigned roles, duties or jobs, work relationships, interaction and co-operate efforts of people involved in the organization. Without organization human actions cannot be planned, systematic and purpose achievement oriented. For every human activity, organization is a necessary precondition, without organization planned human actions are impossible.

Life Cycle of an Organization:

- 1) **Forming**
- 2) **Storming**
- 3) **Norming**
- 4) **Performing**



Session 2

Registrations Laws

Organizational Registration Ordinance:

- 1) **Voluntary Social Welfare Agencies Registration and Control Ordinance 1961.**
- 2) **Societies Registration Act 1860.**
- 3) **Cooperative Societies Act 1925.**
- 4) **Companies Ordinance 1984.**
- 5) **Trust Act 1882.**

1) Voluntary Social Welfare Agencies Registration and Control Ordinance 1961

The Voluntary Social Welfare Agency can be registered if it's working criteria undertaken fields like in the Ordinance:

- 1) Child Welfare.
- 2) Youth Welfare.
- 3) Women's Welfare.
- 4) Welfare for the Physical and mentally handicapped.
- 5) Family Planning.
- 6) Recreational programs intended to keep people away from anti social activities.
- 7) Social education that is the education of adults aimed at developing sense of civic responsibilities.
- 8) Welfare and rehabilitation of released prisoners.
- 9) Welfare of Juvenile delinquents.
- 10) Welfare of the aged and infirm.
- 11) Welfare of the beggars and destitute.
- 12) Welfare of the socially handicapped.

Organizational Structure:

- Membership.
- Organizational Structure.

- Responsibilities & Authorities.
- Monthly Meetings.
- Future Plan of Action.
- Minutes of Meetings.
- Report.
- Communication.
- Positive interaction with other Organizations.

Application for Registration:

- 1) Any person intending to establish an agency and any person intending that an agency already in existence should be continued such as shall in the prescribed form and on payment of the prescribed fee, made an application to the registration authority, accompanied by a copy of the constitution of the agency, and such other documents as may be prescribed.
- 2) The registration authority may, on receipt of the application make such enquiries as it considers necessary, and either grants the application or for reasons to be recorded in writing, reject it.
- 3) If the registration authority grants the application, it shall issue, in the prescribed form, a certificate of registration to the applicant.
- 4) The registration authority shall maintain a register containing such particulars as may be prescribed of all certificates issued.

Session 3

Leadership and Women With Disabilities (WWDs)

Organization can not develop without leadership. Leadership is the ability to persuade others to seek defined objectives.

An organization has the greatest chance of being successful when all the employees work toward achieving its goals. Since leadership involves the exercise of influence by one person over others, the quality of leadership exhibited by supervisors is a critical determinant of organizational success.

A leader is one who influences others to attain goals. The greater the number of followers, the greater the influence and the more successful the attainment of worthy goals the more evident of the leadership.

Pre-requisites of Effective Leadership.

The essential requirements of effective leadership may be mentioned as follows:

- 1) Ability to develop initiative among group.
- 2) Ability to take decisions and exercise authority.
- 3) Personal interests should be secondary.
- 4) Ability to maintain membership.
- 5) Ability to resolve internal conflicts.

Session 4

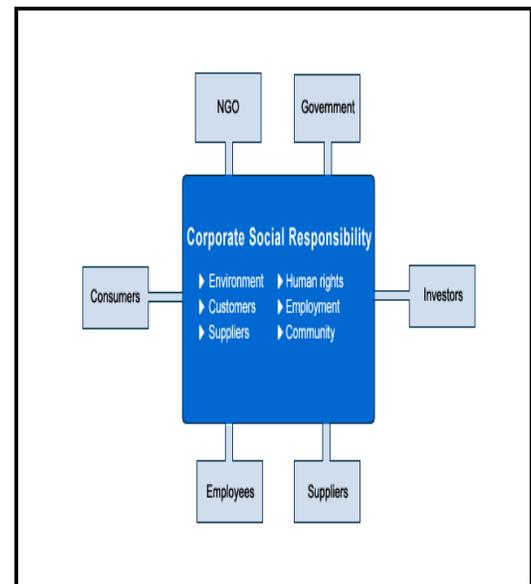
Skill and skill development

Miss Sana Naz commenced session on importance of skill and skill development. She shared that, one in every ten people has a disability, representing 650 million people worldwide. Disability is both a cause and an effect of poverty: Poor people are more likely to have a disability because of the conditions in which they live, and disability can result in poverty due to limited opportunities for skills development and employment.

Skill development can be defined as, an ability and capacity acquired through deliberate, systematic, and sustained effort to smoothly and adaptively carryout complex activities or job functions involving ideas(cognitive skills),things, (technical skills), and people (interpersonal skills).

She further suggested the importance and need of skill development for WWDs in following terms:

- ❖ Community-Based training programme should be started, that includes WWDs in its mainstream programme. It promotes income generation and employment opportunities for disadvantaged women by developing skills and knowledge relevant to their communities.
- ❖ Create linkage with WWDs to enterprise development services and to microfinance by guaranteeing loans and establishing savings circles.
- ❖ Provide vocational guidance to WWDs to ease the transition from education and training to work life.



Participant's Views

The participants have varied kind of aspiration and vision about their lives. They wanted to be successful in their lives

میں چاہتی ہوں کہ دسویں کے
لینڈ کانج بھی ہو نا چاہیے ملتان
میں تاکہ آگے بھی تعلیم حاصل
کری جاسکے
میں ٹیچر بننا چاہتی ہوں

I wish to go to college after Metric
so that I can have the opportunity
to get education. I want to be a
teacher.

میں Painting کرنا چاہتی
ہوں.
ٹیچر بھی بننا چاہتی ہوں
اور میں نے پورے پنجاب
بورڈ میں Top کیا ہے

I want to do painting.
I wish to be a teacher.
I have secured top position in
Punjab.

Session 5

Small Business and Entrepreneurship

Ms. Sana Naz took the session on small business and entrepreneurship skills, under this session she discussed entrepreneurship and small business skills for women with disability.

She emphasized that entrepreneurship can play a vital role in supporting participation in the labor market and society for persons with disabilities. While entrepreneurship is not for everyone and may not be feasible for those with severe or multiple disabilities, yet it is a feasible option for many.

Disability affects a wide range of socioeconomic outcomes including labor market participation. Disabilities are extremely diverse (World Health Organization/World Bank 2011) and are not a fixed characteristic of individuals, that is, disability may be temporary condition rather than a permanent status.

Worldwide, the prevalence of disability is argued to be growing, with population ageing and increasing incidence of chronic health conditions (World Health Organization/World Bank 2011). Approximately 16% of the adult population aged 18 and older worldwide is disabled, with noticeable differences between high countries (12 per cent) and low income countries (18 per cent) (World Health Organization/World Bank 2011).

Disabled people tend to be concentrated in lower-skilled, lower-paid occupations; some argue that self-employment can be used as a potential rehabilitation vocational tool to achieve faster and better integration into the economic inclusion for PWDs.

She further explained the technical explanation about the definitions of disability, shaped by two contrasting concepts:

The medical model of disability and the social model of disability. In short, the medical model treats disability as a characteristic of the person and restrictions in activities are explained in terms of individuals' bodily capabilities, with impairments treated implicitly as a form of negative human capital. In contrast, the social model of disability, pioneered assumes that

Session 6

Microfinance & Microloans Akhuwat- A Case Study

The session was presented by Dr. Izhar Hashmi, who highlighted the model and achievement with special reference to PWDs. Akhuwat is the largest interest free micro-finance in the world, started in 2001 with a meager amount of PKR 10,000 owed to a widow, is now serving across Pakistan. Akhuwat has designed an indigenous model of community based inclusion of the marginalized groups. In last 15 years Akhuwat has served around 1.4 Million families with a disbursement of PKR 26 Billion. Akhuwat has her presence in more than 300 cities and towns, and serving through 500 branches across Pakistan including FATA and AJK.

Akhuwat from the first day had an inclusive design to help the people in need observing their self-respect and integrity. Akhuwat always think that the PWDs should be given a chance to help themselves through micro lending. It is to mention here that the PWDs are at a much grave disadvantage due to they are physically, visual, hearing and mentally challenged having Psychosocial disorder due to outcast minority as being abandoned. These PWDs are economically destitute and geographical dispersed, These PWDs are more vulnerable in the situations of disasters.

Akhuwat has identified the problems due to which the PWDs are not considered trust worthy and credit worthy. PWDs are the largest minority and number is growing, limited outreach and dispersed population, and unavailability of reliable data and mapping make it a serious situation. Regarding micro-finance the PWDs are not considered as a prospective client due to low need analysis. On the other end the MFIs have little or no knowledge regarding the challenges and need of PWDs this lead to indifferent attitude of service providers. The MFIs growth model is not ready to innovate and mainstream for PWDs whereas the existing services and institutional facilities are not accessible to PWDs.

Akhuwat is giving priority to the PWDs and provides PWDs with interest free microfinance for business, accessibility, and housing. Akhuwat has helped some 3600 PWDs with access to the micro lending and 60 million PKR has been disbursed in last five years. It is to mention here that the timely repayment of PWDs is amazing and it is more than 99.90%. In the end of the

Session 7

Concluding Session

The last session was extremely exciting. The participants were engaged and enthusiastic for moving forward towards a successful life ahead.

Concluding session started with the "action plan" for the participants, i.e., moving forward with creating SHGs, getting disability certificate, having NIC, formation of DPOs, connecting with vocational trainings and finally settling for their jobs or being self-employed. They agreed that to live a quality and respectful life.

Dr Maryam Mallick delivered her concluding remarks. She further motivated the WWDs to show their commitment for the desired change. She told them that we will keep a close liaison so they can move forward. She showed her satisfaction regarding training and the response of the WWDs.

The representatives responded that they have learnt many new things in this workshop and they will definitely like to change their lives as being told here. They also appreciated the efforts of resource persons. They demanded that such should be regularly continued in future as well.

Summing up the workshop Dr. Izhar Hashmi paid his heart felt gratitude to the participants for their active involvement and determination to move forward for a better life. He also extended his deepest appreciation to the entire resource person with special thanks to SSP team.

In the end, the certificates were distributed amongst the participants and assured them that we will keep moving with follow up action plan.

A group photo concluded the two days workshop.

Workshop ended on a positive note.

Session 8

Follow-up Action Plan

ACTIVITY	DATE	RESPONSIBILITY
Completion of Activity Report	30 June 2016	PWTD
Obtaining Disability Certificate	30 September 2016	Individual +SWD
Getting CNIC	30 October 2016	Individual +NADRA
Formation of SHGs & DPOs	31 December 2016	SWD+ SSP
Linkage to Occupational and Vocational Institutes	30 September 2016	PWTD+SSP
Micro finance for small business	31 March 2017 (At the end of the training)	Akhuwat +SSP

Annexures

Activities

ترہیتی ورکشاپ کی سرگرمیاں

سرگرمی نمبر:- 01 بات چیت

درکارا شیا:- مارکر اور چارٹ پیپرز

طریقہ کار:-

- 1:- شرکاء سے سوال پوچھیں کہ وہ اس تربیت میں کیا سیکھنا چاہتے ہیں۔
 - 2:- تمام شرکاء کو کارڈ تقسیم کریں اور ان کے جوابات کارڈ پر تحریر کروائیں۔
 - 3:- تمام کارڈز کو بورڈ پر چسپاں کریں اور ملتے جلتے خیالات والے کارڈز کو ایک ساتھ اکٹھا کر کے لگائیں۔
 - 4:- شرکاء کی مدد سے تمام توقعات کو پڑھیں۔
 - 5:- اگر کوئی ایسی توقع شامل ہے جو تربیتی ورکشاپ کا حصہ نہیں ہے تو اسکی وضاحت کریں۔
 - 6:- شرکاء کی حوصلہ افزائی کی خاطر اور تربیت کو موثر بنانے کے لئے کیا اصول طے کریں۔ اور ان کی آراء سے ورکشاپ کے اصول چارٹ پر تحریر کریں۔
- عمل:- اصول و ضوابط کے چارٹ کو دیوار کی واضح جگہ پر چسپاں کر دیں۔

معذوری کیا ہے۔

سرگرمی نمبر:- 02

مقصد:- معذوری کی تعریف کے بارے میں شعوری آگہی فراہم کرنا۔

درکارا شیا:- ☆ رنگین کارڈز ☆ مارکرز

☆ چارٹس ☆ وائٹ بورڈ
طریقہ کار:-

1:- Trainer شرکاء سے پوچھے کہ آپکی نظر میں معذوری کیا ہے۔ جوابات مختلف رنگوں کے کارڈز پر حاصل کریں اور ان کے جوابات پڑھ کر سنائیں۔

2:- معذوری پر بنائی گئی پیشکش (Presentation) سے تعریف پڑھ کر سنائیں۔

سوال:- کیا آپ معذوری کی تعریف پہلے سے جانتے تھے۔ جواب حاصل کر کے ان کی حوصلہ افزائی کریں۔

معذوری کی وجوہات۔

سرگرمی نمبر:- 03

مقصد:- شرکاء کو معذوری کی مختلف وجوہات سامنے آجائیں۔

درکارا شیا:- ☆ فلپ چارٹ ☆ مارکرز

☆ وائٹ بورڈ

طریقہ کار:-

1:- معذوری کی آپ کی نظر میں کیا وجوہات ہو سکتی ہیں۔ حاصل کردہ جوابات کو بورڈ پر لکھتے جائیں۔

2:- شرکاء کو مختلف گروپس میں تقسیم کر دیں (تعداد کے حساب سے)

3:- شرکاء کو فلپ چارٹ پر لگی تصاویر دکھائیں اور ان سے پوچھیں کہ معذوری کی کونسی وجوہات نظر آرہی ہے۔

4:- شرکاء کے جوابات کو ایک چارٹ پر لکھتے جائیں اور موزوں جگہ پر چسپاں کریں۔

سوال:- سرگرمی کے اختتام پر شرکاء سے پوچھیں کہ انہوں نے معذوری کی کونسی قسم پہلی دفعہ سنی اور دیکھی ہے۔

خواتین اور معذوری۔

سرگرمی نمبر:- 04

مقصد:- خواتین باہم معذوری کے موثر کردار کو سمجھ سکیں۔

درکارا شیاء:- ☆ سوالنامہ

طریقہ کار:-

1:- شرکاء کو دو چار گروپس میں تقسیم کریں۔

2:- ایک گروپ کو کہیں کہ وہ ذہنی مشق کر کے ان کاموں کی فہرست بنائیں۔ جو خواتین باہم معذوری نہیں کر سکتیں۔

3:- جبکہ دوسرا گروپ ایسے کاموں کی فہرست بنائیں جو ایک خواتین باہم معذوری کر سکتی۔

4:- گروپ کو اپنا کام پیش کرنے کا کہیں۔

درج ذیل سوالات کریں۔

(i):- جو کام اور ذمہ داریاں عام عورت نبھاتی ہے کیا خواتین باہم معذوری نہیں کر سکتی۔

(ii):- شرکاء سے کہیں عور کریں کیا آپ سمجھتے ہیں کہ یہ مخصوص کام خواتین باہم معذوری کرنے کی صلاحیت رکھتی ہیں۔

(iii):- کیا آپ کے معاشرے میں اس قسم کے مخصوص کام خواتین باہم معذوری کر رہی ہیں۔

Activity on Skill Development

چھ برس کے ایسے عائلتہ نے وہ تعلیم جو اُس سے
 اپنے والد کی زندگی میں حاصل نہ کی تھی اُس میٹرک
 کی تعلیم اور وہ تین سو اسی ماہوں سے اُسے سیکھا
 دیا تھا ان دونوں کے سرف کار لانے پہلے جس
 میں وہ چھوٹے بڑھائی اور سماں میں کپڑوں کی
 سلائی کرتے تھے اُس نے پہلے اپنے والد سے
 کما قرض اتارا اور پھر اپنے چھوٹے بھائی کی
 تعلیم و تربیت کے ساتھ ساتھ اپنی تعلیم کو بھی پورا کیا
 شروع کر لیا۔

Sultana Perveen

جس کے لیے عائلتہ کو فکر کے کام کے علاوہ کوئی اور بھی فن
 کرنا چاہیے جس کو وہ آسانی سے کر سکا اور گھر پر ہی کر
 سکتی ہوگی۔ انہوں نے کپڑوں کی سلائی پڑھائی
 اور پھر وہ سلائی پڑھائی۔

اسے اپنی صلاحیتوں اور مہارتوں کو پورا کرنے کے لیے
 اور گھروں کی باتوں پر توجہ دینے کے لیے اپنے
 فنر میں اضافہ کرنا چاہیے اور
 اپنے سرکاری مزد سے ایک سا قاعدہ تعلیم کا آغاز کرنا
 چاہیے تاکہ وہ صحیح طور پر معیوب ہو کر اپنے والد
 کا قرض اپنی آٹا سے (اور پھر گھر سے دولت) میں
 پورا کر سکے۔

1. عائلتہ اپنے والد کا قرض اور اپنے ماں بہنوں
 سے بٹ بٹ کر لوگوں کے گھروں میں کما کر رہی
 ہے تاکہ وہ اپنے ماں اور چھوٹے بہن بہنوں کا
 سہارا بن سکے اور اپنی محنت اور خوف سے کام
 کر کے اپنے والد کا قرض بھی ناپ سکے اور اپنی
 باقی رقم داروں سے پوری کر سکے۔ چونکہ عائلتہ اپنی
 محنت اور خوف سے ہی اپنی ذمہ داریاں پوری کر رہی ہے۔

Evaluation

ترتیبی ورکشاپ کا جائزہ۔

نمبر شمار	جائزہ	ہاں	نہیں	پتہ نہیں
01	کیا یہ ورکشاپ اپنے مقاصد حاصل کرنے میں کسی حد تک کامیاب رہی ہے۔			
02	ورکشاپ میں فراہم کردہ سہولیات سے مطمئن ہیں۔۔			
03	ورکشاپ میں سہولت کار موثر رہے۔			
04	کیا ورکشاپ کے سب سیشن مفید اور کارآمد رہے۔			
05	کیا سہولت کار نے وقت کی پابندی کا خیال رکھا۔			
06	کیا سہولت کار کے رابطہ کاری کا طریقہ مفید تھا۔			
07	کیا ورکشاپ میاں راہنمائی کے میسر طریقہ بتائے گئے۔			
08	کیا ورکشاپ میں راہم کردہ معلومات آپ کے لیئے فائدہ مند ثابت ہوئی۔			
09	کیا آپ کو مستقبل کے لیئے لائحہ عمل بنانے میں ورکشاپ معاون ثابت ہوئی۔			

☆:- ورکشاپ کا سب سے مفید سیشن کونسا تھا۔

☆:- ورکشاپ کو مزید موثر کیسے بنایا جاسکتا ہے۔

☆:- کوئی اور تجویز۔

List of Participants

List of Women With Disability				
S#	Name	Contact No.	Qualification	Disability
1	Anne	304 1777277	Master	Polio
2	Asia Bashir	0300 2928338	Matric	Deaf
3	Ayesha	3006326063	Matric	Deaf
4	Ayesha Nawaz	313 6119008	Master	Blind
5	Azra Hafeez	3074210795	FA	Polio
6	Farzana	304 1777277	Master	Right Leg Amputation
7	Fozia Malik	3039770492	Master	One Leg Polio
8	Hina Javeed	0307 3391399	Master	M.D
9	Iqra	3036504912	FA	One Leg Polio
10	Khatoon Bibi	3216332132	Matric	One Leg Polio
11	Madiha Shafiq	3036931731	Master	M.D
12	Maria Jameel	3013046901	FA	Polio
13	Musarat	3027356166	Master	One Leg Polio
14	Nadia Haq	3037466390	Matric	One Leg Polio
15	Quratulain	300734114	Matric	Both Leg Polio
16	Rida Khalid	0307 6950 552	BA	MD
17	Saba Waris	0301 7456745	Matric	Deaf
18	Sabiqa Adnan	3146193576	FA	One Leg Polio
19	Samina Batool	3136227522	BA	M.D
20	Sara Mukhtiar	3023557563	Matric	Spinal Cord Injury
21	Sidra Shafi	0306 7308885	Matric	Deaf
22	Sonia	3036504912	Matric	Both Leg Polio
23	Umbreen	0300 7376177	Matric	Polio
24	Tahira Perveen	3054529070	Master	Both Leg Polio
25	Tayba	3144402361	Matric	Spinal Cord Injury
26	Zobia Jamal	3006326063	Matric	Deaf
27	Tehmina Arif	0313 6275995	Mater	Polio
28	Sultana Perveen	3314412889	Master	Both Leg Polio
29	Aniqa	0300 7376177	Matric	Polio
30	Sadia	0316 6227535	Matric	MD
31	Iqra Aslam	0307 4862780	Matric	Deaf
32	Maria Younis	0300 4411715	Matric	Blind
33	Samina Shabbir	0308 6249319	BA	Blind
34	Rani Bibi	0333 3921731	FA	Blind
35	Rubina Aslam	0300 6791110	FA	Blind

Registration Form for Disability Certificate

Section: 12 IP (E&R) Ordinance, 1981
APPLICATION FOR REGISTRATION

Form NCRDP-1
 (Referred to in rule 12)
 Photograph

Registration No. _____ / Dis / 9

To,
 The Manager,
 Employment Exchange.

Dear Sir,

I requested that my name address and qualification as stated, may be registered on the on the Register of Employment Exchange for references to Punjab Provincial Council for RDP as a disabled and that I may furnished with a certificated & registration.

1. Name in Full (In block letter) _____
2. Father's Name _____
3. Type of Disability _____
4. Date of Birth _____
5. Martial Status _____
6. No. of dependents family members _____
7. Permanent Address: _____
8. Present Postal Address _____
9. Nationality _____
10. District of Domicile _____
11. Religion _____
12. Particulars of qualification / training :

Name of the University / College / Institute	Examination Passed	Year	Division / Grade	Subject Training	Certificate / Diploma / Degree

i. Literate up to _____

ii. Professional qualification with status _____

13. Detail of specialization (if any) _____

14. Detail of employment.

Name of Employer	Post Hold	From	To	Description of job which achievement	Last pay Drawn

- 15. Occupation / job
(for which you consider yourself fit)
- 16. Any other information which
May be helpful in assessing
your suitability for this job.
- 17. I certify that the above particulars mentioned by me are correct. I undertake to inform the Manager, Employment Exchange where my name is registered as disabled person, If any change in my postal address and profession. I further submit that I have neither APPLIED for registration not been already registered under the ordinance with any other Employment Exchange and shall not make any application in this respect to any other Employment Exchange without intimation to the Employment Exchange to which the present application is given.

Yours Faithfully,

Signature of Attesting Officer

Signature / Thumb Impression

With Seal of officer

Identity Card No. _____

Present Postal Address:

Dated _____ 20

Phone No: _____

INSTRUCTIONS:

As far as possible this application form will be filled by the applicant in his own handwriting or typed. The form and the certificates attached shall be attested by a Gazetted Officer of the Provincial / Federal Government. Photostat attested copies are to be enclosed as under:

- i) Copies of the Degrees / Diplomas / Certificates and experience certificates.
- ii) Copy of the National Identity Card. In case, the Identity Card has not been obtained for any reasons a photostat copy of the receipt of application form for Identity Card as issued by the Registration office concerned may be submitted.
- iii) Two copies of passport size photographs duly attested by a Gazetted Officer.

EMPLOYMENT EXCHANGE

particular of Disabled persons Registered During the Fortnight Ending on _____

Registration No.	Date of Registration	Name of the Disabled Person	Father's Name	Date of Birth Age of Disabled Person	Marital Status	No. of dependent family members	Nature of Examine of Disability
1	2	3	4	5	6	7	8
Qualifications	Profession Training Attainment	Permanent Address	Present Address	Professional Qualification with status	Occupation for which the disabled person is a candidate	No. and Date of Reference to the Council	No. And Date of the Council
9	10	11	12	13	14	15	16

What of the basis of advice of the council

Found Fit for the Job	Recommended for Training or Occupation of	Not found fit for any Job	NOT FOUND FOR DISABLED PERSON
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Form X-10 (DP)

Referred in rule 22(1)

Government of the Punjab
Directorate of Manpower
Employment Exchange,
Multan.

No. _____

Dated: _____

It is hereby certified that Mr. / Miss _____
S/o, D/o, w/o _____ whose particulars are noted hereunder has
been registered as a disabled person at this employment Exchange under section 12 of the
Disabled persons (Employment and Rehabilitation) Ordinance 1981 at Sr. No. _____
Occupation _____;

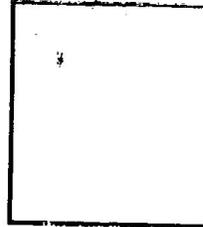
1. Name with Parentage _____
2. Date of birth / Age _____
3. Qualification _____
4. Permanent Address _____

5. Present Address _____

6. Phone No. _____
7. Type of Disability _____

FORM NO. NCRDP
(Referred to in rule 13)

*REPORT OF ASSESSMENT OF THE REGISTERED DISABLED
PERSONS BY THE DISTRICT ASSESSMENT BOARD*



1. Name of the disabled person. _____
2. Father's Name. _____
3. Identity Card No. _____
4. Age _____
5. Educational Status _____
6. Previous Training in Trade / Skills, if any _____
7. Address:
 - i) Permanent _____
 - ii) Present _____
8. Registration No. and the name of employment Exchange where registered _____
9. Nature of disability claimed. _____
10. Findings of Board
Not Disabled / Disabled Person
Yes / No
 - i) Fit to work if fit, specify job. _____
 - ii) Prosthesis if any required. _____
 - iii) Training if any required for work. _____
(Specify nature and duration)
 - iv) Protective equipment if any _____
Recommended to avoid hazard.

SIGNATURE

1. Medical Superintendent,
District Headquarter
Hospital / Chairman of the Board. _____
2. Manager, Employment
Exchange (Member). _____
3. Principle,
Government Technical Training
Institute, Daulate Gate (TEVETA)
MULTAN. (Member). _____
4. District Officer
Social Welfare
(Member / Secretary) _____

