



ACTIVITY REPORT
“Supporting Women with Disabilities in Pakistan”

Title of completed activity: Training of Trainers on Gender and Disability in Development.

Location and date of activity: Hotel Regent Plaza Karachi, 21st – 23rd December, 2015

Target: Women with Disabilities from Sindh

Names of facilitators/moderators: Ms. Abia Akram (NFWWD), Mr. Atif Sheikh (STEP), Ms. Maria Qureshi (STEP)

Thematic focus of the activity:

- Gender
- Disability
- Inclusive Development

Number of participants from geographic regions:

Karachi	Hyderabad	Nawabshah	Mirpurkhas	Total No. of Participants	Total DPOs
14	3	3	2	22	10

Summary of participants:

Highly motivated set of participants from different areas of Karachi, Hyderabad, Nawabshah and Mirpurkhas were present. Women with Disabilities from Baluchistan couldn't attend the training due to weather conditions in Quetta their flights were cancelled. All participants have some experience of delivering trainings in the community.

Training Background:

STEP has to train 60 master trainers from 30 DPO'S across Pakistan in order to cascade awareness sessions in the community. One of the planned 3 TOT's was conducted in Karachi. In this TOT, 22 participants were trained and ready to cascade awareness sessions in the community. These Master trainers were trained on 3-day on specific training manual.

Training of Trainers (Proceedings):

In this TOT, 5 facilitators were engaged

1. Ms. Abia Akram (NFWWD)
2. Mr. Atif Sheikh (STEP)
3. Ms. Maria Qureshi (STEP)
4. Ms. Hadia Nusrat (UN WOMEN)
5. Dr. Shahnawaz Munami

They delivered 3 days TOT on a specific manual. In this TOT, they covered to understand Disability as per Inclusive Development, Gender and how does it affect Women with Disabilities, link between Gender and Disability, link between leadership and advocacy. The methodology of TOT was based on interactive sessions, practice sessions and simulations. Day first was started with the recitation of Holy Quran followed by the introductory session, which covers name of participants' home trainers and introduction of the whole project. In this day facilitators also covered, our 'Identity', link between 'Identity' and 'Culture', Familiarization with Disability and Impairment, and disability Framework in Pakistan. Second day was started with the recap and followed by sessions on link between 'Gender' and 'Disability', understanding issues specific to 'Gender' and 'Sex', identifying barriers faced by Women with Disabilities, models of disability, overcoming resistance to Gender Equality and peer counselling. In this day they also divided into three groups and practiced on delivering awareness sessions. Day three was started with the recap and followed by understanding 'Mentoring', 'Leadership', 'Advocacy' and 'Networking'. In this day facilitators also discussed how to conduct and report back awareness sessions and ended up by certificates distribution ceremony.

Lessons learned and recommendations:

- Training helped to respect the ways of thinking of others and what strategies should be adopted to change other's perception about disability.
- Facilitators demonstrated it in a very good manner that what leadership skills and qualities should be developed to conduct training in the respective areas.
- Sessions on concept of Disability and Gender were very informative and these sessions clarified proper terminologies which should be used for persons with disabilities.
- Ms. Shehla from JS academy suggested to have quick follow-ups which is very necessary to get better results.
- One of the participant suggested that the training should be of 4-5 days. 3 days training seems to be less in covering all the topics in efficient manner.

Participant's Feedback:

- Ms. Ateka Ahmed said that she will focus on using such interactive activities to foster the abilities of people around her including persons with disabilities and non-disabled.
- Amama Nusrat from JS Academy said that she liked the session of 'Mentoring' and the examples which were given to explain the term.
- Kiran Shaban from Disability Welfare Association said that these trainings should be done in all provinces. It helps in capacity building of Women with Disabilities.
- Ms. Shazia Gulzar from Danishkadah said that she liked the method of Activity-Based Learning in the training.

Impact:

22 Trainers with diverse disabilities have been trained on Gender and Disability in Development. It reflects huge impact on the disability movement in Pakistan. Trainers will conduct training sessions in their respective areas and Disability movement will be raised in Pakistan. Have developed the strong network and coordination mechanism, also shared their thoughts to establish the strong linkages between gender and disability movement and how from their personal commitments and advocacy will influence the policy implications specially UNCRPD Article 6 and Goal 5 of the SDG on Gender Equality.

Next steps:

Next TOT will be conducted in LAHORE on April 18, 2015 to April 20, 2015 respectively. These 10 DPO's will further conduct training sessions on Gender and Disability in the different areas of Karachi.

Report completed by: Maira Fakhar

Photos:





SESSION ON UNDERSTANDING 'FACILITATOR' AND 'TRAINERS' - SUPPORTING WOMEN WITH DISABILITIES OF PAKSITAN - TRAINING OF TRAINERS ON GENDER AND DISABILITY IN DEVELOPMENT OF WOMEN WITH DISABILITIES FROM SINDH, 21st - 23rd DECEMBER, 2015 (DAY 1)



GROUP PICTURE - SUPPORTING WOMEN WITH DISABILITIES OF PAKISTAN - TRAINING OF TRAINERS ON GENDER AND DISABILITY IN DEVELOPMENT OF WOMEN WITH DISABILITIES FROM SINDH, 21st - 23rd DECEMBER, 2015 (DAY 1)



SESSION ON SKYPE ON UNDERSTANDING ISSUES, SPECIFIC TO 'GENDER' AND 'SEX' - SUPPORTING WOMEN WITH DISABILITIES OF PAKISTAN - TRAINING OF TRAINERS ON GENDER AND DISABILITY IN DEVELOPMENT OF WOMEN WITH DISABILITIES FROM SINDH, 21st - 23rd DECEMBER, 2015 (DAY 2)



SESSION ON 'DISABILITY' PERCEIVED AND FAMILIARIZATION WITH MODELS OF DISABILITY - SUPPORTING WOMEN WITH DISABILITIES OF PAKISTAN - TRAINING OF TRAINERS ON GENDER AND DISABILITY IN DEVELOPMENT OF WOMEN WITH DISABILITIES FROM SINDH, 21st - 23rd DECEMBER, 2015 (DAY 2)



GROUP PICTURE (DAY 2) - SUPPORTING WOMEN WITH DISABILITIES IN PAKISTAN - TRAINING OF TRAINERS ON GENDER AND DISABILITY IN DEVELOPMENT OF WOMEN WITH DISABILITIES FROM SINDH, 21st - 23rd DECEMBER, 2015



SESSION ON UNDERSTANDING MENTORING AND LEADERSHIP - SUPPORTING WOMEN WITH DISABILITIES FROM PAKISTAN - TRAINING OF TRAINERS ON GENDER AND DISABILITY IN DEVELOPMENT OF WOMEN WITH DISABILITIES FROM SINDH, 21st - 23rd DECEMBER, 2015 (DAY 3)



HOME GROUPS/PRACTICE SESSIONS - SUPPORTING WOMEN WITH DISABILITIES OF PAKISTAN - TRAINING OF TRAINERS ON GENDER AND DISABILITY IN DEVELOPMENT OF WOMEN WITH DISABILITIES FROM SINDH, 21ST - 23RD DECEMBER, 2015 (DAY 3)

Attendance Sheet:



**Training of Trainers on "Gender and Disability in Development"
For Women with Disabilities from Baluchistan & Sindh**

Organized by: National Forum of Women with Disabilities & Special Talent Exchange Program

21st - 23rd Dec, 2015

Attendance Sheet

Sr. No.	Name	Organization	City	Day 1	Day 2	Day 3
1.	ATEKA AHMED	UNIVERSITY OF KARACHI	KARACHI	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
2.	BARAKHTUAN RAZA	MOODA SPEECH CLINIC SULLICAN, E-STRADE	KARACHI	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
3.	UZMA ZAHEER	Disable Welfare Organization	KARACHI	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
4.	Haleema Serrwar	IDARIEU Welfare Association	Karachi	Haleema	Haleema	<i>[Signature]</i>
5.	Fizza Hussain	University of Karachi Member of	Karachi	Fizza	Fizza	Fizza
6.	Reema JAFFAR	Dwi A & Dawid Karachi	Karachi	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
7.	Shahla Ali	Us Academy for Dwd - Khw		<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
8.	Toheed	Indira Sifat Khw Mari	Hjd	Toheed	Toheed	Toheed

Sr. No.	Name	Organization	City	Day 1	Day 2	Day 3
9.	Fajia	Teaching parent school	Mirpurkhas	Fajia	Fajia	Fajia
10.	Asiam Malik	wadwa Saifal Mari	Hjd	Asiam Malik	Asiam Malik	Asiam Malik
11.	Maryam Yous	Student	Malik	Maryam	Maryam	Maryam
12.	Amama Nasret	J.S. Academy for the Deaf	Karachi	Amama	Amama	Amama
13.	Shazia Gulzar	Danish koda	Karachi	Shazia	Shazia	Shazia
14.	Kiram Shaban	Wise Principle	Karachi	Kiram	Kiram	Kiram
15.	Bona Muroot	N.D.F	N.S	Bona	Bona	Bona
16.	Amama Bhatti	N.D.F	Namab Shah	Amama	Amama	Amama
17.	Shumaila Amin	N.D.F	Namab Shah	Shumaila	Shumaila	Shumaila
18.	Mrs Nazia		Karachi	MN	MN	MN
19.	Ilkhan			Ilkhan	Ilkhan	Ilkhan
20.	Olga		Hjd	Olga	Olga	Olga
21.	Amama Bhatti	N.D.F	Namab Shah			
22.	Amama Nasret	J.S.A				
23.	Sanam Usmani	Pakistan Association of the Deaf & Deafblind	Karachi		Sanam	Sanam
24.	Yusra Ikram	University of Karachi	Karachi		Yusra	Yusra