

STRATEGIC PLANNING MEETING

National Forum of Women with Disabilities (NFWWD)

21 – 22 September 2017

HOTEL MARGALLA, ISLAMABAD



NATIONAL FORUM



SUPPORTING WOMEN WITH DISABILITIES



Background:

In Pakistan, where government is even not ready for the headcount of persons with disabilities in 2017 census, the challenges faced by disabled women are immense. WOMEN with disabilities face triple discrimination the world over on the basis of disability, gender and poverty. They are the most marginalized of all population groups including men with disabilities. The negative stereotyping of women with disabilities puts them at greater physical risk as they are exposed to neglect, emotional abuse, domestic violence and rape.

There is a lack of awareness and knowledge about disability and the needs of persons with disabilities among mainstream agencies. As a result persons with disabilities are not prioritized or effectively included or supported within development programs, which can only be bridge by exploring the strategies to raise women with disabilities voices in the human rights from their own perspective of diversified needs.

A great deal of work has been done at the international level under the aegis of the UN to create a comprehensive legislative and policy framework for a rights-based and barrier-free inclusive society. The emerging concept of leadership role of women with disabilities and obliging all stakeholders is the key to diverse their focus on women's empowerment and leadership rather than undermining them as only beneficiaries, which lay the foundations for future research to address these issues.

In this regard National Forum of Women with Disabilities (NFWWD) - a National Network of Disabled People's Organizations (DPOs) like-minded governmental and non-governmental local and International Organizations that include mainstreaming of women with disabilities in their mandate – contributing since its establishment in 2009 to ensure full and equal inclusion and participation of women with disabilities in the development process, dynamic and effective strategies for the promotion and empowerment of women with disabilities all over the country and will be adopted international forum through developing a cooperation mechanism.

Members of the National Forum of Women with Disabilities meet every year to share their experiences and strategically plan themselves for better performance. National Forum of Women with Disabilities had its last strategic planning meeting in November 2015, which guided us a lot, it shaped and supported our response to major developments and

highlighted the much-needed attention on women with disabilities facing discrimination, violence in societies and specially the on gender and disabilities.

The Event:

In this regard, two days National Strategic Planning Meeting of National Forum of Women with Disabilities was held in Hotel Margalla, Islamabad on 21st and 22nd September, 2017. The event was held in close collaboration with CBM, UN Women, and National Forum for Women with Disabilities and Sight Savers.



The Forum gathered over 25 women with disabilities from different cities, each group representing its province across Pakistan.

Summary:

A total of 25 participants of the Strategic Planning Meeting were present. NFWWD represented a giant leap forward in terms of gathering input and ideas from members on what the process needs to look like and who needs to be involved. As a result of the day, the strategic planning work is off to a strong and exciting start. Members discussed the current concerns of women with disabilities and mapped out organizations and networks that work to address this within the women and disability movements. Discussions held on why each pre-condition is necessary to achieve results in our pathway of change at the immediate and long-term. Members discussed about effective and inclusive communications of NFWWD.

It was agreed by the group that the research and knowledge building process need to consider longer-term commitment. The group recognized that to build the capacity and movement of Women with Disabilities, NFWWD members would prioritize Women with Disability Organizations. The expected outcome of the meeting, and subsequent meetings, is to produce a long-range plan that clearly defines goals and objectives, accompanied by a detailed process for implementation.

Goal	Intervention for NFWWD
Violence and Discrimination	We will prevent and respond to violence and abuse against women with disabilities through the instruments and linked departments to the conventions

Decent Work	We will work to make the opportunities relevant and responsive to women with disabilities and empower women to engage with the new system
Accessibility	We will create enabling environment for women with disabilities to access to justice, health (SRHR), education and social life on national, provincial and local level
Political Participation	We will create aware and accountable political participation and representation for WWD

Proceedings:

DAY 1:

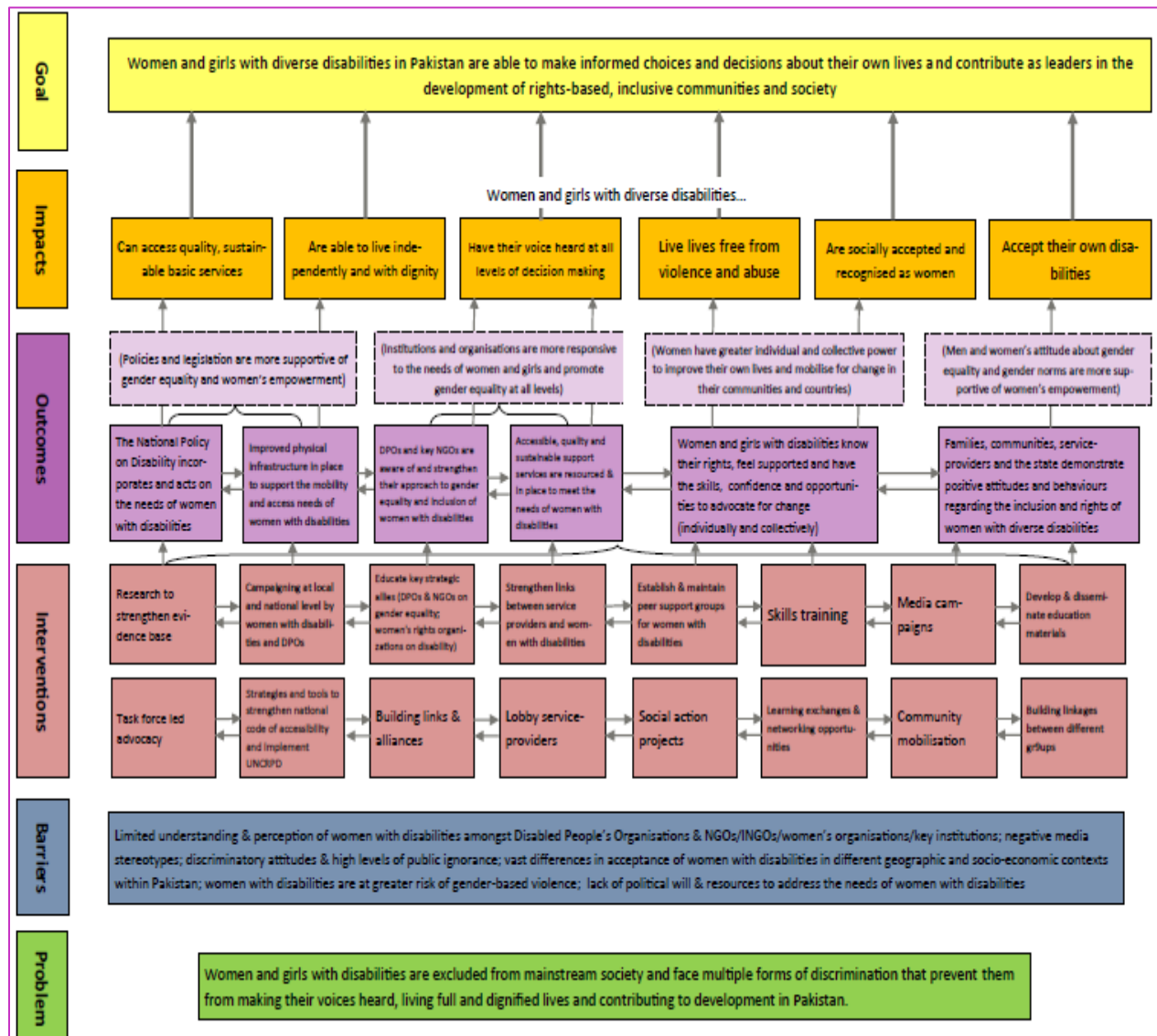
The meeting was opened in the name of Allah; Recitation and Dua. Ms. Abia Akram welcomed all participants and gave orientation on the two days Strategic planning meeting. Each participant introduced themselves and shared their expectations from the Meeting. Mr. Ajmal Khan gave welcome note from CBM, Ms. Munazza Gillani, Country Director Sightsavers.



Ms. Maria Qureshi and Ms. Tanzila Khan discussed the River Journey of NFWWD. Members articulated about the beginnings and milestones of NFWWD and what the network has achieved so far. It was recalled how they came into NFWWD, their hopes in coming into the network, and what they note to be its' significant milestones and achievements thus far. Members discussed about the type of services, regarding disability movement, which they are providing in their provinces and the problems they are facing in providing those services. Participants discussed NFWWDs contribution to movement building for Women with Disabilities from 2009 to 2017. Ms. Hadia and Ms. Myra Imran also facilitated the session.



Theory of Change:



Ms. Saima Aslam and Ms. Afshan Afridi facilitated the session "Theory of Change" and discussed about goal and the problems and barriers faced by women with disabilities and how we can overcome those barriers, what are the interventions that need to be made and what outcomes will be achieved through these interventions. In the light of theory of change determined priorities for each outcome. Members discussed the current concerns of women with disabilities and mapped out organizations and networks that work to address this within the women and disability movements.

An interactive segment of Strategic plan was conducted to review the achievements opportunities and targets to be set for the coming two years. Participants were divided

into groups. Each group was assigned topics to discuss about the goals to be achieved. Discussions held on why each pre-condition is necessary to achieve results in our pathway of change at the immediate and long-term.



Political Participation:

The political barriers that women with disabilities face are particularly daunting, because they are confronted by discrimination based on both gender and disability, which is further compounded by political instability and violence in their communities. Increase political engagement of Women with Disabilities can be done in two phases.



Phase one is “Before Election Phase” from September 2017 to June 2018. Phase Two will be “After Election Phase” from June 2018 to June 2020. Participants discussed the domain on which there is a need to interfere:

- Political parties to have a mandate for women with disabilities and have two women with disabilities as candidate in National and Provincial Assemblies.
- Strengthen and increase awareness on CRPD among key stakeholders for policy implementation.
- Access to all linked rights and services with accountability.

Participants of the discussion emphasized on taking specific collaborative actions to make an inclusive Pakistan elections regime. In the phase one agenda it was included to demand the government to take actions for issuance of national identity cards and voter’s registration, assistance in the voting booth, tactile ballot guides, low voting booths, magnifying glasses and large grip pens and accessible infrastructure such as ramps and building layouts that allow for easy maneuver by those who use assistive devices. They also suggested support for the government institutions such as legislatures and the Election Commission of Pakistan to create legal and regulatory frameworks that provide an opportunity for increasing political participation of women with disabilities in the 2018 general elections. They also stressed on building the capacity of DPOs and empowering their members through training on the electoral system and government structure.

Task force of NFWWD will be developed which will ensure the implementation of inclusion of political participation related points in the Pakistan Disability Act. If adopted and implemented on a wider scale focusing on democracy, governance and peace-building, an inclusive approach will make the intersectionality between gender equality and disability rights systemic. It will ultimately increase women with disabilities’ political

engagement and their access to decision-making roles in their communities, which in turn will make them active contributors to efforts to stabilize their communities and become stalwarts for lasting democracy.

Decent Work:

Women with disabilities have lower employment rates, higher unemployment rates and are more likely to be economically inactive than non-disabled women. When in employment they are more likely to be in low-paid jobs with poor career prospects and working conditions. Throughout the world there is an undeniable link between disability, poverty and exclusion. The lack of equal employment opportunities for people with disabilities forms one of the root causes of the poverty and exclusion of many members of this group. Decent work is the NFWWD's primary goal for women with disabilities. Putting decent work into practice means promoting employment opportunities for women with disabilities based on the principles of equal opportunity, equal treatment, and mainstreaming and community involvement. The mainstreaming of women with disabilities in all aspects of society and development and the economy plays a crucial role in helping to achieve the Millennium Development Goal (MDGs) of reducing poverty.



It was discussed that there is a need for community based awareness. NFWWD members will be involved in the consultation with representative organizations of employers and workers, and of and for disabled persons. They will improve the required skills of Women with Disabilities in order to increase the chance of employability as well as to empower them to start small business. Measures will be taken to create job opportunities for women with disabilities on the open labor market, including financial incentives to employers and reasonable adaptations to workplaces, equipment and jobs. Campaigns will be launched

to promote inclusive education and to improve quality of special education. Implementation of 2% quota in government and private sector will be ensured. Job fairs, career counselling sessions, soft skills development workshops, training on microenterprise development will be conducted.

Accessibility:

NFWWD will create enabling environment for women with disabilities to access to justice, health, education and social life on national, provincial and local level.

Violence and Discrimination:

Women with disabilities reported that their parents, husbands, and other family members abused and

abandoned them, citing their limitations. Some of the abuse came in the form of verbal insults suggesting that they were useless, a burden or a shame to their families. NFWWD

members will provide behaviour change counselling and services to family members and communities. Sensitization training workshop on violence and discrimination, Gender equality and equity training programs for women with disabilities and government and private sector, Policy level training, awareness sessions, conferences

and seminars will be conducted all over the country. NFWWD will work to make the helpline accessible for women with disabilities to report the violence and discrimination against them. Protection of property rights, marriage rights and family rights of women with disabilities will be ensured. Trainings will be conducted for healthcare department and lady health workers on SRHR.



DAY 2:

Day two started with the recitation and then Ms. Zahida Qureshi covered some highlights of the Day 1. Ms. Abia Akram, Ms. Amama Nusrat and Ms. Hadia Nusrat facilitated the session of Our National Context. Discussions took place on emerging challenges and opportunities for NFWWD's work on women, disabilities, development and human rights



Ms. Fozia Luni and Ms. Nasreen Aziz facilitated the next session to identify current mechanisms, policies or platforms that aim to address the concerns of WWDs and identified gaps for the network to reflect on for their work in the coming years. One focal person will collect all information from province and will review after finalizing the report and share it with media. Participants discussed the tools for external communication and internal communication. Media Lobby Meeting, Workshop for Skill development, IT Training workshop, communication skill training, writing skill workshop, presentation skill workshop needs to be organized all over the country.

Ms. Khawar Mumtaz from NCSW and Ms. Farah Naz from CBM presented a key note speech for further collaboration of NFWWD with NCSW and INGO's

Ms. Abia Akram, demonstrating the participants that Forum will get stronger if all the members will stay connected to protect the rights of women with disabilities and train other women with disabilities to play leadership role, conducted networking activity.



CONCLUSION:

The participants were asked for feedback on their experience and whether they felt that they had met the intended objectives of the 2017-2019 strategic planning session. Ms. Abia Akram thanked everyone for their involvement and outlined the intended "next steps."



