

Compiled by STEP (Special Talent Exchange Program)
with the support of Sightsavers International Pakistan

DISABILITY FRAMEWORK IN PAKISTAN

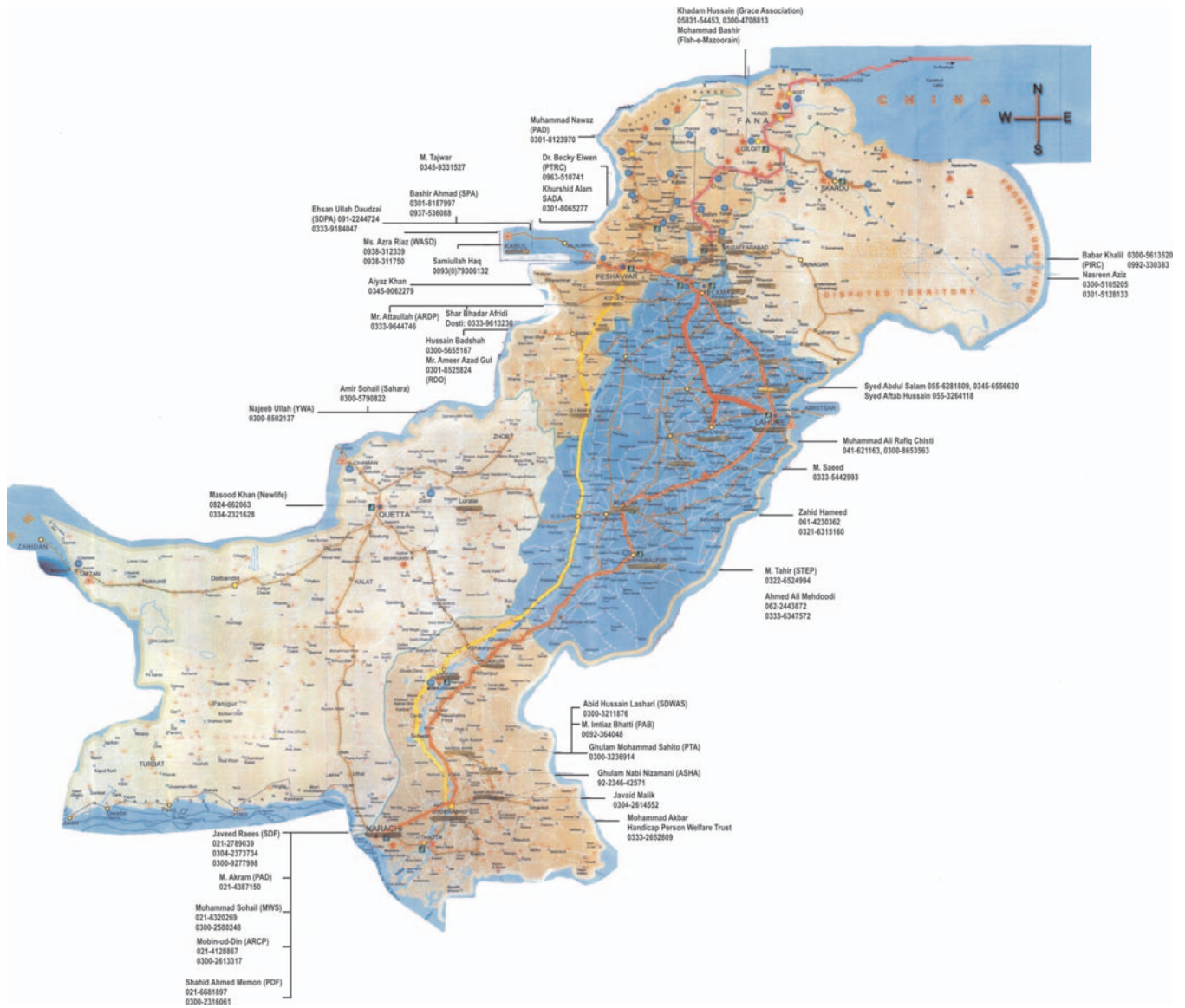


**A Hand Book Prepared by
Leaders of Persons with Disabilities**



sightsavers
INTERNATIONAL

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ



Contents

01	<i>Messeges</i>	
02	<i>Preface</i>	11
03	<i>Acknowledgment</i>	13
04	<i>Magnitude of Disability in Pakistan</i>	14
05	<i>Legal Framework</i>	17
06	<i>Networking</i>	21
07	<i>Minumum Accessibility Standards</i>	31
08	<i>National Policy for PWDs</i>	35
09	<i>Ordinance 1981</i>	45
10	<i>Islamabad Declaration on Accessibility</i>	51
11	<i>UN Convention on Rights of PWDs</i>	55
12	<i>Disability movement</i>	79
13	<i>Picture Gallery</i>	81
14	<i>Sign Language Aplhabets</i>	84





Message from General Pervez Musharraf

President of Islamic Republic of Pakistan



Disabled people face a multitude of barriers that limit their access to education, employment, housing transportation, health care, rehabilitation and recreation. They are among the poorest of the poor. According to the World Bank estimates, one in five of the world's poorest people are disabled, and many of them live in low and middle-income groups.

Due to the lack of opportunities, many of them are forced to remain confined to their houses. On the other hand, due to inadequate awareness in societies, persons with disabilities are not accepted as a useful human resource in economic development.

There is a dire need for putting in place an information bridge administered by persons with disabilities themselves, because they are the best advocate of their issues. After the disastrous earthquake of October 8th, 2005 the population of disabled persons has increased manifold in the country. These issues must be addressed at all levels. For this purpose STEP has initiated the First Information and Resource Centre on Disability with the goal of Empowerment and Capacity Building of Persons with Disabilities.

Leading Persons with Disabilities having training in the fields of Accessible Information Networks, Law, Independent Living and Capacity Building of Self-Help Organizations from Japan and Thailand are working in IRCD as resource persons, while many disabled persons and other stakeholders visit the centre to share and get information on the issue.

In order to have updated and first hand information, a Hand book on disability framework in Pakistan has been prepared. The book will be an important resource book for the International stakeholders. I wish STEP all the success in their endeavours.



Message from Ms. Zobaida Jalal

Federal Minister of Social Welfare & Special Education

I am pleased to know that Special Talent Exchange Programme (STEP) has set up an information and resource Centre, where persons with disabilities, their families and other stakeholders can share information, experience and best practices to access the facilities available to special persons. Publication of this Hand book on "disability Framework in Pakistan" is indeed a good initiative taken by STEP. It provides deep insight into all dimensions of disability frame work in the country. I am sure the readers of this Hand Book will be able to benefit from the Information, which has been unfolded by STEP in the proper perspective and with a futuristic outlook.



The provision of a comprehensive range of facilities for persons with disabilities from pre-natal care through education, vocational training, employment and support during adult life cannot be a matter for a single government department or agency. The provision and growth of services of real quality will require the active Co-operation of a large number of relevant organizations at federal, provincial, local and NGO level, along with involvement of family, professionals and communities at large.

The vision of the National Policy for persons with Disabilities is to provide an environment that would allow full realization of the potential of persons with disabilities through their inclusive mainstreaming and civil society. empowerment of persons with disabilities, irrespective of caste, creed, religion, gender or other consideration for the realization of their full potential in all spheres of life.

it is, however, required to increase ownership of disability issues by the stakeholders and strengthen their participation in the process of service delivery and program design, adopt a shift from exclusive system of education to that of inclusive education for the children with disabilities, ensure the provision of quality services to all segments of age groups for Persons with Disabilities, through expansion and strengthening of service delivery infrastructure, expand, coordinate and monitor a comprehensive network of services for persons with Disabilities in Pakistan and build strong partnerships.

I Congratulate the STEP for being in the vanguard of collecting data and compiling this Hand Book; and assure them full cooperation in all their activities; and wish good luck and success in their future endeavours.



Message from Mr. Naeem Khan

Federal Secretary, Ministry Of Social Welfare & Special Education

I congratulate the Special Talent Exchange Programme (STEP) for establishing an information and resource centre and bringing out a Hand Book on "Disability Framework in Pakistan", which builds on the information obtained from varied sources: and aims to provide Disability-related data and policy-related information. I am sure it will help the readers in reviewing the current status of the commitments of the government, non-governmental organizations, civil society organizations in the country on disability: and serve as an impetus for further actions with focus on access, inclusion and equalization of opportunities for persons with disabilities.



Accessibility is inextricably linked with and is fundamental to social inclusion. It is a basic right of Human beings and should be enjoyed equally and appropriately by persons with disabilities: and they must have access to the same range of services, opportunities and facilities as others at no additional cost. With this in view the National Policy for Persons with disabilities through their inclusive mainstreaming: and a number of initiatives have been taken in this direction, through a National Plan of Action launched in 2006.

In the context of the United nations Standard rules, Preconditions, required to ensure equal Participation of persons with disabilities, the National policy for persons with Disabilities -- 2002 strongly addresses the provide support services to them. Also in line with the implementation measures suggested by the UN Standard Rules, the National Plan of Action -- 2006 stresses access, inclusion and equalization of opportunities for Persons with Disabilities. I Implore all sections of our society to lend support in this task as its accomplishment is contingent upon the efforts of the entire nation.

I once again congratulate the STEP on publication of this Hand Book and hope that it will serve as a basis for continuing dialogue amongst the stakeholders to promote the cause of the persons with disabilities in the country: and help achieve the goals and targets wet out by the government in its National Plan of Action -- 2006 to implement the National Policy for persons with disabilities -- 2002. I wish the STEP success in their future endeavours.



Message from Mr. Sarfraz Ahmed Syed

Director General of Special Education, Government of Pakistan



I extend my heartfelt greeting and felicitations to Special Talent Exchange Program (STEP) for publishing a Hand Book on "Disability framework in Pakistan", with the prime objective of creating an awareness about the infrastructure developed by the government and non-governmental organizations as well as corporate sector for promoting a barrier free, inclusive and rights based society. It aims to provide information about the services and facilities currently available to the persons with disabilities in the country and also to use the same for their inclusive mainstreaming.

It is a matter of particular gratification that STEP during the last one decade has been able to create an awareness amongst the masse, civil society organizations, regional and international organizations, the policy makers and over and above the persons with disabilities about the challenges being faced by the special persons and also suggesting ways and means to address these challenges.

The need to make special provision for those members of the community who suffer from the effects of disabilities has been recognized in Pakistan. The government is making serious efforts to provide by 2055 an environment that would allow full realization of the potential of persons with disabilities through their inclusive mainstreaming and providing them full support of the government alongwith the non-government organizations, civil society organizations and private sector.

The National Plan of Action, to Implement the National Policy for Persons with Disabilities, has been launched in March, 2006 by the Directorate General of Special education. It is based on the Philosophy that access, inclusion and equalization of opportunities for Persons with Disabilities can not be achieved by isolated intervention. Therefore, all stakeholders have been made responsible to design the services in an integrated manner with the goal to full inclusion.

I have no doubt in my mind that unless enlightened private Philanthropy comes forward and generously helps in humanitarian activities, government's own resources, financial and otherwise, cannot adequately meet the big challenge of special persons full inclusion. there is need for all our resources, men, money and material, public and private, to be pooled and geared to the requirements of special persons.

I felicitate Mr. Muhammad Atif Shaikh, President, STEP and his team in bringing this Hand Book and wish their activities every success in the years to come.



Message from Dr. Haroon Awan

Country Representative Sightsavers International Pakistan

Pakistan took a major step in 2002 when it launched the new Policy on Disability whose cornerstone is Inclusion. Since then numerous consultations and meetings have been held to define and formulate a National Plan of Action. These steps indicate a determined effort at every level within the public sector to promote inclusion.



One of the main elements in the development vision of Pakistan for 2015 as stated by the Prime Minister for Pakistan, Mr. Shaukat Aziz, is reducing Social Exclusion. The combination of Pakistan being a signatory to the Millenium Development Goals, articulation of Fast Track Initiatives as part of Poverty Reduction Strategies, new policy on Disability, and a major thrust on inclusive Education For All are indicative of a favourable development environment and political commitment to address the issues of Disability.

Sightsavers International, which is a UK based international organization with a focus on blindness disability has been working with Organizations of Persons with Disabilities at global, regional and country levels and in Pakistan has supported separate national consultations on Inclusive Education and Accessibility, the latter having formulated the Islamabad Declaration on Accessibility. It actively supports independent living and recreation opportunities for persons with disabilities and is promoting employment options within the corporate sector.

We are most pleased to learn of the landmark initiative to produce a book on the 'Disability Framework in Pakistan' undertaken by the dynamic and committed team at STEP ably led by Mr. Atif Sheikh. This book will help fill a large void that exists at present and will indubitably provide many international and national organizations the motivation and inspiration to join hands and work towards mainstreaming disability in development in Pakistan.

Sightsavers International is proud to be a partner with STEP in this venture which promises to serve as a major trajectory to promote the cause of disability and reduction of exclusion in Pakistan.

We wish STEP and other Organizations of Persons with Disability every success in this effort.



Message from Saima Ammar

Chair Person Pakistan Foundation for Fighting Blindness

It give me a great pleasure to learn that (STEP) Special Talent Exchange Program has developed a resource book "Disability Framework in Pakistan". This Hand Book which is prepared by well versed persons with Disabilities themselves, will serve as yellow pages for disabled persons to access the existing services in the society and at the same time it will facilitate other stakeholders who are rendering their services in the field.

The highly commendable contribution of STEP since its establishment 1997 deserves all appreciations. PFFB is indeed happy to collaborate initiatives of STEP in development of human resources with disabilities in Pakistan. I would like to take opportunity to congratulate Mr. Muhammad Atif Sheikh, President of STEP and all his colleagues for this endeavourer.



Preface

Need for an Information Bridge

The United Nations estimates that some 600 million people worldwide have a disability and that the vast majority of disabled people live in low and middle income countries. Persons with disabilities include very heterogeneous group of people, so it becomes difficult to give any definition, which is acceptable to all. The proportion of disabled in Pakistan as per census of 1998 is 2.49 percent of total population, which is quite diverse from the estimates of World Bank, UN and WHO.

Classification of disabled population by different categories of disabilities shows that the proportions of people with seeing disabilities are highest among disabled followed by movement and hearing disabilities. The issue of disability is gaining more and more importance all over the world as well as in Pakistan due the disability movement for a "rights based society" initiated by organizations of PWDs themselves since almost two decades. World Bank and other donor agencies have included this issue in their mandates. Governments have framed various policies for PWDs including reservation of jobs, concession facilities in traveling, special training institutions etc. The Government of Pakistan has made efforts to support the rights of Persons with Disabilities. It has (i) ratified several international conventions, (ii) promulgated the National Policy in 2002; (iii) begun revising the ordinance on employment which would raise the employment quota of PWD to two percent to ensure more job opportunities; (iii) and taken initiatives to develop 'inclusive education' pilots to mainstream children with mild to moderate disabilities to ensure achieving the MDG of "education for all,". An infrastructure for Special Education and Training was established in Pakistan in the 1980s which, far exceeds that of most of the developing countries. However, despite these efforts, the sad fact is that most people with disabilities and their families remain completely unserved by government and even NGO resources. There is dire need of more accurate data and research on causes, prevention, and curative efforts to understand the social and economic realities and possibilities with regards to disability. At the same time, it must be assured that weather policies, laws, programs and coordination mechanisms are in place?

The available data, which makes rather conservative estimates, tells us that, one in eight households in Pakistan is inhabited by a person with disabilities. It is a poverty issue: only 28 percent of persons with disabilities are literate and only 14 percent are actually working (with 5 percent looking for work). Nearly 70 percent of persons with disabilities are dependent on their families for complete financial support. These statistics aside, the stigma of disability remains the greatest impediment to changing the way towards empowerment of persons with disabilities.

Stigma remains in society at large, within communities, and even, in many cases of uneducated segments of society, within families who see a disabled person as a loss of productive potential and a drain on family resources. So, while on the one hand, the strong cultural family network ensures their financial security, on the other, the stigma often results in their remaining invisible members of society.



The major barrier to employment and other socio economic benefits for Persons with Disabilities in our society continues to be attitudinal barriers; stereotypical thinking and assumption about what people with disabilities can and can't do. The truth is that, the range of abilities of persons within any disabilities group is enormous. We need to get rid of our stereotypical images and view each "individual" as just that "an individual".

Access to and sharing of information resources can build the capacity of local and national disability organizations, promote advocacy by and for people with disability and improve the quality of life experienced by disabled people.

This first volume of the “Disability Framework in Pakistan” is a humble effort to bridge the information gap. Your feedback will assist us to include the left over information.

Muhammad Atif Sheikh
President STEP

Acknowledgment

A developing society has to be sensitive to the needs of PWDs for their social inclusion and inclusion is often framed in terms of human rights or justice. Lack of adequate information remains the key risk factor for poverty and exclusion for all disabled People. Persons with disabilities who are excluded from mainstream are virtually certain to be long-term, life-long poor. They almost inevitably become an economic burden on society and on their families.



Most national and international development goals refer to the rights of disabled people to share educational and employment opportunities equally with their peers. In reality, participation of PWDs remain far lower than those of their non-disabled peers.

Adequate Information about facilities, laws and relevant policies makes a difference in everyone's life, but it makes a much greater relative difference in the lives of Persons with disabilities. The incremental benefits of having knowledge a disabled person far outweigh the incremental costs. This Hand Book provides baseline information, policy perspectives and frameworks for analysis of the status of Disability Framework in Pakistan and developments in this sector. Preparation and publication of this first ever resource book was not possible without the valuable contribution of key personalities in disability movement of Pakistan. On behalf of my team I would like to express my heartfelt gratitude to all those Leaders of Persons with Disabilities have realized the need of this resource book and contributed their experience knowledge. We are thankful to Sightsavers International for encouragement and generous support to materialize the idea of having a hand book "Disability Framework in Pakistan".

Nazar Hussain
Vice President
(STEP)

Magnitude of Disability in Pakistan

Definition

Although there is no widely accepted definition of persons with disabilities. According to National Policy 2002, disability is defined as:

1. “Disability” means the lack of ability to perform an activity in a manner that is considered to be normal.
2. A person with disabilities means who, on account of injury, disease, or congenital deformity, is handicapped in undertaking any gainful profession or employment, and includes persons who are visually impaired, hearing impaired, and physically and mentally disabled.

Current Situation

Only limited categories of disabilities (physical disabilities such as amputations, foot and leg deformities, visual and hearing impairments) have been surveyed nationwide and most of the data has not been categorized by gender. Therefore, quantitative, nationwide, disaggregated data, by gender and age, is required for comprehensive policymaking and an assessment of progress. Person with Disabilities-related items taken up by the National Census, specific theme and regional studies by regional governments, as well as governmental and international organizations should be collected, and missing information or items should be surveyed. At the same time, it is important to publish and disseminate the results of these surveys to persons with disabilities themselves, policy makers, project implementators and aid donors so that they can be utilized for policy making and international project planning.

The cost of supporting disabled people in Pakistan is huge and poses a severe drain on economic resources, according to leading organizations working for the rights of persons with disabilities. If the number of disabled people in Pakistan is conservatively estimated at 16 million and the minimum cost of living for a person (per month) estimated at Rs1,000, the cost to the country to support disabled people per year can be imagined. If disabled people could be made self-sufficient, wealth creation in Pakistan could increase significantly.

Persons with disabilities are mostly unseen, unheard and uncared persons in Pakistan. They are the most marginalized group. Persons with disabilities face overwhelming barriers in education, skills development and daily life. Most currently offered services focus on children, with little availability for adult Persons with Disabilities.

Persons with Disabilities also face multiple social, economic, physical and political handicaps, hampering their freedom of movement in society. These barriers include stigmatization and a misunderstanding of the abilities and aspirations of persons with disabilities. There is also a pronounced lack of informational data, rules and regulations, rehabilitation centers, and mainstreaming and specialized services for persons with Disabilities.

In Pakistan, no particular ministry or federal department deals with, issues related to disability. There is only the ministry, responsible for social welfare, and special education, which touch upon person with Disabilities issues.

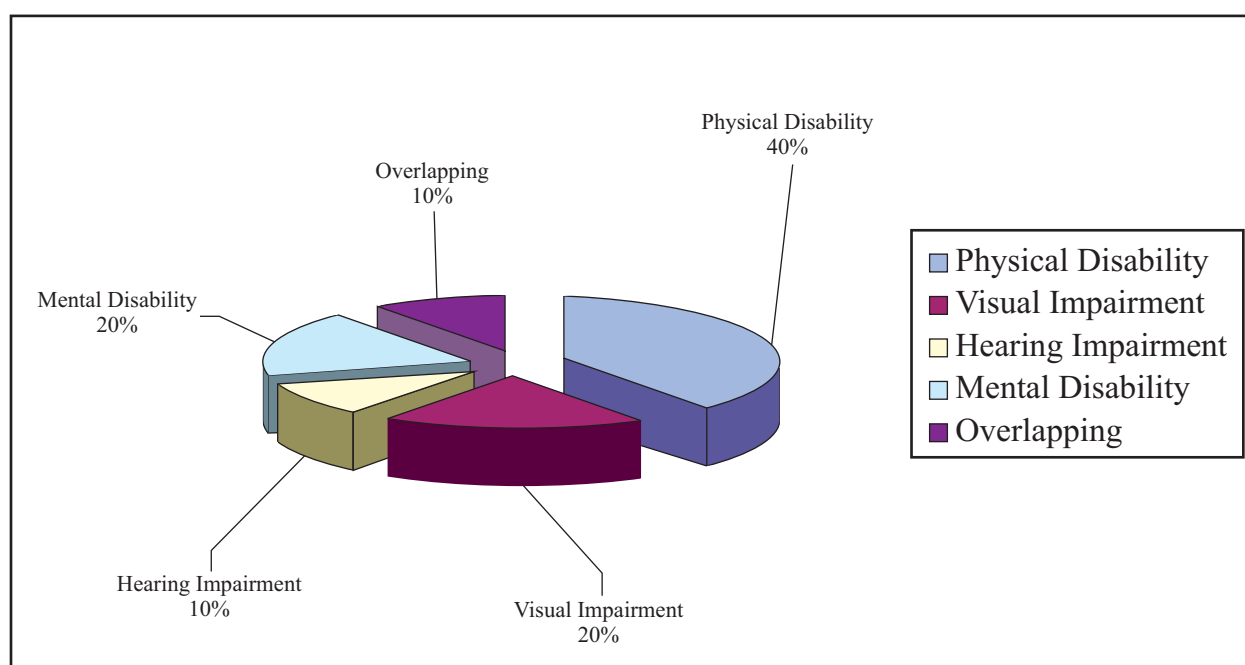
However, at the local level, there are no specific sections of departments responsible for person with Disabilities programs at the local level.

Moreover, illiterate Pakistanis believe that persons with Disabilities are a social burden and

a curse on the family. These beliefs lead to the misunderstanding of disability. They prevent people from obtaining appropriate information and being educated. Employment opportunities for persons with Disabilities are very limited and so they are a financial burden for their families.

Disability-specific Data

Figure 1: Disability-specific data



Source: Oracle Research & Information Services. *Country Profile Study on Persons with Disabilities*

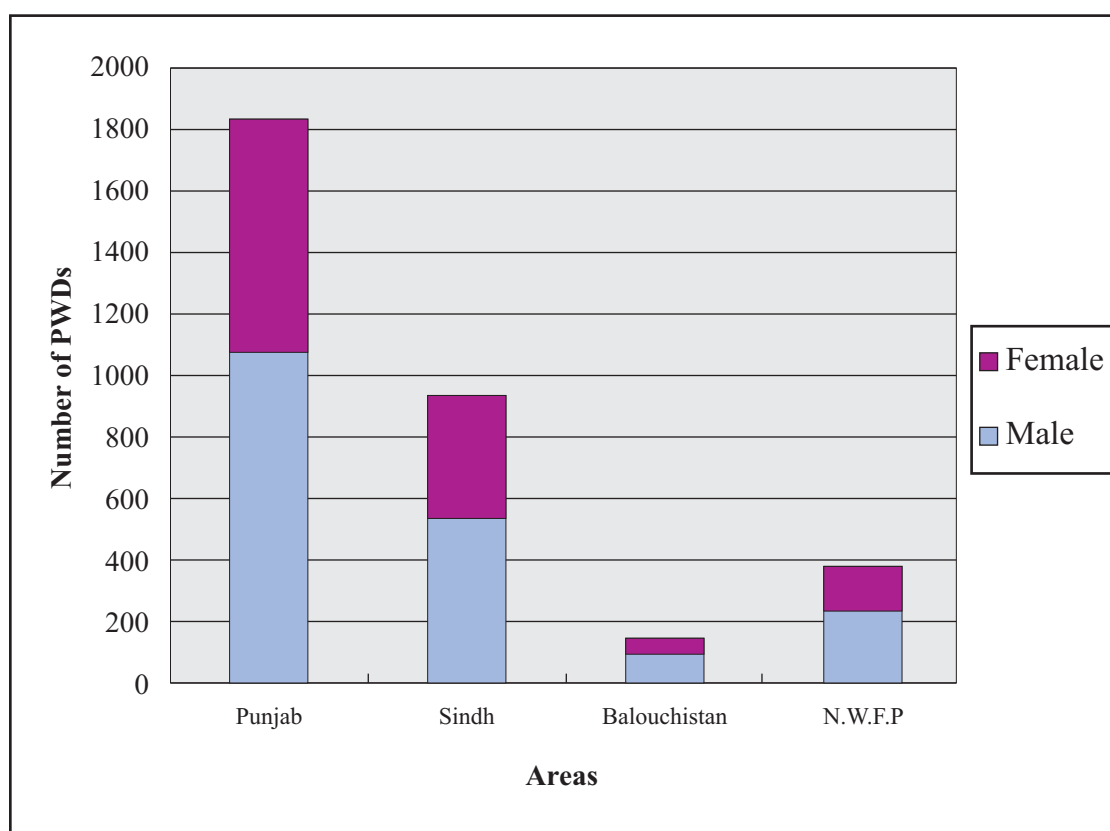
Age-sepcific Data

Table 1: Age-specific data, 0-18 and 18 and above.

	Physical Disability	Visual Impairment	Hearing Impairment	Mentally Disability	Overlapping
0-18 years old	2.82 (million)	1.41	0.705	1.41	0.705
18 and above	2.402 (million)	1.201	0.6	1.201	0.6

Area-specific Data

Figure 2: Area-specific data by gender



Source: Ministry of Women Development, Social Welfare and Special Education, Pakistan
Retrieved from <http://mowd.gov.pk/index.html>

Table 2: Percentage of Persons with Disabilities in the population

Total	Punjab	Sindh	Balouchistan	N.W.F.P
2.49%	2.48%	3.05%	2.23%	2.12%

Legal Framework

The systematic care of persons with disabilities was brought into focus in Pakistan in the 1980s with the observance of 1981 as the United Nations International Year of Disabled Persons. The need was then felt for their education, rehabilitation and cares both by government and by the private sector.

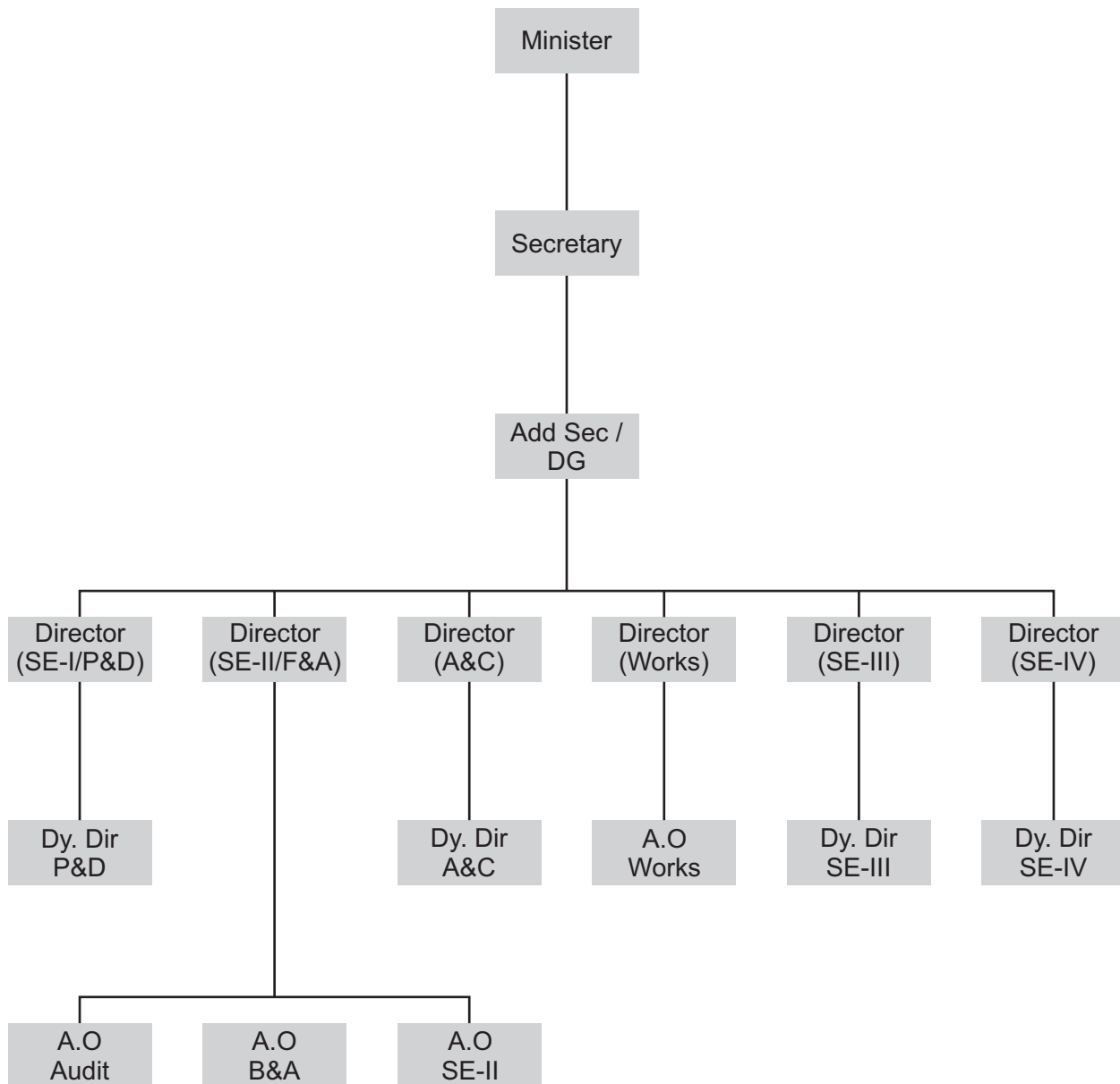
A law on the employment and rehabilitation of persons with disabilities was passed in 1981. The Law is a comprehensive legislation that spells out the responsibility of the State toward the prevention of disabilities; protection of rights of persons with disabilities; and provision of medical care, education, training, employment, and rehabilitation to persons with disabilities. But it does not include a commitment to create barrier-free environments for Persons with Disabilities, and owns the responsibility to remove any discrimination against persons with disabilities in sharing development benefits and to counteract any situation resulting in abuse and exploitation of persons with disabilities. There was a need to

establish a framework for comprehensive development of strategies, programs, and services for equalization of opportunities for persons with disabilities and makes special provisions for their integration into the social mainstream. Hence Efforts were made in the past to have a formal National Policy for Special Education but somehow that could not materialize. The policy was formalized after a lengthy consultative process involving the relevant Federal Government Ministries, such as Education, Health Labour and Manpower, Housing and Works, Science and Technology and Planning and Development, and their views were incorporated in this document. The Provincial Social Welfare and Education Departments and the prominent NGOs were also consulted in finalizing this exercise. The first draft was prepared by the Task Force on Disability created in the year 2000. The team realized the importance of the international focus on care, education and rehabilitation of persons with disabilities, which demands a multi-disciplinary approach.










Organizational chart of the

Ministry of Social Welfare and Special Education



Services Provided by Government of Pakistan

Field	Responsibility	Legal Rights of PWDs
Education 	Directorate General of (M/o SW and Special Education)	Free Primary Special education (all special education centers list of centers on following pages)
	M/o of Education	Free Education up to Intermediate level Reserve quota in Universities Inclusive Education Schools (Limited in number)
Employment 	Establishment Division	2 % Quota Age relaxation of 10 year in recruitment
	Federal Public Service Commission	Appearance of Disabled Persons in Competitive Examination
Health 	M/o Health	Free medical treatment in Govt. Hospitals
Travel 	M/o Railway	50% discount
	Pakistan International Airlines (M/o Defense)	50% discount only for Visually impaired persons
Communication 	Pakistan Post (M/o Communication)	Free postage for brail material
Transport 	Ministry of Commerce	Duty exemption local assembled cars (not more than 1300 cc)
	Traffic Police (M/o Interior)	Driving License only for Hearing Impaired Persons

Residence 	Ministry of Housing & Works	Priority to disabled government employees in allotment of house Reserved quota in Federal Govt. employees housing scheme
	Capital Development Authority (CDA) (M/o of Interior)	Reserved quota for purchase of land offered for sale by Govt.
Disability Certificate	M/o Social Welfare & Special Education	NCRDP/ PCRDPs issues disability certificates
Financial Assistance	Prime Minister Grievances Cell	One time hardship grant (Maximum Rs.50,000)
	Pakistan Bait-ul-Mal (M/o SW & Special Education)	One time grant for establishment of small business
	Disabled Persons Rehabilitation (DPR) Fund by NCRDP	In pursuance of section 11 of the Disabled Persons (Employment & Rehabilitation) ordinance 1981 a fund called DPR Fund was established to collect remittances from those establishment, which do not employ the disabled persons and prefer to pay into the fund
Assistive Devices	Staff Welfare Organization (Establishment Division)	Free assistive devices for disabled govt. employees and Children with Disabilities of Govt. Employees
Import Duty	Central Board of Revenue	Custom relaxations on following items relating to Disabled Persons

- 1) Wheel chairs
- 2) Artificial human parts
- 3) Hearing aids (all types and kinds)
- 4) Hearing assessment equipment:-
 - i) audio meters
 - ii) tympanometer
 - iii) ABR
 - iv) Oto acoustic emission
- 5) Cochlear implant system
- 6) Associated devices & materials
 - i) Hearing aid batteries # 675,13,10,5,312
 - ii) 2 pin & 3 pin cords
 - iii) Ear mold material
 - iv) Soft/hard mold fabrication material
 - v) Ear impression taking material
 - vi) Manufacturing equipment related to (i-v) items.

- 7) Hearing impairment/deaf related:
 - i) Printed material
 - ii) Software
 - iii) Computer cards
- 8) Programming software & hardware
- 9) Items used for rehabilitation of blind persons:-
 - i) Sixer & eighter for Braille writing
 - ii) Perkins brailler machine
 - iii) 4/6/9/27/36 Liner frames
 - iv) Braille board for alphabet writing
 - v) White cane.
 - vi) Abacus frames (maths).
 - vii) Mathematics slates for blind
 - viii) Thermoform duplicating machine
 - ix) Manila paper for duplication
 - x) Every card for brail writing.
 - xi) Magnifier glasses for low vision
 - xii) Brail printing press.

Government Institutions for

Persons with Disabilities

Name of Institute	Address	Contact No
1 National Institute of Special Education	Near Federal Board of Intermediate Plot No.74, H-8/4, Islamabad,	9250392
2 National Training Center for Special Persons	Main Double Road (Margala Road), G-9/2 Islamabad.	
3 National Special Education Center for Hearing Impaired	Children, H-9, Islamabad.	9257435 9257437
4 Fatima Jinnah Special Education Center for Mentally Retarded Children	H-8/4, Islamabad	9257156, 9257323
5 Al-Farabi Special Education Center for Physically Handicapped Children	Opp: Nori Hospital G-8/4, Islamabad	9260858
6 Al-Maktoom Special Education Center	Rooh Afza Market, St.No.14,G-7/2 Islamabad	9252031
7 National Library & Resource Center	F-7 Markaz, Shaheen Foundation, Islamabad.	9202738
8 National Mobility and Independent Training Center	G-7/2, Near Rooh Afza Market, Islamabad.	9252024
9 Nation Braille Press	G-7/2, NearRooh Afza Market, Islamabad	9252028
10 Vocational Rehabilitation & Employment of Disabled Person (Service Center-I),	H-8, Special Education Complex, Islamabad	9257155
11 Vocational Rehabilitation & Employment of Disabled Person (RU),	H-8, Special Education Complex, Islamabad	9257177, 9257155
12 Special Education Center for Hearing Impaired Children	Near Kara Kurm University, Gilgit.	05811/58393
13 Special Education Center for Physically Handicapped Children	Complex Manik Pian, P.O.Box No.26, Muzaffarabad	058810/51448
14 Quaideen Special education center for MRC	Karachi	021-4638344
15 Shaheed-e-Millat Special Education Center	St#31 Block#15 Gulistan-e-Johar Karachi	021-4612199
16 Special Education center for PHC	St#31 Block#15 Gulistan-e-Johar Karachi	021-4028997
17 VTCD	St#31 Block#15 Gulistan-e-Johar Karachi	021-4618197/ 021-5385462
18 VREDP	St#31 Block#15 Gulistan-e-Johar Karachi	021-4622177
19 Lal Shahbaz Special Education Center for PHC	H.No.C.S 1016/63-A mohalla Jagatabad, Dadu.	0254-611074



S.#	Name of Institute	Address	Contact No
20	Shah Abdul Latif Bhattai SEC for MRC	38-A GOR colony. Hyderabad	022-9200915
21	Chandaka SEC for VHC	New Housing colony beside Public school Larkana	0741-9410521
22	Mehran SEC for VHC	6/b Block 6 Unit III Satellite Town Mirpur Khas	0231-9290217
23	Sachal Sarmast SEC for PHC	P.O Box 28 Nawabshah.	0244-9370149
24	Masoom shah SEC for HIC	B.No.42 Muslim Cooperative Housing Society Military Road Sukkur	071-5633305, 9310637
25	Bolan SEC for MRC	Thandi Sark, DCO Road SIBI	0833-9230181
26	Rabia Khuzdari DEC for HIC	SEC Complex Engineering University P.O.Box 41 Khuzdar	0848-550301, 550946
27	IPHC	Gulistan-e-Siddique Colony Near Gulistan Nursary Suryab Road Quetta	081-9211516
28	VTCD	H# 10-9/537, GOR Road Killi Shaboo Quetta	081-9201497
29	Institute for Physicazlly Handicapped Children,	Special Education Complex, Phase-V, Hayatabad, Peshwar.	091-9217257, 0300-8594575
30	Special Education Centre for Hearing Impaired Children,	Special Education Complex, Phase-V, Hayatabad, Peshwer.	091-9217256
31	Special Education for Mentally Retarded Children	Special Education Complex, Phase-V, Hayatabad, Peshwer.	091-9216723
32	Vocational Training Centre for Disabled,	Special Education Complex, Phase-V, Hayatabad, Peshwar.	091-9217366
33	Special Education Centre for Hearing Impaired Children,	near Secondary Board Swat.	0946-92402274
34	Special Education Centre for Physically Handicapped Children	Noor Elahi Road, Police Line, Abbottabad.	0992-9310105
35	Special Education Centre for Mentally Retarded Special Education Complex	Sector 'M' Phase-II, Sheikh Maltoon Town, Mardan.	0931-881011
36	Special Education Centre for Mentally Retarded Children,	Tosifabad Colony, Darban Road, P.O.Box No.35, D.I.Khan.	0961-9280150
37	Special Education Centre for Visually Handicapped Children	H.No.14-A Happy Valley, Kohat Cantt.	0922-516787
38	Special Education Centre for Physically Handicapped Children	Noor Elahi Road, Police Line, Abbottabad.	0992-9310105
39	Special Education Centre for Mentally Retarded Special Education Complex,	Sector 'M' Phase-II, Sheikh Maltoon Town, Mardan.	0931-881011
40	Special Education Centre for Mentally Retarded Children,	Tosifabad Colony, Darban Road, P.O.Box No.35, D.I.Khan.	0961-9280150
41	Special Education Centre for Visually Handicapped Children	H.No.14-A Happy Valley, Kohat Cantt.	0922-516787
42	Special Education Centre for Visually Handicapped Children	C/o Govt. Degree College, P.O. Box No.11, Chrsadda.	091-6510978

S.#	Name of Institute	Address	Contact No
43	Vocational Training Centre for Disabled,	H.No.45-B, Block No.2, M.A. Johar Town, Lahore.	042-9262190
44	Allama Iqbal Special Educaiton Centre for Mentally Retarded Children,	H.No.45-B, Block No.2, M.A. Johar Town, Lahore.	042-9262193
45	Shalimar Special Education Centre for Hearing Impaired children,	H.45-B. Block No.2, M.A. Johar Town, Lahore.	042-9262194, 5882128
46	Hajwari Special Education Centre for Visually Handicapped Children	H.No.45-B, Block No.2, M.A. Johar Town, Lahore.	042-9262190
47	Al-Khawarzimi Institute for Physically Handicapped Children	H.No.45-B, Block No.2, M.A. Johar Town, Lahore.	042-9262191
48	Sultan Bahu Special Education Centre for Hearing Impaired Children,	6-Civil Lines, near Station Chowk, Jhang.	0471-614338
49	Ibn-e-Rushd Special Education Centre for Hearing Impaired Children	Khayam Street, Railway Road, Sargodha.	048-9230169
50	Up-Gradation of Special Education Centre for Hearing impaired Children,	104/A Club Roads, Sargodha.	
51	Waris Shah Special Education Centre for hearing Impaired Children,	Malik M. Anwer Road, Civil Lines, Sheikhpura.	056-3786429
52	Cholistan Special Education Centre for hearing Impaired Children	House, 43-A, Block-Z, Gulstan-e-Iqbal, Scheme No.3, Rahim Yar Khan.	



Organization of Persons with Disabilities in Pakistan

Persons with disabilities and their self-help organizations are the most equipped, best informed to speak on their behalf and can contribute to solutions on issues that concern them. Leading Organizations in Pakistan are mentioned here:

Cross Disability Organizations

Organization : **Alliance Of The Physical Disabled (APD)**
Address : Office #2, 2nd Floor Kooh-e-Noor Yarn Center Karkhana Bazar Faisalabad,
+92-41-621163
E-mail : baboo@fsd.paknet.com.pk
Focus Area : Sports, Vocational Training & Welfare
Contract Person : Muhammad Ali Rafeeq Chishti

Organization : **Chargh-e-Manzil**
Address : Sassar, Bagh, AJK
0300-5105205
Focus Area : Independent Living, Welfare & Awareness
Contract Person : Mrs. Nasreen Aziz

Organization : **Special Life Foundation**
Address : Siddiqi Plaza, shafhi Market Stadium road Peshawar,
0345-9062279
Focus Area : Independent Living & Sports
Contract Person : Aiyaz Khan

Organization : **Special Person Development Association Reg Peshawar**
Address : Village Muslim abad Post Office Bakhshupull charssada Road Peshawar,
091-2244724
Focus Area : Legal Rights & Awareness
Contract Person : Ihsan Ullah Daudzai

Organization : **All Sanghar Handicaps Association**
Address : Bakhoro Road Sanghar Sindh, 0333- 2916281
Focus Area : Legal Rights, Awareness & Monitoring
Contract Person : Mr.Gulam Nabi Nizamani

Organization : **Special Talent Exchange Program (STEP)**
Address : 353-C, Street No.30, G-6/2, Islamabad.
+92-51-2605120
E-mail : office@step.org.pk , ircd@dsl.net , URL: www.step.org.pk
Focus Area : Legal Awareness, Education, Independent Living & Accessible Information
Contract Person : Muhammad Atif Sheikh, President

Organization : **MILESTONE Society for the Special person**
Address : 479, Omer Block, Allma Iqbal Town, Lahore. +92-42-54355111
E-mail : mirzasahib@hotmail.com
Focus Area : Independent Living , Welfare & Sports
Contract Person : Mian Asim Zafar

Organization : **Special Welfare Organization**
Address : Moh.Loharan Village. Pir Saddu, Teh. Takht Bhai Distt: Mardan
937-536088
Focus Area : Vocational & Mobility
Contract Person : Mr. Bashir Ahmed

Organization : **Gulistan-e-Mazoreen**
 Address : Gulistan-e-Mazoreen M.A Jinnah Road Mirpur Khas,
 +92-23-3872687
 Focus Area : Rehabilitation & Awareness
 Contract Person : Mr. Lal Muhammad

Organization : **Sindh Disabled Welfare Association**
 Address : Head Office: Thari Mirwah City Distt: Khairpur
 +92-243-790512
 Focus Area : Welfare & Awareness
 Contract Person : Abid Hussain Lashari

Organization : **Nawabshah Disability Forum**
 Address : House # C-1065, Maryum Road, Mohallah Sayyedabad, Old Nawabshah, Sindh
 E-mail: asgharmughal2007@yahoo.com
 Contract Person : Ghulam Asghar Mughal

Organizations of Hearing Impaired

Organization : **Sir Syed Deaf Association**
 Address : Suit # 5&6 2nd Floor 12-D, SNC Center Fazal-e-Haq Road Blue Area, Islamabad,
 051- 2825199
 Focus Area : Computer Training & Awareness
 Contract Person : Nasir Mehmood Dar

Organization : **Pakistan Association of Deaf**
 Address : 23/A, Block-6, PECHS, M-1 Shaheen Tower Shahrah-e-Faisal, Karachi, Pakistan,
 021-4387150
 Focus Area : Communication & Education
 Contract Person : Irfan Mumtaz

Organization : **Welfare Association For The Deaf**
 Address : Disposal Road, Tehsil Hasil Pur Dist. Bahawalpur.
 062-2443872
 Focus Area : Education, Legal Rights & Awareness
 Contract Person : Ahmad Ali Muhammadi

Organization : **Rawalpindi Deaf Association**
 Address : 53-C/2, Tulsa Road Lalazar Colony, Rawalpindi.
 051-5584030
 Focus Area : Computer Skill & Awareness
 Contract Person : Nusrat Sadiq Khan

Organizations of Physically Disabled

Organization : **Sahara Special Sports & Welfare Organization**
 Address : H.No.8 street No. H Block-U New Multan,
 061-562236
 Focus Area : Sports & Awareness
 Contract Person : M.Asif Iqbal

Organization : **National Organization of Welfare (NOW)**
 Address : Head office : 11-1-D Rehmat Plaza, Naziim-ud-Din Road F-6/4 Blue Islamabad.
 051-2504008
 Focus Area : Sports & Vocational
 Contract Person : Syed Amir Hussain Shah



Organization : **Sahara Fighting Against Disability**
Address : Sahra saquare Near Distt.Courts GPO Box # 1Dera Ismail Khan,29050 NWFP,
966-715900
Focus Area : Welfare & Disability Rights
Contract Person : Aamir Sohail Saddozi

Organization : **Rising Star**
Address : Office: Court Street Lower Mall Lahore,
042-7233035
Focus Area : Sports & Welfare
Contract Person : Syed Ali Mukhtar Jafferri

Organization : **Mirpurkhas Special Sports & Welfare Association**
Address : M.A Jinnah Road Mirpur Khas, Sindh
0304-2614552
Focus Area : Sports
Contract Person : Mr. Javed Malik

Organization : **Khaber Welfare Association**
Address : Old Friend Model High School Kareemabad No.1, Peshawar.
+92-91-2569044
Focus Area : Welfare & Charity
Contract Person : Mrs. Saeeda Ilyas

Organization : **New Life**
Address : Saif Dry Cleaners, Ghazi Arsla Khan Road Loralai, Balochistan
+92-82-4662063
Focus Area : Awareness & Welfare
Contract Person : Masood Jan

Organization : **Association For The Rehabilitation of Physically Challenged People**
Address : 408/677, Fatima Jinnah Colony Jamshed Road-3, Karachi
+92-21-4128867
Focus Area : Awareness
Contract Person : Mobin-ud-Din

Organization : **Disabled Welfare Association**
Address : Office: # 40-G Floor, Al-Amna Plaza M.A Jinnah Road Opp. Capri, Cinema Karachi
+92-21-2789039
Focus Area : Mobility, Awareness & Empowerment
Contract Person : Mr. Jawaid Rais

Organizations of Visually Impaired

Organization : **Pakistan Association of the Blind**
Address : House # 854, Street # 3, Firoozpura Murree Road Rawalpindi.
+92-51-5772901
Contract Person : Ghulam Rabbani Butt

Organization : **Pakistan Foundation Fighting Blindness**
Address : Flat No.1,1st Floor 40-A, Ramzan Plaza Mangle Road, G-9 Markaz, Islamabad.
+92-51-2253709
Focus Area : Accessibility
Contract Person : Mrs. Siana Ammar

Organization : **Pakistan Disabled Foundation (PDF)**
Address : Office No. III-D, 2/19, Nazimabad No. 3, Karachi.
021-6681897
Focus Area : Welfare & Awareness
Contract Person : Shahid Ahmed Memon

Non-Government Organizations

for Persons with Disabilities in Pakistan

Organization : **Sultana Foundation**

Address : Farash Town Latral road Islamabad.

092-051) 2243501-05

E-mail: info@sultana-foundation.org

URL: http://www.sultana-foundation.org

Focus Area : Children, Development, Education, Health, Human Rights, Institution Building, Poverty Alleviation, Rural Development, Women, Research

Contract Person : Dr. Naeem Ghani

Organization : **Chambeli**

Address : 20-B S/town Rawalpindi

051-4842757, 0300-5040900

Focus Area : Vocational Training, Rehabilitation of mentally Retarded Children, Physiotherapy, Education.

Contract Person : Dr. Tahir

Organization : **SRSP**

Address : Agha Khan Road House#46 F-6/4 Islamabad.

051-2822319

Focus Area : Infrastructure Development, Poverty Alleviation, Rural Development, Women, Advocacy, Agriculture, Credit/Micro Systems, Culture, Development, Disaster Management, Education, Energy, Energy Relief, Environment, Food Production, Governance, Health, Information Dissemination

Contract Person : Mr. Rashid Bajwa

Organization : **Rifah Welfare Organization**

Address : Zafar Plaza Ghulam Jalani Bork Road Attack

0597-603770 Tel: 0572-700102

E-mail: hoperehab@yahoo.com

Focus Area : Rehabilitation and independence for all human Advocacy, Children, Youth, Health, Human Rights, Development, Women

Contract Person : Dr.Irfan khan

Organization : **Roshni Welfare Society**

Address : 257-A ,GOR 5, Faisal Town Lahore, Lahore

042-5163617

E-mail: khanjee696@yahoo.com

Focus Area : Health, Children, Education, Women, Agriculture, Poverty Alleviation

Contract Person : Skeikh Zafar Iqbal

Organization : **Aas Welfare Society**

Address : House No. 279-B, Sector 4-B, Khayaban-e-Sir Syed Mohammadi Chowk, Rawalpindi

+92-51-5554297

Focus Area : Agriculture, Culture, Environment, Law, Rural Development, Advocacy, Development, Education, Human Rights, Women & Health

Contract Person : Muhammad Irshad Ali



Organization : **Sunshine Welfare Center**
Address : Street No.4 Sharqi, Muslim Colony, Farid Town, Gujranwala-52254
+92-303-6332447 , Fax: 1 775 248 6337
E-mail: hope@mail2heal.com
Focus Area : Children, Economy, Health, Technology, Youth, Rural Development, Women, Education, Food Production, Poverty Alleviation, Development
Contract Person : Mr. Safdar Iqbal

Organization : **Rawalpindi Eye Donors Organization**
Address : REDO Complex, Behind Naz Cinema, Off Murree Road, Rawalpindi
E-mail: info@redo.org.pk, <http://www.redo.org.pk>
Focus Area : Credit/Micro Systems, Development, Disaster Management, Drug Abuse, Education, Environment, Health, Infrastructure Development, Poverty Alleviation, Rural Development, Women
Contract Person : Capt. Retd Maqbool Ahmed

Organization : **Aashayana Welfare Society**
Address : Head Office: Near Govt, High School Nawan Kot Tehsil Choubara, District Layyah
0606-440010 Ext. 228
E-mail: aashayana@yahoo.com
Focus Area : Poverty Alleviation, Empowerment, Rural Development, Development, Health, Human Rights, Women
Contract Person : Mrs. Abida Nasreen

Organization : **Initiative For Raising Awareness Development & Assimilation of the Handicapped (IRADAH)**
Address : IRADAH, Rehabilitations Center for the Disabled Lorry Adda Buchal Kalan, Tehsil & District Chakwal, Pakistan
0543-587630, 0333-5913530
Focus Area : Rehabilitations, Development, Empowerment, Social Awareness.
Contract Person : Prof. Izhar Hussain Awan, President

Organization : **Umeed-e-Nou**
Address : House#11-A Railway Housing Scheme No 6 westridge Rawalpindi
051-5474874
Focus Area : Education, Rehabilitations, Development, Empowerment, Social Awareness.
Contract Person : Mr. Mumtaz Moeen Uddin

Organization : **Hamza Foundation Academy for the Deaf**
Address : 152-J-1, Ma Johar Town Lahore Pakistan
042-5300072, 042-5303968
E-mail: qamar@hamzafoundation.com, URL: www.hamzafoundation.com
Focus Area : Vocational Training, Rehabilitation of Hearing Impaired Children Speech therapy, Education. Sign language Interpretation
Contract Person : Dr. Qamar Rasheed

Organization : **Ujala Sahar Organization**
Address : H # 147 St # 06, Sector T Phase II Sheikh Maltoon Town Mardan
0937-880793-0301-8851889
Focus Area : Skill Training & Rehabilitation Program Advocacy, Culture, Development, Human Rights, Infrastructure Development, Law, Poverty Alleviation, Agriculture, Education, Health, Youth, Rural Development, Children, Drug Abuse
Contract Person : Ms. Naseem Akhtar

- Organization : **The Deaf Education & Welfare Assn. Trust**
 Address : DEWA Complex.Gulshan-e-Iqbal, Karachi- 75300,Pakistan
 021-4965501
 E-mail: dewa-acdemy@yahoo.com
 Focus Area : Vocational Training, Rehabilitation of Hearing Impaired Children Speech therapy, Education. Sign language Interpretation
 Contract Person : Munir Ahmed Lodhi
- Organization : **Roshni Foundation**
 Address : House No. 04, Main Service Road North I-8/3, Islamabad
 92-51-4860020, 0321-5385758
 E-mail: khurram_munir9000@yahoo.com
 Focus Area : Education
 Contract Person : Mr. Khurram Munir
- Organization : **Rehabilitation Center For The Physically Disabled**
 Address : Umeedabad No. 2, Swati Gate, P.O. Box 201, GPO, Peshawar 25000, Pakistan
 +92-91-5277663, 5285911, 03008594575
 E-mail: fht_rahman@hotmail.com, arpd@brain.net.pk URL: www.rcdpak.org
 Focus Area : Rehabilitations, Development, Empowerment, Social Awareness
 Contract Person : Mr. Sibghat ur Rehman
- Organization : **Ida Rieu Poor Welfare Association (Regd.)**
 Address : Purani Numaish, Nizami Road, Karachi, Pakistan
 +92-21-7780808
 E-mail: <http://www.idarieu.sdnpk.org/contact.html>
 Focus Area : Education of Hearing Impaired & Visually Impaired Persons
 Contract Person : Mrs. Qudsia Khan

International Organizations & Donor Agencies

Participating in the field of Disability

Sightsavers International
 House #2, Street 10,
 F-7/3, Islamabad
 051-2651276
info@sightsavers.org.pk
www.sightsavers.org/pakistan

Handicap International
 House No. 137-B, Street 43,
 F-10/4, Islamabad
 051-2212902
director@hi-pakistan.org
www.handicap-international.org

Leonard Cheishire International
 # NA 266, Street 5, 7th Road, New Malpur,
 Satellite Town, Rawalpindi, Pakistan
 051-4580503
www.lcisouthasia.org

The World Bank
 The World Bank, 20-A,
 Shahrah-e-Jamhuriat Ramna 5,
 (G-5/1), Islamabad
 051-2279641-6
www.worldbank.org

JICA Pakistan
 COMSATS Building, 3rd Floor,
 Shahrah-e-Jamhuriat G-5/2,
 Islamabad, Pakistan
 051-2829473
www.jica.go.jp

Trust for Volunteer Organizations
 House No. 28, Old Embassy Road,
 Attaturk Avenue, G-6/4, Islamabad
 Tel: +92-51-9211399, 2270253
 Fax: +92-51-2275803
contact@tvo.org.pk



Assistive Devices Producing Firms

S. #	Organization	Address	Tel	Focus Area	City
1	Life Orthopedic	G-8 Markaz	051-2852094	Artificial Limbs & Braces	Islamabad
2	Sun Shine Orthopaedic Services	P-1045, Near Asghar Mall Chowk, Saidpur Road	051-4419637	Artificial Limbs & Braces	Rawalpindi
3	Sakura	479-Omer Block Allama Iqbal Town	042-5435511	Wheel Chairs	Lahore
4	Day's	8-9, Al-Shifa Shopping Centre Al-Shifa Trust Eye Hosp. Jehlum Road	051-5511347	Artificial Limbs & Braces	Rawalpindi
5	Splint Care	NW-719, Basement Hamza Plaza, Saidpur Rd.,	051-4424665	Artificial Limbs & Braces	Rawalpindi
6	Monthly Pakistan Special	# 465, St. No 74, G-8/1	051-2260111	Magazine	Islamabad
7	Fauji Foundation	Artificial Limb Center Jehlum Road,	051-5788150-65	Artificial Limbs & Braces	Rawalpindi
8	Pakistan Institute of Prosthetics and Orthotists Sciences	Plot # 6-B, Sector B-3 Phase V, Hayatabad	091-9217150 091-9217364	Artificial Limbs & Braces	Peshawar



Minimum Accessibility Standards

Easy Tips to Improve Accessibility in your Place of Business

1. Encourage employees to contribute volunteer hours to programs that support persons with disabilities.
 2. Make sure all printed materials you distribute are available in alternate formats. It can be very easy to put brochures, catalogues, and the like on CD-ROM. Having your key information in 14 point bold is a great first step.
 3. Consider specifically hiring a person with a disability for your next vacancy.
 4. Consider installing that ramp, power door, Braille signage or volume-controlled telephone.
- every inch of height is there a foot of Length?)
 - Is there a power door or an automatic door?
 - If not, will there be someone posted near the door to open it for attendees requiring assistance?
 - Is the room served by a level entrance or ramp?
 - Is the room well lit, with as little glare as possible?
 - Is there room to move around furniture or fixed objects (1.1m or 3.6')?
 - Is there seating suitable for someone using a wheelchair or scooter?
 - Are meeting materials available in alternative formats? (Large print, Braille, audiocassette, electronic)
 - Are sign language interpreters available?

Tips for Accessible Public Meetings

In order to best represent our communities, it is essential that accessibility be taken into account.

While we recognize that it is impossible to ensure representation from every group at a public meeting, some simple steps will ensure you have not inadvertently excluded persons with disabilities.

It is not essential to provide all accommodations at every meeting simply asking participants who might require sign language interpreters to contact you beforehand allows you to arrange this service when needed, for example. But basic accessibility for persons with mobility impairments is often very simple to address. The following checklist may help you prepare:

ACCESSIBILITY CHECKLIST

- Does your chosen facility have a level entrance? If not, is there a ramp?
- Is the ramp at a 1:12 grade? (That is, for

Tips for Accessible Community Planning

1. The best urban planning eliminates as many barriers to use as possible.
2. All you have to do is ask. Involving people of varying abilities in the consultation process for public places makes it easier to cover all the bases to avoid barriers coming into play.
3. Sidewalks are good for everyone's health. A wide, well-maintained sidewalk encourages everyone to be mobile which keeps them healthy. Avoid the use of brick and cobblestones, especially in our Atlantic climate, which can cause these sidewalks to become dangerously uneven.



4. Sidewalk curb cuts aren't just for wheelchairs. Parents with strollers, couriers, and seniors appreciate them too. And don't forget that a poorly placed curb cut is nearly as difficult to navigate as a straight curb. Ensure that cuts are angled appropriately on hills, and that they match up with cuts on the other side of the street.
5. Clear signage is critical. Whether you're dealing with low vision, anxiety, or just aren't from the area, large, clear street signs at a consistent height make sure people get where you're going.
6. Contrast and texture send important messages. For people with low vision, colour and texture changes on drop-offs, steps, doorframes, crossing areas, etc. can be a lifesaver.
7. Sometimes visual cues are not enough. Crossing signals and elevators with audible signals are a great help to many individuals with vision problems. They're great for people whose attention is distracted, too.
8. Lowered and levered compensate for trouble with reach and grip. Lowered door handles, as well as light switches and elevator buttons, mean these can be reached by people of any stature, those who use seated devices, or even those who are loaded down with groceries. Door handles that use levers are easier to reach and use, whether you use a wheelchair, have arthritis or are carrying a heavy load.
9. Think flexibility. The more ways a particular structure or device can be used, the more useful it will be to everyone. Some of history's most innovative architectural solutions have been the most lasting.

Easy ways to make restaurants more accessible

Everybody wins by making our communities inclusive and accessible to as many people as

possible.

Given that one in five Nova Scotians lives with some kind of disability, having a barrier-free restaurant isn't just the right thing to do it makes good business sense.

1. Have Large Print (14 point bold) menus available. These menus won't be as artistic as your regular menus plain black text on plain white paper is optimal for those with lower vision.

Ensure there is enough light at a table for a person to read atmosphere is important, but no one wants to have to hold the menu up to a candle to see what available for dinner. If you'd like to go one step further, consider getting your menu put into Braille.
2. Train your staff in basic disability etiquette this is as simple as introducing them to correct terminology, reminding them not to pat or talk to guide dogs, and inviting them to use pen and paper to communicate with someone who is deaf or has a hearing-impairment.
3. Ensure some or all of your tables have movable chairs. This allows space for wheelchairs, and also lets individuals choose how close or far away they would like to sit both from the table and from other people.
4. Leave corridors of 1.1 m (3.6') between tables wherever possible to allow for comfortable passage by persons using all manner of devices.
5. Have clear signage indicating where washrooms are located. Consider adding grab bars to one stall, even if you can't renovate for full accessibility. These can be a great help to persons with mobility and agility concerns. While you're at it, why not add levered handles to the taps on the sink?
6. Consider the impact of steps or stairs. If your entryway is not level with the pavement, even a small temporary ramp can make a big



difference. If you do this, make sure you have a way to contact someone to put it in place. Try to avoid using more than one level

inside your restaurant, or ensure that raised or lowered sections are accessible.

Accessibility Palaces

Following places have adapted minimum standards of accessibility in consultation with self help organizations of PWDs

1.	Pakistan Monument	Islamabad
2.	Daman-e-Koh	Islamabad
3.	Shakar Pariyan	Islamabad
4.	Rawal Lake	Islamabad
5.	Fatima Jinnah Park	Islamabad
6.	Play Land	Islamabad
7.	Rose & Jasmine Garden	Islamabad
8.	Melody Food Park	Islamabad
9.	Faisal Masjid	Islamabad
10.	7th Avenue Super Market	Islamabad
11.	MCB Bank Limited (Blue Area BR)	Islamabad
12.	Salt Mines	Khewra
13.	Youth Hostel	Islamabad
14.	Mazar-e-Quaid	Karachi
15.	Safari Park	Karachi
16.	Zoological Garden	Lahore

To reach these places in Islamabad please visit:
www.islamabad.net





National Policy 2002

NATIONAL POLICY FOR PERSONS WITH DISABILITIES 2002





NATIONAL POLICY FOR PERSONS WITH DISABILITIES, 2002.

PREAMBLE

The need to make special provision for those members of the community who suffer from the effects of disabilities has long been recognized in Pakistan. Creation of special facilities for the education, training and rehabilitation of disabled persons is regarded as being of central importance concerning the rights of a significant percentage of our population.

Recent years have witnessed emergence of International movements for the empowerment of Persons with Disabilities through a number of international conventions and agreements, which make Government of Pakistan a partner in the global movement for the betterment of this segment of society.

The provision of a comprehensive range of facilities for persons with disabilities from pre-natal care through education, vocational training, employment and support during adult life cannot be a matter for a single government department or agency. The provision and growth of services of real quality will require the active co-operation of a large number of relevant organizations at federal, provincial, local and NGO level, along with involvement of family, professionals and communities at large.

The policy is formulated with a background of information about the number of disabled children and adults in Pakistan based upon the WHO estimates of 10% of the population and upon more detailed information provided by Pakistan-based studies including the National Census, 1998. The National Census Report of 1998 however indicates a low estimate of 2.49% of the total population, based on the reported cases of persons with disabilities. Grouping of

the 2.49% figure into age specific groups indicates the following estimated maximum level of need:

1. Children under five who require some form of support, as will their families. **10.34%**
2. Children aged 5-14 who require some form of special education. **23.09%**
3. Young people up to the age of 29 who will need further education, training and employment opportunities. **23.98%**
4. Disabled Adults requiring other welfare support and assistance. **25.15%**
5. The disabled senior citizens requiring more special facilities. **16.56%**

The distribution of different disabilities within the defined population of disabled persons, as indicated by the 1998 census, provides a useful guide for planning programmes as under:-

- | | |
|-----------------------------------|--------|
| i) Physically Handicapped | 19% |
| ii) Mentally Handicapped & Insane | 14% |
| iii) Multiple disability | 8.21% |
| iv) Visually Impaired | 8.6% |
| v) Hearing Impaired | 7.40% |
| vi) Others | 43.33% |

(Not classified but included as disability)

The above figures include those who have mild or temporary conditions but who will require access to some form of support or assistance. Studies undertaken in Pakistan and elsewhere, however, indicate that a smaller group of individuals exists which have serious or severe disabling conditions, which are in need of detailed intervention and support on a long-term



basis. The size of this group will amount to 2% 4% of the population of the disabled persons, according to estimates.

VISION

The overall vision of the National Policy for Persons with Disabilities in keeping with our Islamic way of life, is to provide by 2025 an environment that would allow full realization of the potential of persons with disabilities through their inclusive main-streaming and providing them full support of the government, private sector and civil society.

GOAL

Empowerment of persons with disabilities, irrespective of caste, creed, religion, gender or other consideration for the realization of their full potential in all spheres of life, specially social, economic, personal and political.

MISSION STATEMENT

Optimal development of persons with disabilities for the realization of their full potential in all walks of life, specially in the areas of health, education, social, economic and vocational needs, for the fulfillment of their present as well as future requirements.

GUIDING PRINCIPLES

The Constitutional guarantees and accession to international instruments on human rights, as the reiteration of the Islamic principals of justice and equality.

Non-discrimination and gender equity at all levels.

Holistic approach in the overall interest of Persons with Disabilities covering all aspects of their lives in the community.

The rights-based approach rather than welfare concepts in program planning and implementation.

Active collaboration from all stakeholders, government, private sector and civil society.

AIMS AND OBJECTIVES

To persons with disabilities:

1. provide access to facilities which may lead to their integration and main-streaming in all spheres of life;
2. ensure they are involved in planning and implementing educational, training and rehabilitation programs for themselves, their families and communities;
3. ensure that they are able to enjoy their rights and opportunities as other citizens do;
4. ensure that they have equal opportunities and access to medical, education, social, psychological, vocational training, employment and rehabilitation, without any discrimination;
5. ensure that the legislation relating to employment and rehabilitation of persons with disabilities is adequately formulated and is strictly enforced;
6. expand service infrastructure which is adequate to accommodate and cover all persons with disabilities both in urban and rural areas;
7. harness modern technology, tools and skills to streamline national policy, planning, programming and service delivery for effective redressal of disabilities;
8. remove financial and technical constraints posing hindrance in the way of proper Implementation of programs.

STRATEGIES

- Develop and launch advocacy campaigns to address special groups, such as policy makers, opinion leaders, youth and adolescents
- Increase ownership of disability issues by

the stakeholders and strengthen their participation in the process of service delivery and program design.

- Adopt a shift from exclusive system of education to that to inclusive education for the children with disabilities.
- Ensure the provision of quality services to all segments of age groups for Persons with Disabilities, through expansion and strengthening of service delivery infrastructure.
- Expand, coordinate and monitor a comprehensive network of services for Person with Disabilities in Pakistan.
- Build strong partnerships with concerned Line Ministries, Provincial Line Departments and the Private Sector (NGOs), by providing assistance / guidance through advocacy, training, monitoring and other means of participation and quality assurance.
- Decentralize program management and service delivery to provincial and district level.
- Ensure training and education of parents and communities to recognize special needs of persons with disabilities.

AREAS OF FOCUS AND SPECIAL ATTENTION

A. EARLY INTERVENTION, ASSESSMENT AND MEDICAL TREATMENT

- i. **Prevention:** The prevention of disabilities, to a large extent, is the domain of the medical profession, family counselors, psychologists and social workers and has its basis in research and training within those disciplines. However, educational services have a role to play through the provision of courses of study in schools/colleges for students in the areas of health, education and

child development. This would supplement information provided to the families and could improve their knowledge and skills for prevention of disabilities.

- ii. **Detection:** A reliable and accessible diagnostic system is a pre-requisite for the development of preventive and intervention strategies. Children who have been diagnosed within the first few weeks or months of life, given appropriate intervention and family support, very frequently achieve more than children whose diagnosis has been delayed and where professional intervention or family support has been uncertain.
- iii. **Intervention:** Referral to a multi-professional team at district level will be essential for those children who have moderate or severe levels of impairment. The composition of these teams will reflect a concern for children in relevant developmental and health areas.
- iv. **Counseling:** It is an area which cuts across a number of concerned disciplines such as anthropology, sociology, genetics, psychology, social work, religious instructions etc.
- v. **Genetic Counseling:** There is need to make knowledge about genetic transference of disabilities available to the general public, in particular to parents and prospective parents. This responsibility is difficult to pin point in respect of the various government agencies as it is to be shared by a number of departments such as Ministry of Health and Ministry of Women Development, Social Welfare and Special Education at the Federal level.
- vi. **Family Guidance:** The provision of family based guidance about children at early age level requires a combination of teaching competence and skills essential for social work. A systematic training program for the



parents of children with disabilities and for the children themselves provides excellent opportunities for early learning by the child. It also provides skills and confidence for parents who may be anxious and need to develop skills for meeting the special needs of children with disabilities.

B. EDUCATION AND TRAINING

i. Education

Starting from a scratch, Pakistan has made significant progress in all relevant areas since the establishment of Directorate General of Special Education (DGSE) and National Trust for the Disabled (NTD) at the federal level in eighties. The provincial governments and NGOs joined the movement and initiated special projects. At the International level, the movement towards making special education an integral part of education has been gaining ground. Integration of children with disability in normal system of education shall therefore be promoted at all levels.

ii) Training

Training programs for teachers and social welfare workers and the course content at post-graduate level shall include an element of awareness training in disabilities from the perspective of that profession and its role related to persons with disabilities. The existing system of post-graduate training in special education at the university level will be further strengthened and expanded. The training institutes like National Institute of Special Education (NISE) will further strengthen their program of Teacher Training and Research, for improved service delivery.

Training of doctors, pediatricians and other related specialists in the diagnosis of disabilities will be arranged at medical colleges or at relevant departments at the university level, in order to build up a well qualified professional team.

The number of training institutions available for occupational therapy and physiotherapy will be increased along with training centers for speech therapists and other relevant professionals. Training facilities at National Institute of Handicapped (NIH) and other institutions will be continued to be supported through the collaboration of federal government, provincial governments, district governments and international donor agencies.

iii) Integration and main-streaming

Recognizing the need for affording the education facilities to a maximum number of children with disabilities, their integration shall be ensured by adopting the following measure:-

- provision of special aids and equipment,
- alignment of policies between the Federal government, the provincial governments and the district governments at the level of relevant ministries and departments,
- changes in curriculum in collaboration with relevant departments, agencies.
- provision of specialized aids and equipment.

C. VOCATIONAL TRAINING, EMPLOYMENT AND REHABILITATION

i. Vocational Training

Vocational training facilities at present are very limited to meet the requirements of persons with disabilities in both private and public sectors. The following measures will be adopted and promoted for further extension of these facilities to a larger segment of persons with disabilities:

1. establishment of sheltered and integrated workshops at provincial level,
2. establishment of vocational training centers at district level,
3. utilization of vocational training programs administered by the federal, provincial, district governments and by private agencies,

4. Linkages with relevant government and non-government establishments for the utilization of their facilities by persons with disabilities.

Existing network of over 100 training institutes, established under vocational training system, will be utilized by keeping a provision of 5% seats for persons with disabilities in each Vocational Training Unit.

ii) **Use of information technology**

Information technology has the potential for multifarious uses for and by persons with disability. For the hearing impaired, it can provide direct access to visual images and sources of information and means of instant communication. With additional gadgets for sound production and Braille printing, it can be at the service of the visually handicapped persons. It can be used by persons with severe physical disability and severe speech problems as means of communication. It has been used for speech training of persons with mental retardation through relevant games and exercises. Use of computers for education and training of persons with disabilities will be promoted in the federal and provincial government special education centers. Private sector will be involved in this system along with the public sector. Options open for the general public in this fast expanding field, will be made available to persons with disabilities.

iii) **Assistive Technology**

Assistive technology plays an important role in rehabilitating persons with disabilities. By using this modern technology these persons can perform in a better way. Special attention will be given to the development of assistive technology with the involvement of relevant organizations, particularly in the area of orthocrosthetic, for persons with disabilities. A directory of the services available in the country in this area shall be prepared for facility of the person with disabilities and for others interested.

iv) **Outreach program**

The Outreach approach involves identification of children with disabilities, assessment of their special needs and training of their family members at their homes. This model will be promoted in the private sector through the provision of training facilities for staff involved in outreach programs and incentives to NGOs. Supportive agencies such as Pakistan Bait-ul-Mal and Central Zakat Administration along with local bodies, will be encouraged to provide matching financial assistance for such programs.

v) **Employment**

Pakistan joined the select group of countries, which has not only ratified ILO Convention 159, but have also taken active legal steps to introduce legislation which lays down quota for the employment of persons with disabilities. Disabled Persons (Employment & Rehabilitation) Ordinance, 1981, reserves one percent quota for persons with disabilities. This Ordinance is in the process of being amended to increase the quota from 1% to 2%. The penalty clauses will also be amended to make its implementation more effective. It will also be ensured that the National Policy and all future modifications of it, adhere to the principles laid down in the relevant articles of the Convention 159, which deal with vocational rehabilitation and employment of persons with disabilities.

vi) **Sheltered/support employment**

In view of minimal opportunities for employment in the open market, alternate arrangements for gainful engagement of disabled persons will be made through the establishment of Sheltered Workshops or Supported Employment. Arrangements for establishing units of sheltered or supported employment will be made as part of larger industrial units or as independent establishments.



vii). **Self-employment**

Special schemes will be launched and existing programs strengthened in the area of self-employment. Persons with disabilities will be provided financial and environmental support for attaining economic independence through self-employment. Agencies like Pakistan Bait-ul-Mal, Central Zakat Administration, Khush-Hali Bank, and national and international organizations will also be associated to provide financial support through micro-credit schemes, for such programs.

The strength inherent in the community and the families as a resource for vocational rehabilitation of persons with disabilities shall be utilized to the maximum to attain the goals of self-employment. The programs like “Vocational Rehabilitation and Employment of Disabled Persons with Community Participation (VREDP)” shall be replicated in the urban and semi-urban areas for the benefit of persons with disabilities.

viii) **Incentives to employers**

Enterprises employing workers with disabilities will be given incentives, financial assistance and exclusive contracts or priority production rights, as part of the policy to promote gainful employment of persons with disability. Employers will be encouraged to adopt measures for the use of new technologies and the development and production of assistive devices, tools and equipment, to facilitate access for persons with disability to the open market to enable them to gain and maintain employment.

D. RESEARCH AND DEVELOPMENT.

Both academic and applied research aimed at practical outcome for the ultimate benefit for persons (children and adults) with disabilities, will be encouraged both at the federal and provincial levels. Efforts will be made to enlist the interest and support of the universities and other organizations particularly

in the areas of medicine, social work, psychology, vocational training, engineering and technology. These Institutes/ Centers will function as focal points for research, central record and information.

E. ADVOCACY AND MASS AWARENESS.

All possible channels, at community as well as media level, will be utilized to create public awareness about the nature and types of disabilities and the need for community support for their identification as well as rehabilitation. The mosques and other places of congregation will also be utilized as part of the awareness campaign.

The public attitude plays an important role for persons with disabilities to function as fully participating members of society. This is a long process and can only be achieved through constant exposure to positive images of the persons with disabilities and by the projection of their success stories through mass media. The community as a whole must ensure that attention is given, not only to the issues of services planning, but also to the details of access to public buildings, transport and other facilities. The electronic media all over the world has played a significant role in creating awareness regarding the contribution that communities can play for the welfare of persons with disabilities. This will be given special attention by involving television and radio channels in this process through their management, writers and producers.

National level workshops will be organized in this respect in collaboration with PTV and representatives of other sectors of media.

F. SPORTS AND RECREATION

Provision of appropriately designed sports and recreational facilities for children with disabilities and adults would be undertaken in collaboration with all public and private

authorities. Such facilities would, wherever possible, be encouraged within general schemes and will not be segregated as far as possible.

Each district/local authority shall ensure that budgetary provisions exist which will enable groups of persons with disabilities to establish clubs for sports and recreation and shall provide appropriate premises free of rental and standing charges for utilities.

G. DESIGN OF BUILDINGS, PARKS AND PUBLIC PLACES.

In order to ensure safe and easy access of persons with disabilities in public places / buildings, codes of practice for the design of new public buildings and for the adaptation of existing premises etc, will be prepared and issued in association with the Pakistan Council of Architects and Planners (PCATP) and Pakistan Engineering Council (PEC). Design manuals for public buildings will be prepared by the Ministry of Women Development, Social Welfare & Special Education, which will provide specifications for such aspects of those buildings which are used by persons with disabilities such as ramps, lifts, toilets etc. Accessibility to other buildings of public use also requires special designing to facilitate easy approach for persons with disabilities.

H. INSTITUTIONAL ARRANGEMENT/MECHANISM.

i) ROLE OF THE FEDERAL GOVERNMENT

The role of Federal Government is important in meeting the needs of the persons with disabilities at national level. The present level of support provided by the federal government for efforts in the field of education and rehabilitation of person with disabilities shall be enhanced. Joint effort of the concerned Ministries like Education, Health, Labour and Manpower and Sports and Culture etc in

addition to the Ministry of Women Development, Social Welfare and Special Education shall be ensured for fulfilling the objectives, laid down in this Policy.

It is essential that a workable system is developed for inter-ministerial sensitization and collaboration to extract maximum mileage for the benefit of persons with disabilities. One of the areas for collaboration is the budgetary provision and its utilization for the benefit of persons with disabilities in areas falling under the operational jurisdiction of various ministries / departments.

ii) ROLE OF PROVINCIAL GOVERNMENTS

The role of provincial governments becomes essential in providing all the required facilities to a maximum number of persons with disabilities. Based on the needs assessment, the provincial governments will draw up action plans for public and private sectors. Ministry of Women Development, Social Welfare & Special Education will extend all help and cooperation in education and training of qualified and competent teachers and other professionals to staff these programs. Federal Government will also provide assistance in areas of curriculum development and research.

iii) ROLE OF DISTRICT GOVERNMENTS

District governments will enhance the scope of programs for persons with disabilities. The district administrations will establish special education units/special classes in selected educational institutions of local bodies in rural areas. Through in-service training in special education, the existing teaching staff could function effectively for education of children with disabilities in their own set up.

It is planned to include the introduction of and looking after the system of integration of children with disabilities in normal schools in



the area of jurisdiction of the district councils and union councils in the local bodies system.

Education, vocational training and rehabilitation of persons with disabilities will be made part of rural development programs, through local bodies and relevant governmental and non-governmental organizations, to ensure the implementation of plans in these areas.

iv) **ROLE OF PRIVATE SECTOR
(COMMUNITY AND FAMILY
INVOLVEMENT)**

Government institutions will seek community involvement by encouraging establishment of voluntary organizations. The resources of emerging group of NGOs in the field of community social work, will be tapped and channelized in the direction of projects for the welfare and uplift of persons with disabilities. The range of opportunities for volunteers to contribute will be according to need and resources of particular communities. It will include work with teachers in providing additional support to children with disabilities and work in community-based projects to enhance public awareness. Volunteers, who have professional skills relevant to the needs of children with disabilities, will be encouraged to donate time in their areas of expertise to special education programs. Efforts of the private sector shall be further strengthened by financial and technical support by the government.

The process of rehabilitation, for many persons with disabilities, is one which requires life long support. Special Education and vocational training are part of that process and are not conceptually separate from it. To be effective,

rehabilitation requires the involvement of a wide variety of professionals, organizations and community at large. Involvement of “Special Friends” and voluntary support groups will be targeted.

I. FUNDING

The Planning Commission has allocated Rs. 6,282.280 millions in the 10 years Perspective Development Plan, 2001-2011 for education, training and rehabilitation of the handicapped. This allocation of funds shall be instrumental in carrying out the objectives laid down in this Policy document and would draw services through planning beyond 2012. To achieve Vision as set out in this National Policy, the estimated financial resources required would be about Rs.25 billion. In addition to government funding for achieving the objectives of the National Policy, other sources for funding such as international organizations and relevant national agencies will be tapped.

J. MONITORING

The multifarious and multidimensional nature of the services for person with disabilities requires that a system is evolved to oversee the progress in various segments and feed back to the relevant sectors. This responsibility shall be handled by the Ministry of Women Development, Social Welfare and Special Education or any other agency nominated by the Ministry / Department concerned for this purpose. A periodic review will be regular and essential part of the system.

- To provide for the employment, rehabilitation and welfare of disabled

DISABLED PERSONS' (EMPLOYMENT AND REHABILITATION) ORDINANCE 1981

AN ORDINANCE

persons.

- Whereas it is expedient to provide for the employment, rehabilitation and welfare of disabled persons and for matters connected therewith.
- And whereas the President is satisfied that circumstances exist which render it necessary to make immediate action:
- Now, therefore, in pursuance of the Proclamation of the fifth day of July, 1977, read with the Provisional Constitution Order, 1981 (C.M.L.A. Order No. 1 of 1981), and in exercise of all powers enabling him in that behalf, the President is pleased to make and promulgate the following Ordinance:
- Short title, extent and commencement.
- This Ordinance may be called the Disabled Persons (Employment and Rehabilitation) Ordinance, 1981.
- It extends to the whole of Pakistan.
- It shall come into force on such day as the Federal Government may, by notification in the official Gazette, appoint.

Definitions

- In this Ordinance, unless there is anything repugnant in the subject or context,
- "Chairman" means the Chairman of the National Council or, as the case may be, the Provincial Council;
- "commercial establishment" and "industrial establishment" shall have the same meaning as in the West Pakistan Industrial and Commercial Employment (Standing Orders) Ordinance, 1968 (W.P. Ordinance No. VI of 1968);
- "disabled person" means a person who, on account of injury, disease or congenital deformity, is handicapped for undertaking any gainful profession or employment in order to earn his livelihood, and includes a person who is blind, deaf, physically handicapped or mentally Retarded;
- "disease" includes the physical or mental condition arising from the imperfect development of any organ;
- "employee" means a regular or whole-time employee whether employed on daily, weekly or monthly basis, and includes an apprentice;
- "establishment" means a Government establishment, a commercial establishment or an industrial establishment, in which the number of workers employed at any time during a year is not less than one hundred;
- "Fund" means the Rehabilitation of Disabled Persons Fund established under section 17;
- "Government establishment" includes any autonomous or semi-autonomous body, university, college, professional school and any organization controlled or managed by the Federal Government or a Provincial Government;
- "National Council" means the National Council established under section 3;
- "prescribed" means prescribed by the rules



made by the Federal Government or, as the case may be, the Provincial Government;

- "Provincial Council" means a Provincial Council established under section 5; and
- "Secretary" means the Secretary of the National Council, or, as the case may be, the Provincial Council.

National Council

The Federal Government shall, by notification in the official Gazette, establish a Council to be called the National Council for the Rehabilitation of Disabled Persons consisting of the following members, namely:

- the Secretary, Ministry of Health and Social Welfare, who shall also be its Chairman;
- One representative each of the three Armed Forces;
- One representative of the Manpower Division;
- One representative of the Labour Division;
- One representative of the Health Division;
- One representative of the Education Division;
- One representative of the Communications Division;
- One representative of the Ministry of Water and Power;
- One representative of the Ministry of Petroleum and Natural Resources;
- One representative of the Industries Division;
- One representative of the Planning Division;
- a nominee of the Administrator-General, Zakat;
- four persons to be nominated by the Federal Government from amongst the persons engaged
- in the welfare of disabled persons;

- one representative of the National Council of Social Welfare;
- one representative of the registered trade unions, to be nominated by the Labour Division; and the Deputy Secretary, Health and Social Welfare Division, dealing with social welfare, who shall also be the Secretary of the National Council.

Functions of the National Council

Subject to any directions given by the Federal Government, the National Council shall formulate policy for the employment, rehabilitation and welfare of the disabled persons; evaluate, assess and co-ordinate the execution of its policy by the Provincial Councils; and have overall responsibility for the achievement of the purposes of this Ordinance. Without prejudice to the generality of the provisions of sub-section

(1) the policy may relate to the survey of the disabled persons in the country who are desirous of being rehabilitated;

- the medical examination and treatment of the disabled persons;
- the providing of training to the disabled persons;
- the taking of such other measures as are necessary for carrying out the purposes of this Ordinance.

Provincial Councils

Each Provincial Government shall, by notification in the official Gazette, establish a Council to be called the Provincial Council for the Rehabilitation of Disabled Persons consisting of the following members, namely:

- the Secretary, Social Welfare Department, who shall also be its Chairman;
- the Secretary, Labour Department;
- one representative of the Planning and

- Development Department;
- one representative of the Manpower Department;
- one representative of the Health Department;
- one representative of the Education Department;
- one representative of the Communications Department;
- one representative of the Water and Power Department;
- one representative of the Chamber of Commerce;
- Chief Administrator of Zakat;
- one representative of the Social Welfare Council;
- one representative of the Social Services Board;
- one representative of the registered Trade Unions to be nominated by the Labour Department;
- four persons nominated by the Provincial Government from amongst the persons engaged in the welfare work of disabled persons; and Director, Social Welfare Department, who shall also be the Secretary of the Provincial Council.

Functions of the Provincial Councils

Subject to any directions given by the National Council the Provincial Council shall;

- execute the policy made by the National Council for the employment, rehabilitation and welfare of the disabled persons;
- undertake appropriate projects for these purposes;
- issue directions to the Employment Exchanges and other bodies for the implementation of

- the projects; and from time to time take stock of the extent of functional disabilities of Disabled persons.

Meetings of the Councils

The meetings of the National Council or a Provincial Council shall be held at such times and at such places as the Chairman thereof may direct and shall be presided over by such Chairman.

The meetings of the National Council or a Provincial Council shall be conducted in accordance with such procedure as may be prescribed, and until such procedure is prescribed, in such manner as the Chairman thereof may direct.

The powers and functions of the Chairman shall, in his absence, be exercised and performed by such member of the National Council or the Provincial Council as the Chairman thereof may appoint.

The quorum to constitute a meeting of the National Council or a Provincial Council shall be four.

All orders and decisions of the National Council or a Provincial Council shall be authenticated by the signature of the Chairman thereof or the persons authorised by him.

Duties of Secretary

The Secretary shall exercise such powers and perform such functions as may be assigned to him by the Chairman.

Appointment of Committee

The National Council or a Provincial Council may appoint such Committee consisting of such of its members as it thinks fit, and may refer to them any matter for consideration and report:

Provided that the Council may, if it considers necessary, co-opt any person to a Committee.

Establishments to employ disabled persons.



Not less than one per cent of the total number of persons employed by an establishment at any time shall be disabled persons whose names have been registered with the Employment Exchange of the area in which such establishment is located and against whose names in the register maintained under section 12 an endorsement exists to the effect that they are fit to work.

The disabled persons employed against any post in pursuance of sub-section (1) shall be entitled to the terms and conditions which are not less favourable than those of the other persons employed by the establishment against similar posts.

When calculating the percentage of the posts in an establishment for the purposes of employment of disabled persons, the fraction of 0.5 and above shall count as a whole number.

Establishment to pay to the Fund

An establishment which does not employ a disabled person as required by section 10 shall pay into the Funds each month the sum of money it would have paid as salary or wages to a disabled person had he been employed.

Registration of disabled persons

Any disabled persons desirous of being employed or otherwise rehabilitated may have his name registered in the register maintained by an Employment Exchange in such form and in such manner as may be prescribed by the Federal Government; and the Employment Exchange shall refer all names so registered to the Provincial Council.

The Provincial Council shall, if it thinks necessary, cause each disabled person registered under sub-section (1) to be assessed as to the nature of his functional disability and also as to his aptitude and the nature of work he is fit to do by a medical officer authorised by it in his behalf or by such assessing board consisting of not less

than one medical officer as it may appoint, and the medical officer or, as the case may be, the assessing board shall submit its report to the Provincial Council in such form as may be prescribed by the Provincial Government.

If the disabled person is considered by the Provincial Council fit to work, it shall so inform the Employment Exchange, indicating the nature of work for which he may be employed or the trade or vocation in which he may be trained, and an endorsement to that effect shall be made against his name in the register.

If the disabled person is not considered by the Provincial Council fit to work, the Provincial Council shall inform the Employment Exchange accordingly for an endorsement to that effect being made against his name in the register, and the Provincial Council shall take such measures for his rehabilitation as it thinks fit.

If a person is declared by the Provincial Council not to be a disabled person, his name shall be struck off the register.

Establishment of training centres

The Provincial Council shall arrange for the training of disabled persons in such trades or vocations as it thinks fit, and shall establish training centres in such trades or vocations and in such manner as may be prescribed by the Provincial Government.

Establishments to furnish information

Every Establishment shall furnish to such person or authority such information required for the implementation of the provisions of this Ordinance in such form and in such manner as the National Council may, by notification in the official Gazette, specify.

Power to debar further employment

The Provincial Council may debar from further employment or training for such period as may

be specified by it any disabled person who, without valid reason, refuses to accept or abandons his employment or training under this Ordinance or otherwise acts in a manner detrimental to the interests of the trade or profession in which he is employed or undergoing training.

No disabled person shall be debarred under subsection (1) unless he has been given an opportunity of being heard.

Appeal

Any person aggrieved by an order under section 15 may prefer an appeal to the National Council within thirty days of the date of the order.

The National Council may call for the record of the case and may, after giving the parties an opportunity of being heard or after making such further enquiry as it thinks fit, stay or suspend the operation of the order or may pass such order as it thinks fit.

Fund

There shall be established by the Federal Government a Fund to be known as the Disabled Persons Rehabilitation Fund which shall comprise

- all sums paid by the establishment under section 11;
- all grants, if any, made by the Federal Government, Provincial Governments or local bodies; and
- donations, if any, made by private individuals.

The Fund shall be administered by the National Council which shall, in consultation with the Federal Government, make such allocations to the Provincial Councils as it thinks necessary.

The Fund shall be utilized for

- the establishment of training centres for disabled persons;

- financial assistance to disabled persons who are not fit to undertake any employment;
- disbursement of stipends or scholarships to disabled persons receiving training;
- the welfare of disabled persons; and providing artificial limbs, surgical therapy and medical treatment to disabled persons.

Power to exempt

The Federal Government may, by notification in the official Gazette, exempt any establishment or class of establishments from the operation of all or any of the provisions of this Ordinance.

Delegation of power.

The National Council may delegate all or any of its powers under this Ordinance to any of its members or to a Provincial Council, subject to such conditions as it may specify.

The Provincial Council may delegate all or any of its powers under this Ordinance, including any of the powers delegated to it under subsection (1) to any of its members, subject to such conditions as it may specify.

Penalty.

Any establishment which fails to pay into the Fund any sum it is required to pay under section 11 shall be punishable with fine which may extend to one thousand rupees and, in the case of non-payment of fine, with an additional fine which may extend to ten rupees for every day during which the payment of fine is not made.

Cognizance of offences, etc.

No court inferior to that of a Magistrate of the first class shall try an offence punishable under this Ordinance.

No court shall take cognizance of an offence



punishable under this Ordinance except upon a complaint in writing made by, or under the authority of, the National Council or the Provincial Council.

Power to make rules.

The Federal Government may, by notification in the official Gazette, make rules for carrying out the purposes of this Ordinance. The Provincial

Government may, by notification in the official Gazette, make rules not inconsistent with the rules made under sub-section (1) for carrying out the purposes of this Ordinance.

General,
M. ZIA-UL-HAQ,
President



Islamabad Declaration on Accessibility for Persons with Disabilities 18th April 2006

National Consultation on Accessibility on 17-18 April 2006 in Islamabad organized by STEP in collaboration with Sightsavers International, Handicap International and Ministry of Social Welfare and Special Education. It was two days seminar in which Persons with disabilities, representatives of persons with disabilities, disability specialists, health specialists and other specialists from the disability field, State representatives, services providers and managers, advocates, architects, legislators and lawyers, assembled in Islamabad. Consultation was inaugurated by former Chairman Capital Development Authority Mr. Kamran Lashari and in closing session declaration was adopted in the presence of Minister for Social Welfare and Special Education Madam Zubaida Jalal.

Having considered the Ordinance on Disabled Persons, 1981 and the National Policy for Persons with Disabilities, 2002;

Recognizing that more than 3.75 million persons in Pakistan suffer from Disability;

Affirming that persons with Disabilities, as other human beings, are entitled to the same basic rights as enshrined in all national and international standards, declarations and conventions;

Desiring to address the disadvantages and barriers placed on persons with Disabilities by society and mindful of the need to lessen the burden of poverty on their quality of life;

Recalling the United Nations Standard Rules on the Equalization of Opportunities for Persons with Disabilities in 1993;

Recalling the resolution WHA58.23 on Disability, including prevention, management and rehabilitation;

Acknowledging the link between poverty and disability and that disability places a heavy economic burden on the families and communities;

Further acknowledging that the recognition of

Disability and Accessibility has come about through broad consultation of national and international alliances;

Noting that the Government of Pakistan has committed itself to providing 2% job quota for persons with Disabilities in the 1981 Ordinance on Disabled Persons;

Further noting that Accessibility is inextricably linked with and fundamental to Social Inclusion;

WE,

Persons with disabilities, representatives of persons with disabilities, disability specialists, health specialists and other specialists from the disability field, State representatives, services providers and managers, advocates, architects, legislators and lawyers, assembled at the Islamabad National Consultation on Accessibility, held on 17th and 18th April 2006.

DECLARE THAT

1. In all communications, the term 'Persons with Disabilities' be used instead of 'Disabled Persons' signifying the importance of the human being rather than the impairment.
2. Accessibility is a fundamental right of all



human beings and should be enjoyed equally and appropriately by persons with disabilities.

3. In order to address Accessibility, an enabling environment be created to give adequate representation and voice to persons with disabilities and organizations of/for persons with disabilities.
4. Disability does not mean inability and persons with disability must have access to the same range of services, opportunities and facilities as citizens at no additional cost.
5. Accessibility issues need to be included as part of any sustainable development and innovation and should be culturally relevant, socially acceptable and economically viable.
6. The concept of accessibility goes far wider than improving access to a range of jobs, services, recreation and facilities.
7. Accessibility should ensure that everyone has the opportunity to use the full range of information and communication technology, transport services, public utilities, buildings and open spaces that make up the places in which we live.
8. Accessibility services be included in public funded programmes, civil society interventions, corporate social responsibility and private sector initiatives.
9. A mechanism be formulated for implementation of the 1981 Ordinance on Disabled Persons and the 2002 Policy on Disability.

To this end, **WE**, the participants at the Islamabad National Consultation on Accessibility, in solidarity of efforts already taken at the national and international levels, do jointly and individually, **AGREE**

10. To support, promote and defend the rights of persons with disabilities to Accessibility in

their social, educational, recreational and economic spheres of life and to enjoy the same rights and status as other citizens.

11. To support and promote the social inclusion of persons with disabilities by implementing actions that encourage, facilitate and promote Accessibility.

Accordingly, **WE** the participants at the Islamabad National Consultation on Accessibility,

CALL UPON

THE GOVERNMENT OF PAKISTAN, TO

1. Consider all persons with disabilities as full and responsible citizens of the country and to ensure that they enjoy the same rights, privileges and opportunities as other citizens.
2. Fulfill its commitment to persons with disabilities as espoused in the 1981 Ordinance of Disabled Persons and the 2002 Policy on Disability.
3. Develop and use standardized definitions on the types and grades of disability using internationally agreed definitions so that persons with disabilities may access the statutory benefits available to them.
4. Incorporate and integrate Accessibility within the National Action Plan on Disability.
5. Incorporate and integrate Accessibility within the Education For All initiatives, Poverty Reduction Strategies and Decentralization process.
6. Ensure representation of persons with disabilities and organizations of/for persons with disabilities in all discussions, planning and legal formulation directly or indirectly affecting persons with disabilities.
7. Eliminate the tariffs, duties and taxes imposed on assistive devices and vehicles for persons with disabilities

THE CIVIL SOCIETY ORGANIZATIONS
AND NATIONAL AND INTERNATIONAL
DEVELOPMENT ORGANIZATIONS, TO

8. Include programmes for persons with disabilities in their development agendas and incorporate Accessibility in their areas and priorities of work.
9. Give voice to persons with disabilities while building capacities of communities for development and ensure Accessibility for their adequate participation.
10. Support and facilitate organizations of/for persons with disabilities to access assistive and information and communication technology for improved Accessibility.

THE ELECTRONIC AND PRINT MEDIA, TO

11. Highlight and communicate to the general public, in consultation with organizations of/for persons with disabilities, issues of disability and disseminate information on Accessibility.
12. Provide accessibility options for persons with disabilities in consultation with consumer groups.

THE CHAMBERS OF COMMERCE, TO

1. Fulfill their moral and legal responsibilities towards persons with disabilities by ensuring employment of persons with disabilities according to the stipulations of the 1981 Ordinance of Disabled Persons.

ARCHITECTS AND TOWN DEVELOPERS,
TO

2. Disseminate information about Accessibility amongst their professionals and ensure that it is incorporated within the teaching curriculum.
3. Ensure that Accessibility standards are met while designing all new buildings, parks, open public spaces, housing estates, pedestrian walkways and public comfort places.

LEGISLATORS AND LAWYERS, TO

4. Defend the rights of persons with disabilities in all legal formulations where appropriate, in consultation with organizations of/for persons with disabilities and ensure that Accessibility is duly incorporated in all such enactments.
5. Strengthen the existing 1981 Ordinance of Disabled Persons and the 2002 Policy on Disability and in consultation with organizations of/for persons with disabilities determine the deficiencies relating to Accessibility and ensure that measures are taken to rectify them.
6. Examine the existing Traffic Rules and Licensing Regulations for inconsistencies in consultation with organizations of/for persons with disabilities, and ensure their suitable amendment to reflect Accessibility.

PERSONS WITH DISABILITIES
THEMSELVES, TO

7. Educate and apprise themselves of the existing laws and regulations and the statutory benefits relating to persons with disabilities and ensure that they are familiar with the procedures to access them.
8. Be aware of the different Accessibility options for their respective disability and ensure that concerned stakeholders are informed of these needs.
9. Work with the Government of Pakistan, civil society organizations, national and international development organizations, chambers of commerce, legislators, architects and town planners, universities and teaching institutions, disability and technology experts to develop a feasible and cost effective plan of action on Accessibility that can be incorporated within the National Action Plan for Disability.



REAFFIRM OUR COMMITMENT TO

1. Sensitize key policy and decision makers about the Policy on Disability in order to enhance the allocation of resources and augment pro-disabled practices for implementing Accessibility.
2. Improve the knowledge base and strengthen the organizational and institutional capacities of key stakeholders to implement initiatives aimed at promoting Accessibility in development.
3. Document and promote experiences and good practices in Accessibility at local, national and international levels and share these experiences with key stakeholders to tailor them in line with cultural practices, social norms and economic system of the society.
4. Create opportunities to develop networks of key stakeholders in addressing the issue of Accessibility holistically at national and local levels.
5. Promote research and exposure visits of key stakeholders to understand the significance of Accessibility.
6. Promote individual contact of organizations of/for persons with disabilities with other donors, national organizations and media to create awareness and promotion of Accessibility issues.
7. Conduct workshops with key stakeholders, activists, forums and communities to raise awareness and interest in Accessibility issues.
8. Develop closer co-ordination between government ministries, departments, civil society organizations and consumer groups for purposes of undertaking campaigns on Accessibility at the national and local levels.
9. Integrate Accessibility in disability related fora and identify a focal person to develop strategies for Accessibility and procedures for liaison and coordination with key stakeholders.
10. Develop an action plan for Accessibility for three years with clear and achievable milestones and identify key stakeholders and actors needed to be involved in the programme.
11. Undertake sensitization workshops on Accessibility with educationists, architects, legislators, town planners, policy makers, public service providers, disability, development and advocacy organizations.
12. Develop models and pilot projects depicting best practices in Accessibility as demonstration models for the government.
1. Coordinate with schools of architecture and town planners to develop guidelines for culturally relevant, socially acceptable and economically viable Accessibility options in building designs.



UN Convention on the Rights of Persons with Disabilities



UN Convention on the Rights of Persons with Disabilities

Preamble

The States Parties to the present Convention,

- (a) Recalling the principles proclaimed in the Charter of the United Nations which recognize the inherent dignity and worth and the equal and inalienable rights of all members of the human family as the foundation of freedom, justice and peace in the world,
- (b) Recognizing that the United Nations, in the Universal Declaration of Human Rights and in the International Covenants on Human Rights, has proclaimed and agreed that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind,
- (c) Reaffirming the universality, indivisibility, interdependence and interrelatedness of all human rights and fundamental freedoms and the need for persons with disabilities to be guaranteed their full enjoyment without discrimination,
- (d) Recalling the International Covenant on Economic, Social and Cultural Rights, the International Covenant on Civil and Political Rights, the International Convention on the Elimination of All Forms of Racial Discrimination, the Convention on the Elimination of All Forms of Discrimination against Women, the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, the Convention on the Rights of the Child, and the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families,
- (e) Recognizing that disability is an evolving concept and that disability results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others,
- (f) Recognizing the importance of the principles and policy guidelines contained in the World Programme of Action concerning Disabled Persons and in the Standard Rules on the Equalization of Opportunities for Persons with Disabilities in influencing the promotion, formulation and evaluation of the policies, plans, programmes and actions at the national, regional and international levels to further equalize opportunities for persons with disabilities,
- (g) Emphasizing the importance of mainstreaming disability issues as an integral part of relevant strategies of sustainable development,
- (h) Recognizing also that discrimination against any person on the basis of disability is a violation of the inherent dignity and worth of the human person,
- (i) Recognizing further the diversity of persons with disabilities,
- (j) Recognizing the need to promote and protect the human rights of all persons with disabilities, including those who require more intensive support,
- (k) Concerned that, despite these various instruments and undertakings, persons with disabilities continue to face barriers in their



participation as equal members of society and violations of their human rights in all parts of the world,

- (l) Recognizing the importance of international cooperation for improving the living
- (m) Recognizing the valued existing and potential contributions made by persons with disabilities to the overall well-being and diversity of their communities, and that the promotion of the full enjoyment by persons with disabilities of their human rights and fundamental freedoms and of full participation by persons with disabilities will result in their enhanced sense of belonging and in significant advances in the human, social and economic development of society and the eradication of poverty,
- (n) Recognizing the importance for persons with disabilities of their individual autonomy and independence, including the freedom to make their own choices,
- (o) Considering that persons with disabilities should have the opportunity to be actively involved in decision-making processes about policies and programmes, including those directly concerning them,
- (p) Concerned about the difficult conditions faced by persons with disabilities who are subject to multiple or aggravated forms of discrimination on the basis of race, colour, sex, language, religion, political or other opinion, national, ethnic, indigenous or social origin, property, birth, age or other status,
- (q) Recognizing that women and girls with disabilities are often at greater risk, both within and outside the home of violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation,
- (r) Recognizing that children with disabilities should have full enjoyment of all human rights and fundamental freedoms on an equal basis with other children, and recalling obligations to that end undertaken by States Parties to the Convention on the Rights of the Child,
- (s) Emphasizing the need to incorporate a gender perspective in all efforts to promote the full enjoyment of human rights and fundamental freedoms by persons with disabilities,
- (t) Highlighting the fact that the majority of persons with disabilities live in conditions of poverty, and in this regard recognizing the critical need to address the negative impact of poverty on persons with disabilities,
- (u) *Bearing in mind* that conditions of peace and security based on full respect for the purposes and principles contained in the Charter of the United Nations and observance of applicable human rights instruments are indispensable for the full protection of persons with disabilities, in particular during armed conflicts and foreign occupation,
- (v) Recognizing the importance of accessibility to the physical, social, economic and cultural environment, to health and education and to information and communication, in enabling persons with disabilities to fully enjoy all human rights and fundamental freedoms,
- (w) Realizing that the individual, having duties to other individuals and to the community to which he or she belongs, is under a responsibility to strive for the promotion and observance of the rights recognized in the International Bill of Human Rights,
- (x) Convinced that the family is the natural and fundamental group unit of society and is entitled to protection by society and the State, and that persons with disabilities and their family members should receive the necessary protection and assistance to enable families to contribute towards the full

and equal enjoyment of the rights of persons with disabilities,

- (y) Convinced that a comprehensive and integral international convention to promote and protect the rights and dignity of persons with disabilities will make a significant contribution to redressing the profound social disadvantage of persons with disabilities and promote their participation in the civil, political, economic, social and cultural spheres with equal opportunities, in both developing and developed countries,

Have agreed as follows:

Article 1

Purpose

The purpose of the present Convention is to promote, protect and ensure the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and to promote respect for their inherent dignity.

Persons 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.

Article 2

Definitions

For the purposes of the present Convention:

“Communication” includes languages, display of text, Braille, tactile communication, large print, accessible multimedia as well as written, audio, plain-language, human-reader and augmentative and alternative modes, means and formats of communication, including accessible information and communication technology;

“Language” includes spoken and signed languages and other forms of non spoken languages;

“Discrimination on the basis of disability”

means any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, including denial of reasonable accommodation;

“Reasonable accommodation” means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms;

“Universal design” means the design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. “Universal design” shall not exclude assistive devices for particular groups of persons with disabilities where this is needed.

Article 3

General principles

The principles of the present Convention shall be:

- (a) Respect for inherent dignity, individual autonomy including the freedom to make one's own choices, and independence of persons;
- (b) Non-discrimination;
- (c) Full and effective participation and inclusion in society;
- (d) Respect for difference and acceptance of persons with disabilities as part of human diversity and humanity;
- (e) Equality of opportunity;
- (f) Accessibility;



- (g) Equality between men and women;
- (h) Respect for the evolving capacities of children with disabilities and respect for the right of children with disabilities to preserve their identities.

Article 4

General obligations

1. States Parties undertake to ensure and promote the full realization of all human rights and fundamental freedoms for all persons with disabilities without discrimination of any kind on the basis of disability. To this end, States Parties undertake:

- (a) To adopt all appropriate legislative, administrative and other measures for the implementation of the rights recognized in the present Convention;
- (b) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices that constitute discrimination against persons with disabilities;
- (c) To take into account the protection and promotion of the human rights of persons with disabilities in all policies and programmes;
- (d) To refrain from engaging in any act or practice that is inconsistent with the present Convention and to ensure that public authorities and institutions act in conformity with the present Convention;
- (e) To take all appropriate measures to eliminate discrimination on the basis of disability by any person, organization or private enterprise;
- (f) To undertake or promote research and development of universally designed goods, services, equipment and facilities, as defined in article 2 of the

present Convention, which should require the minimum possible adaptation and the least cost to meet the specific needs of a person with disabilities, to promote their availability and use, and to promote universal design in the development of standards and guidelines;

- (g) To undertake or promote research and development of, and to promote the availability and use of new technologies, including information and communications technologies, mobility aids, devices and assistive technologies, suitable for persons with disabilities, giving priority to technologies at an affordable cost;
- (h) To provide accessible information to persons with disabilities about mobility aids, devices and assistive technologies, including new technologies, as well as other forms of assistance, support services and facilities;
- (i) To promote the training of professionals and staff working with persons with disabilities in the rights recognized in this Convention so as to better provide the assistance and services guaranteed by those rights.

- 2. With regard to economic, social and cultural rights, each State Party undertakes to take measures to the maximum of its available resources and, where needed, within the framework of international cooperation, with a view to achieving progressively the full realization of these rights, without prejudice to those obligations contained in the present Convention that are immediately applicable according to international law.
- 3. In the development and implementation of legislation and policies to implement the present Convention, and in other decision-making processes concerning issues relating

to persons with disabilities, States Parties shall closely consult with and actively involve persons with disabilities, including children with disabilities, through their representative organizations.

4. Nothing in the present Convention shall affect any provisions which are more conducive to the realization of the rights of persons with disabilities and which may be contained in the law of a State Party or international law in force for that State. There shall be no restriction upon or derogation from any of the human rights and fundamental freedoms recognized or existing in any State Party to the present Convention pursuant to law, conventions, regulation or custom on the pretext that the present Convention does not recognize such rights or freedoms or that it recognizes them to a lesser extent.
5. The provisions of the present Convention shall extend to all parts of federal states without any limitations or exceptions.

Article 5

Equality and non-discrimination

1. States Parties recognize that all persons are equal before and under the law and are entitled without any discrimination to the equal protection and equal benefit of the law.
2. States Parties shall prohibit all discrimination on the basis of disability and guarantee to persons with disabilities equal and effective legal protection against discrimination on all grounds.
3. In order to promote equality and eliminate discrimination, States Parties shall take all appropriate steps to ensure that reasonable accommodation is provided.
4. Specific measures which are necessary to accelerate or achieve de facto equality of persons with disabilities shall not be considered discrimination under the terms of

the present Convention.

Article 6

Women with disabilities

1. States Parties recognize that women and girls with disabilities are subject to multiple discrimination, and in this regard shall take measures to ensure the full and equal enjoyment by them of all human rights and fundamental freedoms.
2. States Parties shall take all appropriate measures to ensure the full development, advancement and empowerment of women, for the purpose of guaranteeing them the exercise and enjoyment of the human rights and fundamental freedoms set out in the present Convention.

Article 7

Children with disabilities

1. States Parties shall take all necessary measures to ensure the full enjoyment by children with disabilities of all human rights and fundamental freedoms on an equal basis with other children.
2. In all actions concerning children with disabilities, the best interests of the child shall be a primary consideration.
3. States Parties shall ensure that children with disabilities have the right to express their views freely on all matters affecting them, their views being given due weight in accordance with their age and maturity, on an equal basis with other children, and to be provided with disability and age-appropriate assistance to realize that right.

Article 8

Awareness-raising

1. States Parties undertake to adopt immediate, effective and appropriate measures:
 - (a) To raise awareness throughout society, including at the family level, regarding



persons with disabilities, and to foster respect for the rights and dignity of persons with disabilities;

- (b) To combat stereotypes, prejudices and harmful practices relating to persons with disabilities, including those based on sex and age, in all areas of life;
- (c) To promote awareness of the capabilities and contributions of persons with disabilities.

2. Measures to this end include:

- (a) Initiating and maintaining effective public awareness campaigns designed:
 - (i) To nurture receptiveness to the rights of persons with disabilities;
 - (ii) To promote positive perceptions and greater social awareness towards persons with disabilities;
 - (iii) To promote recognition of the skills, merits and abilities of persons with disabilities, and of their contributions to the workplace and the labour market;
- (b) Fostering at all levels of the education system, including in all children from an early age, an attitude of respect for the rights of persons with disabilities;
- (c) Encouraging all organs of the media to portray persons with disabilities in a manner consistent with the purpose of the present Convention;
- (d) Promoting awareness-training programmes regarding persons with disabilities and the rights of persons with disabilities.

Article 9

Accessibility

- 1. To enable persons with disabilities to live independently and participate fully in all aspects of life, States Parties shall take appropriate measures to ensure to persons

with disabilities access, on an equal basis with others, to the physical environment, to transportation, to information and communications, including information and communications technologies and systems, and to other facilities and services open or provided to the public, both in urban and in rural areas. These measures, which shall include the identification and elimination of obstacles and barriers to accessibility, shall apply to, inter alia:

- (a) Buildings, roads, transportation and other indoor and outdoor facilities, including schools, housing, medical facilities and workplaces;
- (b) Information, communications and other services, including electronic services and emergency services.

2. States Parties shall also take appropriate measures to:

- (a) Develop, promulgate and monitor the implementation of minimum standards and guidelines for the accessibility of facilities and services open or provided to the public;
- (b) Ensure that private entities that offer facilities and services which are open or provided to the public take into account all aspects of accessibility for persons with disabilities;
- (c) Provide training for stakeholders on accessibility issues facing persons with disabilities;
- (d) Provide in buildings and other facilities open to the public signage in Braille and in easy to read and understand forms;
- (e) Provide forms of live assistance and intermediaries, including guides, readers and professional sign language interpreters, to facilitate accessibility to buildings and other facilities open to the public;

- (f) Promote other appropriate forms of assistance and support to persons with disabilities to ensure their access to information;
- (g) Promote access for persons with disabilities to new information and communications technologies and systems, including the Internet;
- (h) Promote the design, development, production and distribution of accessible information and communications technologies and systems at an early stage, so that these technologies and systems become accessible at minimum cost.

Article 10

Right to life

States Parties reaffirm that every human being has the inherent right to life and shall take all necessary measures to ensure its effective enjoyment by persons with disabilities on an equal basis with others.

Article 11

Situations of risk and humanitarian emergencies

States Parties shall take, in accordance with their obligations under international law, including international humanitarian law and international human rights law, all necessary measures to ensure the protection and safety of persons with disabilities in situations of risk, including situations of armed conflict, humanitarian emergencies and the occurrence of natural disasters.

Article 12

Equal recognition before the law

1. States Parties reaffirm that persons with disabilities have the right to recognition everywhere as persons before the law.
2. States Parties shall recognize that persons

with disabilities enjoy legal capacity on an equal basis with others in all aspects of life.

3. States Parties shall take appropriate measures to provide access by persons with disabilities to the support they may require in exercising their legal capacity.
4. States Parties shall ensure that all measures that relate to the exercise of legal capacity provide for appropriate and effective safeguards to prevent abuse in accordance with international human rights law. Such safeguards shall ensure that measures relating to the exercise of legal capacity respect the rights, will and preferences of the person, are free of conflict of interest and undue influence, are proportional and tailored to the person's circumstances, apply for the shortest time possible and are subject to regular review by a competent, independent and impartial authority or judicial body. The safeguards shall be proportional to the degree to which such measures affect the person's rights and interests.
5. Subject to the provisions of this article, States Parties shall take all appropriate and effective measures to ensure the equal right of persons with disabilities to own or inherit property, to control their own financial affairs and to have equal access to bank loans, mortgages and other forms of financial credit, and shall ensure that persons with disabilities are not arbitrarily deprived of their property.

Article 13

Access to justice

1. States Parties shall ensure effective access to justice for persons with disabilities on an equal basis with others, including through the provision of procedural and age-appropriate accommodations, in order to facilitate their effective role as direct and indirect participants, including as witnesses,



in all legal proceedings, including at investigative and other preliminary stages.

2. In order to help to ensure effective access to justice for persons with disabilities, States Parties shall promote appropriate training for those working in the field of administration of justice, including police and prison staff.

Article 14

Liberty and security of the person

1. States Parties shall ensure that persons with disabilities, on an equal basis with others:
 - (a) Enjoy the right to liberty and security of person;
 - (b) Are not deprived of their liberty unlawfully or arbitrarily, and that any deprivation of liberty is in conformity with the law, and that the existence of a disability shall in no case justify a deprivation of liberty.
2. States Parties shall ensure that if persons with disabilities are deprived of their liberty through any process, they are, on an equal basis with others, entitled to guarantees in accordance with international human rights law and shall be treated in compliance with the objectives and principles of this Convention, including by provision of reasonable accommodation.

Article 15

Freedom from torture or cruel, inhuman or degrading treatment or punishment

1. No one shall be subjected to torture or to cruel, inhuman or degrading treatment or punishment. In particular, no one shall be subjected without his or her free consent to medical or scientific experimentation.
2. States Parties shall take all effective legislative, administrative, judicial or other

measures to prevent persons with disabilities, on an equal basis with others, from being subjected to torture or cruel, inhuman or degrading treatment or punishment.

Article 16

Freedom from exploitation, violence and abuse

1. States Parties shall take all appropriate legislative, administrative, social, educational and other measures to protect persons with disabilities, both within and outside the home, from all forms of exploitation, violence and abuse, including their gender-based aspects.
2. States Parties shall also take all appropriate measures to prevent all forms of exploitation, violence and abuse by ensuring, inter alia, appropriate forms of gender- and age-sensitive assistance and support for persons with disabilities and their families and caregivers, including through the provision of information and education on how to avoid, recognize and report instances of exploitation, violence and abuse. States Parties shall ensure that protection services are age-, gender- and disability-sensitive.
3. In order to prevent the occurrence of all forms of exploitation, violence and abuse, States Parties shall ensure that all facilities and programmes designed to serve persons with disabilities are effectively monitored by independent authorities.
4. States Parties shall take all appropriate measures to promote the physical, cognitive and psychological recovery, rehabilitation and social reintegration of persons with disabilities who become victims of any form of exploitation, violence or abuse, including through the provision of protection services. Such recovery and reintegration shall take



place in an environment that fosters the health, welfare, self-respect, dignity and autonomy of the person and takes into account gender- and age-specific needs.

5. States Parties shall put in place effective legislation and policies, including women- and child-focused legislation and policies, to ensure that instances of exploitation, violence and abuse against persons with disabilities are identified, investigated and, where appropriate, prosecuted.

Article 17

Protecting the integrity of the person

Every person with disabilities has a right to respect for his or her physical and mental integrity on an equal basis with others.

Article 18

Liberty of movement and nationality

1. States Parties shall recognize the rights of persons with disabilities to liberty of movement, to freedom to choose their residence and to a nationality, on an equal basis with others, including by ensuring that persons with disabilities:
 - (a) Have the right to acquire and change a nationality and are not deprived of their nationality arbitrarily or on the basis of disability;
 - (b) Are not deprived, on the basis of disability, of their ability to obtain, possess and utilize documentation of their nationality or other documentation of identification, or to utilize relevant processes such as immigration proceedings, that may be needed to facilitate exercise of the right to liberty of movement;
 - (c) Are free to leave any country, including their own;
 - (d) Are not deprived, arbitrarily or on the

basis of disability, of the right to enter their own country.

2. Children with disabilities shall be registered immediately after birth and shall have the right from birth to a name, the right to acquire a nationality and, as far as possible, the right to know and be cared for by their parents.

Article 19

Living independently and being included in the community

States Parties to this Convention recognize the equal right of all persons with disabilities to live in the community, with choices equal to others, and shall take effective and appropriate measures to facilitate full enjoyment by persons with disabilities of this right and their full inclusion and participation in the community, including by ensuring that:

- (a) Persons with disabilities have the opportunity to choose their place of residence and where and with whom they live on an equal basis with others and are not obliged to live in a particular living arrangement;
- (b) Persons with disabilities have access to a range of in-home, residential and other community support services, including personal assistance necessary to support living and inclusion in the community, and to prevent isolation or segregation from the community;
- (c) Community services and facilities for the general population are available on an equal basis to persons with disabilities and are responsive to their needs.

Article 20

Personal mobility

States Parties shall take effective measures to ensure personal mobility with the greatest



possible independence for persons with disabilities, including by:

- (a) Facilitating the personal mobility of persons with disabilities in the manner and at the time of their choice, and at affordable cost;
- (b) Facilitating access by persons with disabilities to quality mobility aids, devices, assistive technologies and forms of live assistance and intermediaries, including by making them available at affordable cost;
- (c) Providing training in mobility skills to persons with disabilities and to specialist staff working with persons with disabilities;
- (d) Encouraging entities that produce mobility aids, devices and assistive technologies to take into account all aspects of mobility for persons with disabilities.

Article 21

Freedom of expression and opinion, and access to information

States Parties shall take all appropriate measures to ensure that persons with disabilities can exercise the right to freedom of expression and opinion, including the freedom to seek, receive and impart information and ideas on an equal basis with others and through all forms of communication of their choice, as defined in article 2 of the present Convention, including by:

- (a) Providing information intended for the general public to persons with disabilities in accessible formats and technologies appropriate to different kinds of disabilities in a timely manner and without additional cost;
- (b) Accepting and facilitating the use of sign languages, Braille, augmentative and alternative communication, and all other accessible means, modes and formats of communication of their choice by persons with disabilities in official interactions;

- (c) Urging private entities that provide services to the general public, including through the Internet, to provide information and services in accessible and usable formats for persons with disabilities;
- (d) Encouraging the mass media, including providers of information through the Internet, to make their services accessible to persons with disabilities;
- (e) Recognizing and promoting the use of sign languages.

Article 22

Respect for privacy

- 1. No person with disabilities, regardless of place of residence or living arrangements, shall be subjected to arbitrary or unlawful interference with his or her privacy, family, home or correspondence or other types of communication or to unlawful attacks on his or her honour and reputation. Persons with disabilities have the right to the protection of the law against such interference or attacks.
- 2. States Parties shall protect the privacy of personal, health and rehabilitation information of persons with disabilities on an equal basis with others.

Article 23

Respect for home and the family

- 1. States Parties shall take effective and appropriate measures to eliminate discrimination against persons with disabilities in all matters relating to marriage, family, parenthood and relationships, on an equal basis with others, so as to ensure that:
 - (a) The right of all persons with disabilities who are of marriageable age to marry and to found a family on the basis of free and full consent of the intending spouses is recognized;



- (b) The rights of persons with disabilities to decide freely and responsibly on the number and spacing of their children and to have access to age-appropriate information, reproductive and family planning education are recognized, and the means necessary to enable them to exercise these rights are provided;
 - (c) Persons with disabilities, including children, retain their fertility on an equal basis with others.
2. States Parties shall ensure the rights and responsibilities of persons with disabilities, with regard to guardianship, wardship, trusteeship, adoption of children or similar institutions, where these concepts exist in national legislation; in all cases the best interests of the child shall be paramount. States Parties shall render appropriate assistance to persons with disabilities in the performance of their child-rearing responsibilities.
 3. States Parties shall ensure that children with disabilities have equal rights with respect to family life. With a view to realizing these rights, and to prevent concealment, abandonment, neglect and segregation of children with disabilities, States Parties shall undertake to provide early and comprehensive information, services and support to children with disabilities and their families.
 4. States Parties shall ensure that a child shall not be separated from his or her parents against their will, except when competent authorities subject to judicial review determine, in accordance with applicable law and procedures, that such separation is necessary for the best interests of the child. In no case shall a child be separated from parents on the basis of a disability of either the child or one or both of the parents.
 5. States Parties shall, where the immediate

family is unable to care for a child with disabilities, undertake every effort to provide alternative care within the wider family, and failing that, within the community in a family setting.

Article 24

Education

1. States Parties recognize the right of persons with disabilities to education. With a view to realizing this right without discrimination and on the basis of equal opportunity, States Parties shall ensure an inclusive education system at all levels and life long learning directed to:
 - (a) The full development of human potential and sense of dignity and self-worth, and the strengthening of respect for human rights, fundamental freedoms and human diversity;
 - (b) The development by persons with disabilities of their personality, talents and creativity, as well as their mental and physical abilities, to their fullest potential;
 - (c) Enabling persons with disabilities to participate effectively in a free society.
2. In realizing this right, States Parties shall ensure that:
 - (a) Persons with disabilities are not excluded from the general education system on the basis of disability, and that children with disabilities are not excluded from free and compulsory primary education, or from secondary education, on the basis of disability;
 - (b) Persons with disabilities can access an inclusive, quality and free primary education and secondary education on an equal basis with others in the communities in which they live;
 - (c) Reasonable accommodation of the



- individual's requirements is provided;
- (d) Persons with disabilities receive the support required, within the general education system, to facilitate their effective education;
 - (e) Effective individualized support measures are provided in environments that maximize academic and social development, consistent with the goal of full inclusion.
3. States Parties shall enable persons with disabilities to learn life and social development skills to facilitate their full and equal participation in education and as members of the community. To this end, States Parties shall take appropriate measures, including:
 - (a) Facilitating the learning of Braille, alternative script, augmentative and alternative modes, means and formats of communication and orientation and mobility skills, and facilitating peer support and mentoring;
 - (b) Facilitating the learning of sign language and the promotion of the linguistic identity of the deaf community;
 - (c) Ensuring that the education of persons, and in particular children, who are blind, deaf or deafblind, is delivered in the most appropriate languages and modes and means of communication for the individual, and in environments which maximize academic and social development.
 4. In order to help ensure the realization of this right, States Parties shall take appropriate measures to employ teachers, including teachers with disabilities, who are qualified in sign language and/or Braille, and to train professionals and staff who work at all levels of education. Such training shall incorporate disability awareness and the use of appropriate augmentative and alternative modes, means and formats of communication, educational techniques and materials to support persons with disabilities.
 5. States Parties shall ensure that persons with disabilities are able to access general tertiary education, vocational training, adult education and lifelong learning without discrimination and on an equal basis with others. To this end, States Parties shall ensure that reasonable accommodation is provided to persons with disabilities.

Article 25

Health

States Parties recognize that persons with disabilities have the right to the enjoyment of the highest attainable standard of health without discrimination on the basis of disability. States Parties shall take all appropriate measures to ensure access for persons with disabilities to health services that are gender-sensitive, including health-related rehabilitation. In particular, States Parties shall:

- (a) Provide persons with disabilities with the same range, quality and standard of free or affordable health care and programmes as provided to other persons, including in the area of sexual and reproductive health and population-based public health programmes;
- (b) Provide those health services needed by persons with disabilities specifically because of their disabilities, including early identification and intervention as appropriate, and services designed to minimize and prevent further disabilities, including among children and older persons;
- (c) Provide these health services as close as possible to people's own communities, including in rural areas;

- (d) Require health professionals to provide care of the same quality to persons with disabilities as to others, including on the basis of free and informed consent by, inter alia, raising awareness of the human rights, dignity, autonomy and needs of persons with disabilities through training and the promulgation of ethical standards for public and private health care;
- (e) Prohibit discrimination against persons with disabilities in the provision of health insurance, and life insurance where such insurance is permitted by national law, which shall be provided in a fair and reasonable manner;
- (f) Prevent discriminatory denial of health care or health services or food and fluids on the basis of disability.

Article 26

Habilitation and rehabilitation

1. States Parties shall take effective and appropriate measures, including through peer support, to enable persons with disabilities to attain and maintain maximum independence, full physical, mental, social and vocational ability, and full inclusion and participation in all aspects of life. To that end, States Parties shall organize, strengthen and extend comprehensive habilitation and rehabilitation services and programmes, particularly in the areas of health, employment, education and social services, in such a way that these services and programmes:
 - (a) Begin at the earliest possible stage, and are based on the multidisciplinary assessment of individual needs and strengths;
 - (b) Support participation and inclusion in the community and all aspects of society, are voluntary, and are available to persons with disabilities as close as

possible to their own communities, including in rural areas.

2. States Parties shall promote the development of initial and continuing training for professionals and staff working in habilitation and rehabilitation services.
3. States Parties shall promote the availability, knowledge and use of assistive devices and technologies, designed for persons with disabilities, as they relate to habilitation and rehabilitation.

Article 27

Work and employment

1. States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities. States Parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation, to, inter alia:
 - (a) Prohibit discrimination on the basis of disability with regard to all matters concerning all forms of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement and safe and healthy working conditions;
 - (b) Protect the rights of persons with disabilities, on an equal basis with others, to just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value, safe and healthy working conditions, including protection from harassment, and the redress of grievances;



- (c) Ensure that persons with disabilities are able to exercise their labour and trade union rights on an equal basis with others;
 - (d) Enable persons with disabilities to have effective access to general technical and vocational guidance programmes, placement services and vocational and continuing training;
 - (e) Promote employment opportunities and career advancement for persons with disabilities in the labour market, as well as assistance in finding, obtaining, maintaining and returning to employment;
 - (f) Promote opportunities for self-employment, entrepreneurship, the development of cooperatives and starting one's own business;
 - (g) Employ persons with disabilities in the public sector;
 - (h) Promote the employment of persons with disabilities in the private sector through appropriate policies and measures, which may include affirmative action programmes, incentives and other measures;
 - (i) Ensure that reasonable accommodation is provided to persons with disabilities in the workplace;
 - (j) Promote the acquisition by persons with disabilities of work experience in the open labour market;
 - (k) Promote vocational and professional rehabilitation, job retention and return-to-work programmes for persons with disabilities.
2. States Parties shall ensure that persons with disabilities are not held in slavery or in servitude, and are protected, on an equal basis with others, from forced or compulsory labour.

Article 28

Adequate standard of living and social protection

1. States Parties recognize the right of persons with disabilities to an adequate standard of living for themselves and their families, including adequate food, clothing and housing, and to the continuous improvement of living conditions, and shall take appropriate steps to safeguard and promote the realization of this right without discrimination on the basis of disability.
2. States Parties recognize the right of persons with disabilities to social protection and to the enjoyment of that right without discrimination on the basis of disability, and shall take appropriate steps to safeguard and promote the realization of this right, including measures:
 - (a) To ensure equal access by persons with disabilities to clean water services, and to ensure access to appropriate and affordable services, devices and other assistance for disability-related needs;
 - (b) To ensure access by persons with disabilities, in particular women and girls with disabilities and older persons with disabilities, to social protection programmes and poverty reduction programmes;
 - (c) To ensure access by persons with disabilities and their families living in situations of poverty to assistance from the State with disability-related expenses, including adequate training, counselling, financial assistance and respite care;
 - (d) To ensure access by persons with disabilities to public housing programmes;
 - (e) To ensure equal access by persons with

disabilities to retirement benefits and programmes.

Article 29

Participation in political and public life

States Parties shall guarantee to persons with disabilities political rights and the opportunity to enjoy them on an equal basis with others, and shall undertake to:

- (a) Ensure that persons with disabilities can effectively and fully participate in political and public life on an equal basis with others, directly or through freely chosen representatives, including the right and opportunity for persons with disabilities to vote and be elected, inter alia, by:
 - (i) Ensuring that voting procedures, facilities and materials are appropriate, accessible and easy to understand and use;
 - (ii) Protecting the right of persons with disabilities to vote by secret ballot in elections and public referendums without intimidation, and to stand for elections, to effectively hold office and perform all public functions at all levels of government, facilitating the use of assistive and new technologies where appropriate;
 - (iii) Guaranteeing the free expression of the will of persons with disabilities as electors and to this end, where necessary, at their request, allowing assistance in voting by a person of their own choice;
- (b) Promote actively an environment in which persons with disabilities can effectively and fully participate in the conduct of public affairs, without discrimination and on an equal basis with others, and encourage their participation in public affairs, including:
 - (i) Participation in non-governmental

organizations and associations concerned with the public and political life of the country, and in the activities and administration of political parties;

- (ii) Forming and joining organizations of persons with disabilities to represent persons with disabilities at international, national, regional and local levels.

Article 30

Participation in cultural life, recreation, leisure and sport

1. States Parties recognize the right of persons with disabilities to take part on an equal basis with others in cultural life, and shall take all appropriate measures to ensure that persons with disabilities:
 - (a) Enjoy access to cultural materials in accessible formats;
 - (b) Enjoy access to television programmes, films, theatre and other cultural activities, in accessible formats;
 - (c) Enjoy access to places for cultural performances or services, such as theatres, museums, cinemas, libraries and tourism services, and, as far as possible, enjoy access to monuments and sites of national cultural importance.
2. States Parties shall take appropriate measures to enable persons with disabilities to have the opportunity to develop and utilize their creative, artistic and intellectual potential, not only for their own benefit, but also for the enrichment of society.
3. States Parties shall take all appropriate steps, in accordance with international law, to ensure that laws protecting intellectual property rights do not constitute an unreasonable or discriminatory barrier to access by persons with disabilities to cultural materials.
4. Persons with disabilities shall be entitled, on



an equal basis with others, to recognition and support of their specific cultural and linguistic identity, including sign languages and deaf culture.

5. With a view to enabling persons with disabilities to participate on an equal basis with others in recreational, leisure and sporting activities, States Parties shall take appropriate measures:

- (a) To encourage and promote the participation, to the fullest extent possible, of persons with disabilities in mainstream sporting activities at all levels;
- (b) To ensure that persons with disabilities have an opportunity to organize, develop and participate in disability-specific sporting and recreational activities and, to this end, encourage the provision, on an equal basis with others, of appropriate instruction, training and resources;
- (c) To ensure that persons with disabilities have access to sporting, recreational and tourism venues;
- (d) To ensure that children with disabilities have equal access with other children to participation in play, recreation and leisure and sporting activities, including those activities in the school system;
- (e) To ensure that persons with disabilities have access to services from those involved in the organization of recreational, tourism, leisure and sporting activities.

Article 31

Statistics and data collection

1. States Parties undertake to collect appropriate information, including statistical and research data, to enable them to formulate and implement policies to give effect to the present Convention. The

process of collecting and maintaining this information shall:

- (a) Comply with legally established safeguards, including legislation on data protection, to ensure confidentiality and respect for the privacy of persons with disabilities;
 - (b) Comply with internationally accepted norms to protect human rights and fundamental freedoms and ethical principles in the collection and use of statistics.
2. The information collected in accordance with this article shall be disaggregated, as appropriate, and used to help assess the implementation of States Parties' obligations under the present Convention and to identify and address the barriers faced by persons with disabilities in exercising their rights.
 3. States Parties shall assume responsibility for the dissemination of these statistics and ensure their accessibility to persons with disabilities and others.

Article 32

International cooperation

1. States Parties recognize the importance of international cooperation and its promotion, in support of national efforts for the realization of the purpose and objectives of the present Convention, and will undertake appropriate and effective measures in this regard, between and among States and, as appropriate, in partnership with relevant international and regional organizations and civil society, in particular organizations of persons with disabilities. Such measures could include, inter alia:
 - (a) Ensuring that international cooperation, including international development programmes, is inclusive of and accessible to persons with disabilities;

- (b) Facilitating and supporting capacity-building, including through the exchange and sharing of information, experiences, training programmes and best practices;
 - (c) Facilitating cooperation in research and access to scientific and technical knowledge;
 - (d) Providing, as appropriate, technical and economic assistance, including by facilitating access to and sharing of accessible and assistive technologies, and through the transfer of technologies.
2. The provisions of this article are without prejudice to the obligations of each State Party to fulfil its obligations under the present Convention.

Article 33

National implementation and monitoring

1. States Parties, in accordance with their system of organization, shall designate one or more focal points within government for matters relating to the implementation of the present Convention, and shall give due consideration to the establishment or designation of a coordination mechanism within government to facilitate related action in different sectors and at different levels.
2. States Parties shall, in accordance with their legal and administrative systems, maintain, strengthen, designate or establish within the State Party, a framework, including one or more independent mechanisms, as appropriate, to promote, protect and monitor implementation of the present Convention. When designating or establishing such a mechanism, States Parties shall take into account the principles relating to the status and functioning of national institutions for protection and promotion of human rights.
3. Civil society, in particular persons with disabilities and their representative organizations, shall be involved and participate fully in the monitoring process.

Article 34

Committee on the Rights of Persons with Disabilities

1. There shall be established a Committee on the Rights of Persons with Disabilities (hereafter referred to as “the Committee”), which shall carry out the functions hereinafter provided.
2. The Committee shall consist, at the time of entry into force of the present Convention, of twelve experts. After an additional sixty ratifications or accessions to the Convention, the membership of the Committee shall increase by six members, attaining a maximum number of eighteen members.
3. The members of the Committee shall serve in their personal capacity and shall be of high moral standing and recognized competence and experience in the field covered by the present Convention. When nominating their candidates, States Parties are invited to give due consideration to the provision set out in article 4.3 of the present Convention.
4. The members of the Committee shall be elected by States Parties, consideration being given to equitable geographical distribution, representation of the different forms of civilization and of the principal legal systems, balanced gender representation and participation of experts with disabilities.
5. The members of the Committee shall be elected by secret ballot from a list of persons nominated by the States Parties from among their nationals at meetings of the Conference of States Parties. At those meetings, for which two thirds of States Parties shall



constitute a quorum, the persons elected to the Committee shall be those who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting.

6. The initial election shall be held no later than six months after the date of entry into force of the present Convention. At least four months before the date of each election, the Secretary-General of the United Nations shall address a letter to the States Parties inviting them to submit the nominations within two months. The Secretary-General shall subsequently prepare a list in alphabetical order of all persons thus nominated, indicating the State Parties which have nominated them, and shall submit it to the States Parties to the present Convention.
7. The members of the Committee shall be elected for a term of four years. They shall be eligible for re-election once. However, the term of six of the members elected at the first election shall expire at the end of two years; immediately after the first election, the names of these six members shall be chosen by lot by the chairperson of the meeting referred to in paragraph 5 of this article.
8. The election of the six additional members of the Committee shall be held on the occasion of regular elections, in accordance with the relevant provisions of this article.
9. If a member of the Committee dies or resigns or declares that for any other cause she or he can no longer perform her or his duties, the State Party which nominated the member shall appoint another expert possessing the qualifications and meeting the requirements set out in the relevant provisions of this article, to serve for the remainder of the term.
10. The Committee shall establish its own rules of procedure.
11. The Secretary-General of the United

Nations shall provide the necessary staff and facilities for the effective performance of the functions of the Committee under the present Convention, and shall convene its initial meeting.

12. With the approval of the General Assembly, the members of the Committee established under the present Convention shall receive emoluments from United Nations resources on such terms and conditions as the Assembly may decide, having regard to the importance of the Committee's responsibilities.
13. The members of the Committee shall be entitled to the facilities, privileges and immunities of experts on mission for the United Nations as laid down in the relevant sections of the Convention on the Privileges and Immunities of the United Nations.

Article 35

Reports by States Parties

1. Each State Party shall submit to the Committee, through the Secretary-General of the United Nations, a comprehensive report on measures taken to give effect to its obligations under the present Convention and on the progress made in that regard, within two years after the entry into force of the present Convention for the State Party concerned.
2. Thereafter, States Parties shall submit subsequent reports at least every four years and further whenever the Committee so requests.
3. The Committee shall decide any guidelines applicable to the content of the reports.
4. A State Party which has submitted a comprehensive initial report to the Committee need not, in its subsequent reports, repeat information previously provided. When preparing reports to the Committee, States Parties are invited to

consider doing so in an open and transparent process and to give due consideration to the provision set out in article 4.3 of the present Convention.

5. Reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the present Convention.

Article 36

Consideration of reports

1. Each report shall be considered by the Committee, which shall make such suggestions and general recommendations on the report as it may consider appropriate and shall forward these to the State Party concerned. The State Party may respond with any information it chooses to the Committee. The Committee may request further information from States Parties relevant to the implementation of the present Convention.
2. If a State Party is significantly overdue in the submission of a report, the Committee may notify the State Party concerned of the need to examine the implementation of the present Convention in that State Party, on the basis of reliable information available to the Committee, if the relevant report is not submitted within three months following the notification. The Committee shall invite the State Party concerned to participate in such examination. Should the State Party respond by submitting the relevant report, the provisions of paragraph 1 of this article will apply.
3. The Secretary-General of the United Nations shall make available the reports to all States Parties.
4. States Parties shall make their reports widely available to the public in their own countries and facilitate access to the suggestions and general recommendations relating to these reports.

5. The Committee shall transmit, as it may consider appropriate, to the specialized agencies, funds and programmes of the United Nations, and other competent bodies, reports from States Parties in order to address a request or indication of a need for technical advice or assistance contained therein, along with the Committee's observations and recommendations, if any, on these requests or indications.

Article 37

Cooperation between States Parties and the Committee

1. Each State Party shall cooperate with the Committee and assist its members in the fulfilment of their mandate.
2. In its relationship with States Parties, the Committee shall give due consideration to ways and means of enhancing national capacities for the implementation of the present Convention, including through international cooperation.

Article 38

Relationship of the Committee with other bodies

In order to foster the effective implementation of the present Convention and to encourage international cooperation in the field covered by the present Convention:

- (a) The specialized agencies and other United Nations organs shall be entitled to be represented at the consideration of the implementation of such provisions of the present Convention as fall within the scope of their mandate. The Committee may invite the specialized agencies and other competent bodies as it may consider appropriate to provide expert advice on the implementation of the Convention in areas falling within the scope of their respective mandates. The Committee may invite



specialized agencies and other United Nations organs to submit reports on the implementation of the Convention in areas falling within the scope of their activities;

- (b) The Committee, as it discharges its mandate, shall consult, as appropriate, other relevant bodies instituted by international human rights treaties, with a view to ensuring the consistency of their respective reporting guidelines, suggestions and general recommendations, and avoiding duplication and overlap in the performance of their functions.

Article 39

Report of the Committee

The Committee shall report every two years to the General Assembly and to the Economic and Social Council on its activities, and may make suggestions and general recommendations based on the examination of reports and information received from the States Parties. Such suggestions and general recommendations shall be included in the report of the Committee together with comments, if any, from States Parties.

Article 40

Conference of States Parties

1. The States Parties shall meet regularly in a Conference of States Parties in order to consider any matter with regard to the implementation of the present Convention.
2. No later than six months after the entry into force of the present Convention, the Conference of the States Parties shall be convened by the Secretary-General of the United Nations. The subsequent meetings shall be convened by the Secretary-General of the United Nations biennially or upon the decision of the Conference of States Parties.

Article 41

Depositary

The Secretary-General of the United Nations shall be the depositary of the present Convention.

Article 42

Signature

The present Convention shall be open for signature by all States and by regional integration organizations at United Nations Headquarters in New York as of 30 March 2007.

Article 43

Consent to be bound

The present Convention shall be subject to ratification by signatory States and to formal confirmation by signatory regional integration organizations. It shall be open for accession by any State or regional integration organization which has not signed the Convention.

Article 44

Regional integration organizations

1. “Regional integration organization” shall mean an organization constituted by sovereign States of a given region, to which its member States have transferred competence in respect of matters governed by this Convention. Such organizations shall declare, in their instruments of formal confirmation or accession, the extent of their competence with respect to matters governed by this Convention. Subsequently, they shall inform the depositary of any substantial modification in the extent of their competence.
2. References to “States Parties” in the present Convention shall apply to such organizations within the limits of their competence.
3. For the purposes of article 45, paragraph 1,

and article 47, paragraphs 2 and 3, any instrument deposited by a regional integration organization shall not be counted.

4. Regional integration organizations, in matters within their competence, may exercise their right to vote in the Conference of States Parties, with a number of votes equal to the number of their member States that are Parties to this Convention. Such an organization shall not exercise its right to vote if any of its member States exercises its right, and vice versa.

Article 45

Entry into force

1. The present Convention shall enter into force on the thirtieth day after the deposit of the twentieth instrument of ratification or accession.
2. For each State or regional integration organization ratifying, formally confirming or acceding to the Convention after the deposit of the twentieth such instrument, the Convention shall enter into force on the thirtieth day after the deposit of its own such instrument.

Article 46

Reservations

1. Reservations incompatible with the object and purpose of the present Convention shall not be permitted.
2. Reservations may be withdrawn at any time.

Article 47

Amendments

1. Any State Party may propose an amendment to the present Convention and submit it to the Secretary-General of the United Nations. The Secretary-General shall communicate any proposed amendments to States Parties, with a request to be notified whether they favour a conference of States Parties for the

purpose of considering and deciding upon the proposals. In the event that, within four months from the date of such communication, at least one third of the States Parties favour such a conference, the Secretary-General shall convene the conference under the auspices of the United Nations. Any amendment adopted by a majority of two thirds of the States Parties present and voting shall be submitted by the Secretary-General to the General Assembly for approval and thereafter to all States Parties for acceptance.

2. An amendment adopted and approved in accordance with paragraph 1 of this article shall enter into force on the thirtieth day after the number of instruments of acceptance deposited reaches two thirds of the number of States Parties at the date of adoption of the amendment. Thereafter, the amendment shall enter into force for any State Party on the thirtieth day following the deposit of its own instrument of acceptance. An amendment shall be binding only on those States Parties which have accepted it.
3. If so decided by the Conference of States Parties by consensus, an amendment adopted and approved in accordance with paragraph 1 of this article which relates exclusively to articles 34, 38, 39 and 40 shall enter into force for all States Parties on the thirtieth day after the number of instruments of acceptance deposited reaches two thirds of the number of States Parties at the date of adoption of the amendment.

Article 48

Denunciation

A State Party may denounce the present Convention by written notification to the Secretary-General of the United Nations. The denunciation shall become effective one year after the date of receipt of the notification by the Secretary-General.



Article 49

Accessible format

The text of the present Convention shall be made available in accessible formats.

Article 50

Authentic texts

The Arabic, Chinese, English, French, Russian and Spanish texts of the present Convention

shall be equally authentic.

In witness thereof the undersigned plenipotentiaries, being duly authorized thereto by their respective Governments, have signed the present Convention.



Special Talent Exchange Program A decade of Disability Movement

STEP was conceived and launched in 1997 by Persons with Disabilities themselves with a prime objective to raise their voice at all levels, initiating from the grassroots to state and International levels. It's a Cross Disability organization of disabled people campaigning to promote the empowerment, independence and inclusion of all disabled people across Pakistan.

STEP has a membership of over 600 individuals and works in partnership with a range of national and international public, private and voluntary organizations.

In order to achieve the envisaged goals, activities of STEP revolve around following main areas:

- Information, Advice and Guidance
- Networking and Collaboration
- Training
- Advocacy, Legislation and Policies on Disability

Current Activities

Disability movement in Pakistan is accelerating and rights of Persons with Disabilities are getting recognition. A good number of Persons with Disabilities from STEP have attended trainings from APCD and JICA, got employment in mainstream organizations, receiving higher education and playing active role in the society. Establishment of IRCD (Information and Resource Center on the Disability) is a landmark of STEP which is collecting and disseminating information relating to disability life style. At the same time 1st ever accessible website for visually impaired persons in Pakistan is another remarkable

achievement of STEP. All of these achievements and accomplishments are results of our coordinated efforts in preceding years.

Capacity of STEP as a self-help organization has been enhanced since PWDs from STEP have attended International trainings in areas of (i) Web-based Information Networking (ii) Independent Living and Peer Counseling for PWDs (iii) Leadership of PWDs.

Major Accomplishments

- Accelerated Disability Movement in the Country
- Monthly News Letter "Leaders"
- First Ever Accessible Website for Persons with Visual Impairment
- Network and Collaboration among DPOs, Government and International Organizations through facilitating the Regional Training Seminar on Capacity Building of Self-Help Organizations of PWDs in September 2005 in collaboration with APCD Thailand, JICA Pakistan, World Bank and Ministry of Social Welfare and Special Education Government of Pakistan
- Contribution in Earthquake Response
- Information and Resource Center on the Disability (IRCD)
- Capital Independent Living Center
- Accessibility Audit for Building of First Accessible Sit outs in Pakistan



- National Consultation on Accessibility
- First National Talent Exhibition on Disability (A Festival for Life)

Few glimpse from an archive of more than 3000 pictures captured during the activities, demonstrations, trainings and awareness campaigns are given on following pages, which speaks about our major accomplishments.

Abia Akram
Project Manager STEP



Disability Movement – Pictures Gallery



1st National Talent Exhibition



Accessibility Audit of Melody Food Park



Independent Living Trainig of Women with Disabilities



Represented Pakistan UNESCO.



*Joining hands with
International and National Leaders of PWDs*



National Consultation on Accessibility



Drafted First Building Code of Pakistan



As a Global Movement for Rights





World Bank Appreciated the Idea of IRCD



Participated in adoption of UN Convention



Demonstrations for Inclusive Society



Seminar on CBR



Partners in Bagh AJK



Training in Japan by JICA



*Lets be the Part of
Information & Communication and Technology*



Hosted Regional Training Seminar



IL Training in APCD Thailand



Learning through sharing



Independent Living Movement-Initiated



Collaboration with APCD



Prepared a Book to Promote Inclusive Education



Initiatives for Mobility



Promoting the Talents



Participated in Earthquake recovery with PWDs

Sign Language Alphabets





SPECIAL TALENT EXCHANGE PROGRAM