

Pakistan Voluntary National Review

Disability Perspective Report –
Dated 13th December 2018



Contents

List of Figures and Tables	3
Acronyms	4
Executive Summary	5
PREAMBLE	11
Background	11
Introduction	11
Voluntary National Review	12
METHODOLOGY	13
SITUATION OF DISABILITY IN PAKISTAN	15
INSTITUTIONAL, LEGAL AND POLICY CONTEXT	16
Disabled Persons (Employment & Rehabilitation) Ordinance, 1981	17
Punjab Disabled Persons (Employment & Rehabilitation) (Amendment) Ordinance 2015	17
Draft “Pakistan Disability Bill”	17
The Sindh Differently Able Persons (Employment, Rehabilitation and Welfare) Act, 2014	18
Balochistan Persons with Disabilities Act, 2017	18
National Policy for Persons with Disabilities 2002	18
National Plan of Action 2006 to Implement National Policy for PWDs 2002	18
PAKISTAN DISABILITY SUMMIT – CHARTER OF DEMANDS	19
Tackling Stigma and Discrimination	19
Inclusion in Education	19
Economic Empowerment	20
Harnessing Technology and Innovation	20
GOAL 4. ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL	21
Situation	21

Bottlenecks	23
GOAL 8. PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL	25
Situation	25
Bottlenecks	26
GOAL 10. REDUCE INEQUALITY WITHIN AND AMONG COUNTRIES	27
Situation	27
Bottlenecks	29
GOAL 16. PROMOTE PEACEFUL AND INCLUSIVE SOCIETIES FOR SUSTAINABLE DEVELOPMENT, PROVIDE ACCESS TO JUSTICE FOR ALL AND BUILD EFFECTIVE, ACCOUNTABLE AND INCLUSIVE INSTITUTIONS AT ALL LEVELS	30
Situation	30
Bottlenecks	30
GOAL 17. STRENGTHEN THE MEANS OF IMPLEMENTATION AND REVITALIZE THE GLOBAL PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT	32
Situation	32
Bottlenecks	32
WAY FORWARD	33
For Goal 4	33
For Goal 8	33
For Goal 10	34
For Goal 16	35
For Goal 17	36
Annex 1 – Situation of disability	37
Annex 2 – List of Key Informants and Participants	41

List of Figures and Tables

Figure 1 - Prevalence of disability by sample districts	39
Figure 2 - Age distribution of persons with disability	39
Figure 3 - Type and frequency of disability	40
Figure 4 - Frequency of disability in persons who are disabled	40
Table 1 - Prevalence of disability in school children by type and province	22

Acronyms

ASER	Annual Status of Education Report
BISP	Benazir Income Support Programme
BSc	Bachelor of Science
CWDs	Children with Disabilities
DFID	Department for International Development
DGSE	Directorate General of Special Education
ECOSOC	United Nations Economic and Social Council
EMIS	Education Management Information System
ESCAP	Economic and Social Commission for Asia and the Pacific
GATE	Global Cooperation on Assistive Technology
HLPF	High Level Political Forum
HRC	Human Rights Commission of Pakistan
IDPs	Internally Displaced Persons
IYDP	International Year of Disable Person
LCDP	Livelihood and Community Development Programme
MSc	Master of Science
NADRA	National Database and Registration Authority
NCRDP	National Council for Rehabilitation of Persons with Disability
NGOs	Non Governmental Organisations
PBM	Pakistan Bait ul Mal
PCRDP	Provincial Council for Rehabilitation of Persons with Disability
PPAF	Pakistan Poverty Alleviation Fund
PWDs	Persons with Disabilities
SDGs	Sustainable Development Goals
SNIC	Special National Identity Card
STEP	Special Talent Exchange Programme
UN	United Nations
UNOCHA	United Nations Office for the Coordination of Humanitarian Affairs
UNCRPD	United Nations Convention of Rights of Persons with Disabilities
VNR	Voluntary National Review
WHO	World Health Organization
WWDs	Women with Disabilities
YLD	Years Lived with Disability

Executive Summary

Introduction

The Sustainable Development Goals (SDGs) have ushered in a new era of global development. Of the 17 SDGs, 5 goals are explicit about disability, and there are no less than 11 references to disability in the SDGs. In order to monitor progress towards achievement of SDGs, the Economic and Social Council of the UN (ECOSOC) has planned for an annual review and high-level discussion on selected SDG themes in the form of a High-Level Political Forum (HLPF) and a ministerial meeting. The priority goals for review at the 2019 HLPF are Goals 4, 8, 10, 13, 16 and 17. As part of the follow-up and review mechanism for the SDGs, member states are encouraged to produce Voluntary National Reviews (VNRs). VNRs cover all SDG goals. Pakistan adopted the 2030 Agenda of Sustainable Development as its national development agenda. Pakistan's application to submit a VNR for the 2019 HLPF has been accepted. The disability sector and civil society have decided to submit a Pakistan Disability Perspective VNR 2018 report.

Methodology

Three key events contributed to the development of the Pakistan Disability Perspective VNR report. These events were spread over two years and included multi-stakeholder consultations and interviews for development of an Alternate National UNCRPD Report, wide national level stakeholder consultations to formulate the Pakistan Charter of Demands in preparation of the Global Disability Summit in 2018, and more recently a national level consultation process for a disability-specific VNR. The Pakistan Disability Perspective VNR Report has focussed on Goals 4, 8, 10, 16 and 17 (as are relevant to the HLPF) and synthesised findings and recommendations emanating from the three events.

Situation of Disability in Pakistan

There are various reports on the prevalence and magnitude of disability in Pakistan. The national population census of 1998 found a prevalence of 2.49%, while the World Disability Report 2011 (based on the World Health Survey of 2002-2004) indicated a rate of 13.4% as prevalence of disabilities. The national population census of 2017 missed an invaluable opportunity for timely estimation of disability in the country. The most authentic data available to date is the carpet survey conducted by the Pakistan Poverty Alleviation Fund in 23 Union Councils in 7 districts in different parts of the country during 2012. This survey screened and examined a population of 430,000 in 80,000 households. The population was screened using the Short Set of Questions developed by the Washington Group on Disability Statistics. Persons identified with disability through the screening process then received a comprehensive clinical and functional assessment of their disability. The survey found a prevalence of persons who are disabled of 8% and prevalence of disabilities (all categories – severe, and mild to moderate) had a cumulative prevalence of 12%. The latter prevalence is higher as a person who is disabled may have more than one type of disability.

Institutional, legal and policy context

Pakistan has several legislations and policies for disability. These include the following:

- Disabled Persons (Employment & Rehabilitation) Ordinance, 1981
- Punjab Disabled Persons (Employment & Rehabilitation) (Amendment) Ordinance 2015
- Draft “Pakistan Disability Bill”
- The Sindh Differently Able Persons (Employment, Rehabilitation and Welfare) Act, 2014, amended 2017
- Balochistan Persons with Disabilities Act, 2017
- National Policy for Persons with Disabilities 2002
- National Plan of Action 2006 to Implement National Policy for PWDs 2002

Furthermore, Pakistan ratified the United Nations Convention on Rights of Persons with Disabilities (UNCRPD) on 5th July 2011.

Although two provinces have recently enacted legislation for disability, there have not yet developed their rules for business for these Acts, which impedes their promulgation.

Goal 4 - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

While several government initiatives have been taken in the three decades, the overall impact of improving access to education for children with disabilities remains low. It is estimated that not more than 5% of CWDs of school going age are attending schools. The Annual Status of Education Report (ASER) 2016 conducted a disability survey among parents or primary caregivers of children aged 3-16 years in two provinces (Punjab and Khyber Pakhtunkhwa). The survey found that of all the children with difficulties in Punjab, 2.1% reported mild difficulties and 1.1% reported moderate to severe difficulties. For all children with difficulties in Khyber Pakhtunkhwa, 2.9% reported mild difficulties and 0.7% reported moderate to severe difficulties. Numerous bottlenecks act as a barrier to effective education for all children. These include inadequate implementation of Article 25-A of the Constitution on the right to free and compulsory education, inadequate funding for children with disabilities in mainstream education, insufficient training capacity of education professionals for inclusive education, and lack of learning materials to support inclusive education programmes.

Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Pakistan made early attempts at including persons with disabilities in the 1980s with the introduction of education and employment policies, setting up special schools for persons with disabilities, for example, and mandating businesses to employ persons with disabilities

through a quota-based system and levies. But although these were celebrated achievements in the early years, they proved to be ineffective in including persons with disabilities. Some of the bottlenecks that continue to hamper progress in this area include lack of effective implementation and adherence to the government quota of 2% employment rate for persons with disabilities, poor employment opportunities for persons with disabilities from rural areas, discrimination against women with disabilities in employment, and absence of data on persons with disabilities in labour force surveys and statistics.

Goal 10. Reduce inequality within and among countries

Despite a number of progressive policies that declare equal rights for all, Persons with Disabilities are still facing discrimination for their basic rights. Women with disabilities (WWDs) have faced the brunt of discrimination in society. Even the ordinance titled 'Disabled Persons (Employment & Rehabilitation) Ordinance, 1981' promulgated in 1981 to provide them employment, has been facing challenges for its true implementation. Various bottlenecks that obscure inequalities in the disability sector include lack of gender-sensitivity in existing disability legislation in Pakistan, a general lack of policies for recruiting women and girls with disabilities in the government and non-government sector, and a huge discrepancy in the data regarding disability statistics collected through institutional information pathways in Pakistan.

Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

The Persons with Disabilities avail the right of 'access to justice' like other persons. However, there are no specific measures taken for the Persons with Disabilities in this respect. For training of concerned officials of Police, Prison and Judiciary, some steps have been taken by non-government sector and up to some extent by the Ministry of Human Rights, and provincial departments of Human Rights and Social Welfare. Some of the key bottlenecks to this Goal include no facility of providing necessary documents to persons with blindness in Braille and very limited facility for arranging sign language interpreters for persons with hearing impairment, poor accessibility to courts for persons with disabilities, very weak training processes for personnel in the justice, police and prison system with regards to the rights of Persons with Disabilities, and lack of accessible information and attitudinal barriers.

Goal 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development

While the Millennium Development Goals had no specific reference to disabilities, the SDGs have directed a global focus towards disability as part of the development agenda to achieve universal human rights and economic empowerment. Although Pakistan has made some improvement for supporting inclusive and integrated international development programmes through support of UN agencies, bilateral donors and some international development agencies, there are various institutional bottlenecks towards achieving this

Goal. These bottlenecks include lack of specific measures taken to guarantee that international cooperation is inclusive and accessible by Persons with Disabilities in alignment with UNCRPD, and no specific provision for or reference to persons with disabilities in government funded development schemes.

Way forward

For Goal 4

1. Revise education policies, sector strategies and plans to incorporate a cross-cutting disability inclusion component.
2. Develop Rules of Business for the Free and Compulsory Education Acts in consultation with persons with disabilities and organisations working for them.
3. Increase the federal and provincial sectoral budget allocations to at least 7% of the annual school education budgets to cater for the inclusive educational needs.
4. Improve the readiness and responsiveness of the school education system for inclusion in education.
5. Conduct disability audits of schools and institute a phased programme to improve physical infrastructure related accessibility for school children who are disabled.
6. Establish a formal disability and educational needs assessment process for children with disability at sub-district, district, provincial and federal levels.
7. Incorporate mandatory reporting of school children with disability by amending the existing Education Management Information Systems (EMIS).

For Goal 8

1. Assess the current status and upgrade technical capacities of technical training programmes for Persons with Disabilities in state institutions as to their appropriateness to emerging market needs.
2. Develop an inclusive and accessible environment at technical and vocational training centres and ensure that the enrolment quota for candidates with disabilities is adhered to.
3. Establish a high-level platform under the relevant state authority for human resource planning and employment to develop a strategic roadmap for the economic empowerment of Persons with Disabilities.
4. Create 'reasonable accommodation' for job placement of Persons with Disabilities in the public sector job market ensuring equal opportunities for women with disability.
5. Incorporate as a mandatory requirement the employment status of Persons with Disabilities by category of disability and sex in labour force statistics.
6. Enhance the employability of persons with disabilities by adopting measures that ensure systematic follow up on 2% job quota and penalty to those establishments that fail to comply with this regulation, creation of accessible job recruitment platforms, and sharing

of best practice examples of employers with higher rate of employment of persons with disabilities (e.g. yearly employer awards)

For Goal 10

1. Prioritise enactment and promulgation of the Pakistan and Provincial Disability Acts and develop their Rules of Business.
2. Reinforce adherence to the Disability Acts by revising relevant sector policies, strategies and plans to ensure that disability inclusion is incorporated in these.
3. Create a better understanding amongst parliamentarians, government decision makers and duty bearers, judiciary, disabled persons organisations, development partners, organisations involved in humanitarian response, civil society and media about the implications of the Disability Acts through a formal Disability Inclusion Awareness Plan.
4. Establish a Disability Rights Commission under the Ministry of Human Rights to oversee the implementation of UNCRPD in Pakistan.

For Goal 16

1. Conduct a comprehensive audit of laws, policies and administrative arrangements that address legal capacity in order to identify lacunas and inconsistencies that adversely impact on persons with disabilities and to amend or nullify these accordingly.
2. Undertake a comprehensive assessment into the incidence, forms and circumstances of exploitation, violence and abuse of people with a disability in the community including addressing the gender and age-related dimensions of exploitation, violence and abuse and the particular situation of women and children with disability.
3. Formulate specific legislation about freedom from discrimination, exploitation, violence and abuse.
4. Ensure provision of necessary legal documents in Braille for persons with vision impairment and sign language interpreters for persons with hearing impairment.
5. Integrate standard and compulsory training modules on working with people with disability into training programmes for police, prison officers, lawyers, judicial officers and court staff.
6. Develop comprehensive, gender and culture specific social support programmes and systems to identify and prevent the circumstances that contribute to children and young people with disability coming into contact or entering the juvenile justice system.
7. Waive duties and tariffs on the GATE standard list of assistive devices and include its coverage under the national health insurance and social protection schemes.
8. Develop accessible communication portals/media/helplines for government related information and awareness for persons with disabilities.

For Goal 17

1. Constitute a Disability Task Force under the auspices of the Ministry of Planning, Development and Reforms.

2. Incorporate a mandatory 'Disability Component' section, supported by disability guidelines, in the new SDG compliant government project development templates.
3. Track expenditure/investment in disability inclusion through dedicated financial codes.
4. Incorporate an SDG-related disability section in the monitoring and evaluation framework for the SDGs.
5. Issue a Directive/Advisory to ensure that all new development projects (own-funded or through bilateral or multilateral aid) and humanitarian response activities are disability inclusive.
6. Include a mandatory disability component in government information pathways and data collection systems planned and administered by the Pakistan and provincial Bureaus of Statistics, National Institute of Population Studies and Election Commission of Pakistan. Such surveys should incorporate/adapt the Washington Group Short Set of questions for disability as appropriate.

Preamble

Background

On September 25, 2015, Heads of States gathered to adopt the 2030 Agenda for Sustainable Development. For the first time, persons with disabilities were included within a global commitment for sustainable development. The inclusion of persons with disabilities in the 2030 Agenda was not accidental, but rather it was due to the consistent and dedicated advocacy by persons with disabilities and allies. This advocacy, conducted throughout the negotiation process, solidified the concept that persons with disabilities must be recognised as equal partners in the sustainable development process by Governments, the UN system, civil society and other stakeholders.

The 2030 Agenda has additionally introduced a new framework to address the different and varied challenges to sustainable development by promoting a high-level of stakeholder engagement and participation, as well as approaching the various sectors of sustainable development in an integrated way. For persons with disabilities and their representative organisations, this means an increased opportunity to engage directly with their governments and to engage with all ministries involved in development processes - not only with those associated with social affairs or disability. Due to this interlinked and interconnected approach to development, now disability is a cross-cutting issue that must be addressed within all sectors.

Within the third year of Sustainable Development Goals (SDGs) implementation, it is critical that the national, regional and global level policies and actions are integrated and inclusive of disability rights. National-level policies and programming must feed into the global reporting processes that all culminate with the High-level Political Forum.

Introduction

The SDGs have mobilised government agendas for development. In order to monitor progress towards achievement of SDGs, the Economic and Social Council of the UN (ECOSOC) has planned for an annual review and high-level discussion on selected SDG themes in the form of a High-Level Political Forum (HLPF) and a ministerial meeting.

In 2019, the HLPF shall be held under the auspices of ECOSOC and the theme shall be “Empowering people and ensuring inclusiveness and equality”. The set of goals that are expected to be reviewed in depth include the following:

- **Goal 4.** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- **Goal 8.** Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- **Goal 10.** Reduce inequality within and among countries
- **Goal 13.** Take urgent action to combat climate change and its impacts
- **Goal 16.** Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
- **Goal 17.** Strengthen the means of implementation and revitalise the global partnership for sustainable development

Voluntary National Review

As part of the follow-up and review mechanism for the SDGs, member states are encouraged to produce Voluntary National Reviews (VNRs). These VNRs should be regular and inclusive reviews of progress at the national and sub-national levels, which are country-led and country-driven. The VNRs review all SDG goals and provide a basis for the discussions and reviews by the HPLF. They allow experience sharing and cross-country learning, and also discuss challenges faced in implementation of the SDGs.

Pakistan adopted the 2030 Agenda of Sustainable Development as its national development agenda. Pakistan's application by its Permanent Mission at the UN to submit a VNR for the 2019 HLPF has been accepted.

Sightsavers initiated a series of discussions with the Ministry of Planning, Development and Reforms, Government of Pakistan, to develop conceptual consensus for a disability focussed VNR consultation workshop. The idea was endorsed and encouraged by the Ministry of Planning, Development and Reforms. Furthermore, key national and international stakeholders and civil society involved in the disability sector agreed to conduct a wide stakeholder consultation process phased over two years and produce vital national reports including the Pakistan Alternate UNCRPD National Report and the first Pakistan Disability Perspective VNR report.

Methodology

The series of events that have culminated in the Pakistan Disability Perspective VNR report has been a three-step process, which included the following:

1. **Pakistan Alternate National UNCRPD Report** – this initiative was led mainly by Social and Economic Development Associates (SEDA) and Sightsavers. It involved a consultation process between 2016-2017 that collected information from all parts of the country - federal capital (Islamabad), four provincial headquarters (Lahore, Karachi, Peshawar, Quetta), Gilgit Baltistan, Azad Jammu and Kashmir, Federally Administered Tribal Areas and from small cities like Abbottabad, Swabi, Mirpur and Rahim Yar Khan. In addition to organising 11 consultative workshops in various parts of the country, information was also collected from about 150 organisations, universities, government departments and individuals through mail, email and telephonic interviews. The key findings in the draft report were shared with the stakeholders from Islamabad Capital Territory, four provincial headquarters, Gilgit Baltistan and Azad Jammu and Kashmir during a National Consultative meeting held in December 2017, where final feedback of participants was incorporated into the report.
2. **Pakistan Disability Summit** – as part of the preparations for Pakistan’s participation in the Global Disability Summit 2018 organised by Department for International Development and the International Disability Alliance, a satellite Pakistan Disability Summit was held in Islamabad in July 2018 in collaboration with STEP and Sightsavers. This was preceded by a national consultative workshop that drew participation from a wide stakeholder and disability constituent base. The Pakistan Disability Summit formulated a specific ‘Charter of Demands’ that highlighted the key actions required with regards to the thematic priorities of the Global Disability Summit.
3. **Pakistan Disability Perspective VNR Report** – a national consultative workshop, led by Sightsavers and other partners, was held in November 2018 with wide stakeholder and disability constituent participation. The workshop drew on the findings of the Alternate National UNCRPD report and the Charter of Demands formulated at the Pakistan Disability Summit. Deliberations were held on the 2019 VNR specific themes that identified the current situation and recommended a way forward for five of the six SDG thematic goals under review for the 2019 VNR.

The Pakistan Disability Perspective VNR has synthesised findings and recommendations emanating from the three events. The disability perspective VNR process was supported and facilitated through a collaborative effort of national partners - Social and Economic Development Associates (SEDA) and Idara e Taleem o Aagahi (ITA), and international partners

- Sightsavers, CBM and Handicap International. The process was endorsed by the Ministry for Planning, Development and Reforms, Government of Pakistan.

Situation of Disability in Pakistan

Based on the 1998 population census, the prevalence of disability was reported as 2.49%. Recently, in 2011, the World Disability Report indicated a prevalence of disabilities of 13.4% in Pakistan. However, both these reports did not differentiate between severe, moderate or mild disability.

More recently, the Pakistan Poverty Alleviation Fund (PPAF) conducted carpet surveys (all households and all people living there) of 23 Union Councils in 2011, which had 80,000 households with a population of 430,000 people. PPAF conducted a screening process using the Short Set of Questions developed by the Washington Group on Disability Statistics. Those persons identified as having disability through the screening process then received a comprehensive functional assessment for disability. The details of geographical coverage and disability data is shown in [Annex 1](#). To date, this is the largest sample in which comprehensive functional assessment of disability by relevant specialists was conducted in Pakistan. Since this included the total population in the 23 Union Councils (the basic administrative unit in a district), it provides a very reliable and realistic estimate of disability in Pakistan. However, since it was a purposive sample, further epidemiological research on the prevalence and category of disability is required.

Their data, which has now been published in a report, has clearly highlighted the following:

- **Prevalence of persons who are disabled is 8%** i.e. 8 out of every 100 people have some form of disability of varying degree
- **Prevalence of disabilities is 12%**, of which 2% is severe disability (16% of all disabilities) and 10% is mild to moderate disability (84% of all disabilities) – the prevalence of disabilities is more than the prevalence of those who are disabled as the individual may have more than one disability. This data compares quite well with the population census findings of 1998 (2.49%), which are likely to be for severe disability, and the World Disability Report which presents a prevalence of disabilities of 13.4%
- About a fifth of all persons with disability are children, and of these 66% are aged 6-16 years

The above statistics indicate that the proportion of persons with disability is quite large and therefore merit specific interventions to ensure their inclusion in development processes.

Two other disability surveys with smaller samples were conducted. A model disability survey was undertaken by WHO in district Attock in 2015. It revealed a prevalence of disabilities of 15.5%. A second survey conducted among internally displaced persons (IDPs) by UNOCHA in 2016 revealed that 18.6% of IDP households had a person with disability.

Institutional, Legal and Policy Context

Pakistan is a federal parliamentary republic state and is a federation that comprises four provinces. The Prime Minister of Pakistan is the Head of Government of Pakistan and designated as the Chief Executive of the Republic, who leads the executive branch of the government, oversees the economic growth and heads the Council of Common Interests as well as the Cabinet.

The Judiciary includes the Supreme Court, Provincial High Courts, District and Session Courts, Civil and Magistrate Courts exercising civil and criminal jurisdiction. Some Federal and Provincial Courts and tribunals such as Services Tribunals, Income Tax and Excise Court, Banking Court and Boards of Revenue Tribunals are established in all provinces as well. Currently all four provinces namely Balochistan, Khyber Pakhtunkhwa, Punjab and Sindh have High Courts. After the approval of 18th Constitutional Amendment in the Constitution of Islamic Republic of Pakistan in April 2010, a new High Court has been established in the Federal Capital Islamabad with the name of Islamabad High Court.

The Human Rights Commission of Pakistan (HRC) is responsible to review of human rights situation in the country including implementation of laws, policies and measures. It also looks after coordination of activities of Ministries, Divisions and Provincial Governments in respect of human rights and takes initiatives for harmonisation of legislation, regulations and practices with the international human rights covenants and agreements to which Pakistan is a party and monitoring their implementation. Disability rights protection and the monitoring of the implementation status of the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) in Pakistan is also the mandate of HRC.

For people living with disabilities in Pakistan, the challenges are profound. Disability exacerbates poverty for the whole family due to increased expenses, lack of income due to caring responsibilities and reduced opportunities due to social exclusion. Pakistan has an estimated rate of 9.6 years lived with disability (YLD) per 100 persons. This is particularly acute for women and girls with disabilities as they face additional challenges due to discrimination, inequity and inequality.

Pakistan made early attempts at including persons with disabilities in the 1980s with the introduction of education and employment policies, setting up special schools for persons with disabilities, and mandating businesses to employ persons with disabilities through a quota-based system and levies. Although these were important achievements in the inceptive stages, but they proved to be ineffective. Persons with disabilities still have difficulty exercising their civil and political rights, attending quality education and finding gainful employment, among other activities.

Globally, and in Pakistan, policy approaches to disability have largely been focused on rehabilitation, welfare and related charity. This has been changing since the UNCRPD, which became operational in 2008. The CRPD offers a blueprint for a rights-based approach to mainstreaming persons with disabilities. Pakistan ratified the treaty in July 2011, but progress around building an inclusive society has been slow.

Disabled Persons (Employment & Rehabilitation) Ordinance, 1981

The United Nations declared the year 1981 as 'International Year of Disabled Person' (IYDP) and also announced the first disability decade (1983-1992). As a response to this, the Government of Pakistan promulgated the Disabled Persons (Employment & Rehabilitation) Ordinance in 1981. This is the only document that provides the statutory cover to all Persons with Disabilities in Pakistan.

After 31 years of promulgation of the Ordinance, different rights-based groups demanded to change its status to Act. Although the amendments are not satisfactory and do not address all demands of civil society groups, but this has emboldened them augment and intensify their efforts for the protection and promotion of the rights of Persons with Disabilities.

Punjab Disabled Persons (Employment & Rehabilitation) (Amendment) Ordinance 2015

Under this amended Ordinance, the provincial Government of Punjab has fixed a 3% employment quota for persons with disabilities in all jobs in the public and private sector in Punjab province.

Draft "Pakistan Disability Bill"

The existing disability legislation in Pakistan does not have adequate provision to address the needs of persons with disabilities and does not contain an effective mechanism for its implementation due to number of lacunas in it. Furthermore, it is not gender sensitive and there is no any provision in the document exclusively for women with disabilities to perform a leadership role at the state level. Moreover, despite the existence of the available legislation, efforts to rehabilitate and employ persons with disabilities has not been very effective.

There is a pressing need for such a legislation to formulate, assess, manage and address the problems and grievances faced by persons with disabilities. In this regard, disability networks, WHO Pakistan with the cooperation of relevant ministries, provincial departments and non-governmental organisations have proposed a draft legislation "Pakistan Disability Bill" which is currently under consideration by the standing committee of the national parliament at federal level.

The Sindh Differently Able Persons (Employment, Rehabilitation and Welfare) Act, 2014

The Government of Sindh has enacted this law and incorporated an amendment in 2017. However, the development of rules of business and establishment of a Council to oversee the implementation of the Act is still awaited.

Balochistan Persons with Disabilities Act, 2017

As in Sindh province, while the enactment has been done, the implementation remains pending as rules of business are yet to be developed.

National Policy for Persons with Disabilities 2002

The National Policy for Persons with Disabilities 2002 was designed in response to the second disability decade announced by UN ESCAP with the consultation of all concerned stakeholders and federal ministries as well as relevant provincial departments and prominent non-governmental organisations. The policy document contains a vision, guiding principles and strategies to achieve the objectives. The overall vision of the policy is to provide a conducive environment for the realisation of the full potential of persons with disabilities leading to their empowerment irrespective of caste, creed, colour, race, or religion in all spheres of life including social, economic, personal and political.

National Plan of Action 2006 to Implement National Policy for PWDs 2002

To implement the National Policy for Persons with Disabilities 2002, the National Plan of Action, 2006 was introduced with a commitment to improve the 17 identified critical areas on short term basis. There were also long-term measures, which are supposed to be adopted by July 2025. The National Action Plan, 2006 was not implemented.

Pakistan Disability Summit – Charter of Demands

The Pakistan Disability Summit formulated its Charter of Demands based on the four themes of the Global Disability Summit. The Charter of Demands highlighted the following key demands.

Tackling Stigma and Discrimination

Prioritise enactment of the Pakistan and Provincial Disability Acts with active involvement and close consultation of persons with disabilities, develop the Rules of Business, and allocate adequate resources for their effective implementation and monitoring.

Include a proportionate mandatory ‘Disability Impact Assessment’ in government project planning templates for all new projects and revisions to ensure that development plans and humanitarian action are fully inclusive and accessible for persons with disabilities.

Count and make persons with disabilities visible through disaggregation of data and use of the Washington Group Questions in all government surveys, data collection and monitoring systems.

Establish a Disability Rights Commission for effective implementation of UNCRPD, elimination of stigma and protection of persons with disabilities from discrimination, and to advance disability rights legislation especially for the under-represented and women and girls in Pakistan.

Inclusion in Education

Revise education policies, sector strategies and plans to address educational needs of girls and boys with disabilities to ensure adherence to the Article 25A of the Constitution and the laws for provision of free and compulsory education.

Allocate adequate resources to improve the readiness and responsiveness of school education systems to address the needs of girls and boys with disabilities in syllabi and learning materials, teacher education and training, assessment system, educational standards and accessible classrooms.

Establish a formal disability and educational needs assessment process for children with disability at sub-district, district, provincial and federal levels along with a school placement mechanism in development and emergency contexts.

Adapt the Education Management Information Systems (EMISs) for collection of data on school children that is disaggregated by category of disability for both boys and girls.

Economic Empowerment

Actively promote access of persons with disabilities to technical and vocational education and training through universal design of training centres and measures to tackle social, cultural and financial barriers to their uptake of skills schemes, especially for women with disabilities.

Establish a high-level platform under the relevant state authority for human resource planning and employment to develop and implement a strategic roadmap for livelihood development and economic empowerment of persons with disabilities, especially for women and the marginalised.

Create ‘reasonable accommodation’ for job placement of persons with disabilities in the public sector job market ensuring equal opportunities.

Introduce policy measures for financial inclusion of persons with disabilities, including access to credit market and investment opportunities.

Harnessing Technology and Innovation

Prioritise development and implementation of a Pakistan Strategic Action Plan for assistive technologies in line with the Global Cooperation on Assistive Technology (GATE) resolution adopted by the 71st meeting of the World Health Assembly in 2018.

Constitute a conclave under the relevant state authority for information technology and electronic media to promote context-specific technology for persons with disabilities that can be produced locally, are affordable and easily available at scale.

Develop accessible communication portals/media/helplines for government related information and awareness for persons with disabilities.

Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

Situation

The Constitution of Pakistan declares primary education to be a fundamental right. Provincial laws, such as the Punjab Compulsory Primary Education Act 1994 and the Sindh Right of Children to Free and Compulsory Education Act 2013, provide for the education of young children but make no reference to the educational needs of children with disabilities. Pakistan has signed and ratified CEDAW and there is also policy and legislation to address the sex differences at different education levels.

After observance of the IYDP (1981), an independent Ministry titled “Ministry of Social Welfare and Special Education” was established. Under this ministry, Directorate General of Special Education (DGSE) was developed which established about 127 centres/projects for education and skill development for all types of children with disabilities (CWDs) in main cities of the country. Based on information obtained from Special Education Institutions (public and private) at present, about 60,000 CWDs have been enrolled in about 600 Special Education centres established throughout the country.

There has been significant progress in the field of education for children with disabilities in the country during the last two decades. The National Education policy 2009, makes special reference to child friendly and inclusive education. The National Policy for persons with disability 2002 and the National Plan of Action 2006 provided a framework to create opportunities for persons with disability. As a result, a new department “Department of Special Education” was established and schools were opened in each tehsil (sub-district) of Punjab province.

Recently, the Punjab Inclusive Education Project has been launched in 4 districts of South Punjab, which is a practical initiative towards accessible education.

The provincial governments have tried to address the issue of education for CWDs through development of new infrastructure and increasing enrolments. As a result, the enrolment of students with disabilities increased by 33% during the last two years. Hostel facilities by the government institutions are being provided but at very few places and scale. Transport facilities are being provided to about 65% of students with disabilities in special education centres established in urban areas.

The Directorate General of Special Education in collaboration with Federal Directorate of Education, Sightsavers and IDP Norway introduced inclusive education in 20 mainstream schools of the federal capital area during 2007, which was the first ever model of inclusive education developed as a replicable approach.

DGSE, National Institute of Special Education and Centres/Directorates of Special Education at provincial level have taken some measures to ensure that education professionals receive adequate training on disability.

The Special Education department, government of the Punjab has launched a huge project on inclusive education in 10 districts of Punjab province with the financial assistance of DFID.

The Higher education sector is also formulating policies in this regard and national and international development partners are also getting more involved in extending their services for the education of persons with disabilities.

It is estimated that not more than 5% of CWDs of school going age are attending schools. There is no consistent definition of ‘disability’ that is used by schools across Pakistan, which makes it difficult to get accurate information on numbers of students with disability, educational outcomes and improvements over time.

The Annual Status of Education Report (ASER) 2016 conducted a disability survey among parents or primary caregivers of children aged 3-16 years. The questions asked drew on the Short Set of Questions developed by the Washington Group on Disability Statistics. The findings of the survey in two provinces (Punjab and Khyber Pakhtunkhwa) are presented in **Table 1**.

Table 1 - Prevalence of disability in school children by type and province

	Punjab		Khyber Pakhtunkhwa	
	Total	%	Total	%
Seeing no difficulty	57,088	98.62	39,234	99.16
Seeing difficulty	800	1.38	331	0.84
Hearing no difficulty	57,729	99.77	39,457	99.74
Hearing difficulty	133	0.23	101	0.26
Walking no difficulty	57,817	99.75	39,464	99.62
Walking difficulty	144	0.25	150	0.38
Self-care no difficulty	57,783	99.70	39,406	99.47
Self-care difficulty	171	0.30	208	0.53
Speech no difficulty	57,479	99.22	39,167	99.80
Speech difficulty	453	0.78	437	1.10
Memorise no difficulty	57,754	99.74	39,376	99.47
Memorise difficulty	152	0.26	210	0.53
Total	58,482		39,786	

(Source: ASER 2016 National Report. Notes: Totals by different types of disability/difficulty do not add to the overall total population of children included in ASER due to missing responses in some of these items)

The ASER 2016 report found that of all the children with difficulties in Punjab, 2.1% reported mild difficulties and 1.1% reported moderate to severe difficulties. For all children with

difficulties in Khyber Pakhtunkhwa, 2.9% reported mild difficulties and 0.7% reported moderate to severe difficulties.

Bottlenecks

All four provinces and the federal Islamabad Capital Territory laws are in place, but the Constitution Article 25-A is not being implemented fully. Furthermore, the Free and Compulsory Education Acts in the provinces do not make reference to inclusion in education and the needs of children with disabilities.

Schools receive inadequate funding and resources to meet the needs of students with disability. This undermines the ability of schools to implement measures that would underpin inclusion, including modifying curricula to meet the particular needs of different students; increasing the staff to student ratio; and providing adaptive equipment and technology, accessible transport, universally designed environments and accessible social and extra-curricular activities.

Education professionals are not trained in the use of appropriate augmentative and alternative modes, means and formats of communication, pedagogical techniques and materials to support students with disability.

School teaching materials and delivery are often not accessible to students. For example, students with vision impairment rarely have access to Braille or other accessible formats suitable for those with low vision. Students with hearing impairment have limited access to sign language interpreters and hearing aids, and there is little attention given to individualised ways of working with children with autism spectrum disorders. Children with physical disability often do not have access to accessible washrooms.

There are three types of education in Pakistan for children with disabilities - inclusive, special, home based in urban areas, but in rural and remote areas there are significant difficulties in participating in mainstream education due to the lack of accessible transport, school facilities, skilled teachers and resources.

The fees for some of the private special education centres/schools is quite high whereas it is almost free in public schools, making private education only accessible to wealthier families. With limited primary and secondary school education, few students with disability go on to university.

University and higher education courses are limited in accessibility in terms of physical access, the accessibility of the curriculum and teaching materials and the mode of course delivery. This is particularly the case in rural and remote areas.

There are vocational institutes run by the government and non-governmental organisations (NGOs), but these are insufficient and vary greatly in quality of education and appropriateness and accessibility for students with disability.

Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Situation

Pakistan made early attempts at including persons with disabilities in the 1980s with the introduction of education and employment policies, setting up special schools for persons with disabilities, for example, and mandating businesses to employ persons with disabilities through a quota-based system and levies. But although these were celebrated achievements in the early years, they proved to be ineffective in including persons with disabilities.

There is only one law especially targeted at persons with disabilities, the Disabled Persons (Employment and Rehabilitation) Ordinance 1981. It specifies that employers with 100 workers or more must ensure that at least 2% of their total workforce consists of persons with disabilities or pay a levy. Unfortunately, the monitoring and implementation of this law has been weak. Several investigations found that many large, private companies and public agencies are not meeting this requirement.

The employment rate for persons with intellectual disability is substantially less than both persons with other disability and persons without disability. This decline flows from the failure of government to provide ongoing and appropriate levels of employment support.

Persons with Disabilities can appear in Civil Services exam and after qualifying this exam, some of the Persons with Disabilities are working at executive posts in various ministries.

Since there is a strong relationship between disability and poverty and majority of population face poverty, the standard of living of Persons with Disabilities is low. The Government has introduced some social protection schemes, such as Benazir Income Support Programme (BISP) for financial help through which the Persons with Disabilities get benefit. The private sector is also playing some limited role to uplift the standards of living of Persons with Disabilities.

To ensure the access of Persons with Disabilities to basic services and social protection, the National Council for Rehabilitation of Disabled Persons and national development partners have taken some actions.

The Livelihood and Community Development Programme (LCDP) in partnership with Sightsavers conducts annual job fairs for Persons with Disabilities in Islamabad where more than 25-30 employers participate actively, for hiring suitable candidates with disability after interviews and initial assessments.

There are some impacts of targeted employment programmes (such as Standard Chartered Bank, Telenor Pakistan, Mobilink, KFC, Shell Petroleum etc) and policies are in place to achieve full and productive employment among persons with disabilities.

Bottlenecks

The Government of Pakistan has fixed a 2% quota (3% in Punjab) in public and private sector, but the implementation is very weak. Little work has been done to address structural and systemic barriers in the workplace that limit employability of many persons with disabilities. Consequently, the employment rate of persons with disabilities in government/public services is very low. Poorly paid positions in sheltered/segregated work settings supported and subsidised by the government continue to be the only avenue of employment for a significant number of people with disability.

There are even poorer employment opportunities for people with disability from marginalised/rural communities often due to a lack of culturally relevant options. More creative and broader approaches to work need to be developed that make most of their capacity for making a positive contribution.

Woman with disabilities face more discrimination and challenges for gaining dignified employment. With limited education, there are even fewer options for gainful employment. As a result, these women remain in the family as caretakers of the household, and depending on the nature of their impairment, housework can be difficult too.

Persons with disabilities are not counted in official statistics of the labour force. The Pakistan National Labour Force Survey published by the Pakistan Bureau of Statistics does not reflect the status of persons with disabilities.

Goal 10. Reduce inequality within and among countries

Situation

The Constitution of Islamic Republic of Pakistan guarantees an accession to international instruments on human rights as the reiteration of the Islamic principles of justice and equality, non-discrimination and gender equity at all levels.

The role of federal government is important in meeting needs of the Persons with Disabilities at all levels. At federal level, the NCRDP, Pakistan Bait-ul-Mal (PBM) and Benazir Income Support programme (BISP) are extending financial assistance to deserving Persons with Disabilities.

Despite a number of progressive policies that declare equal rights for all, Persons with Disabilities are still facing discrimination for their basic rights. Even the ordinance titled 'Disabled Persons (Employment & Rehabilitation) Ordinance, 1981' promulgated in 1981 to provide them employment, has been facing challenges for its true implementation.

The Government of Punjab issued special directives to the Punjab Social Protection Authority in July 2015 to undertake a Khidmat Card Programme. The programme aims to address income and capacity gaps of various vulnerable groups, starting with Persons with Disabilities in Punjab. In its first phase, the programme has already been started to support those with the lowest income among Persons with Disabilities in Punjab through monthly cash assistance of Pakistani Rupees 1,200/- (about 12 US\$) per month per person to be paid quarterly. The provincial governments of Khyber Pakhtunkhwa, Sindh and Balochistan are providing technical assistance to Persons with Disabilities through the Provincial Councils for Rehabilitation of Disabled Persons (PCRDPs).

The constitution of Pakistan and National Policy for Persons with Disabilities have guaranteed the right of political participation of Persons with Disabilities. The Election Commission of Pakistan in collaboration with national and international development organisations made efforts to introduce facilities so that Persons with Disabilities could take part in election 2018. Information on how to vote and the locations of accessible polling venues were not made available to people with disability in accessible formats or in a timely manner.

Efforts are being made to allocate seats for the Persons with Disabilities in the Senate, National/Provincial Assemblies and other similar forums at district and grass root level.

The Constitution of Pakistan ensures the equal right of Persons with Disabilities to participate in non-governmental organisations and associations concerned with the public and political life of the country, and in the activities and administration of political parties. The Constitution

of Pakistan has also provided right to all for the establishment and maintenance of organisations to represent their rights and interests at local, regional and national level.

The government of Pakistan has taken key steps to try and address inequality in people with disabilities. Some of these actions include the following:

- There is free education available at district levels for Persons with Disabilities (in Punjab Province up to sub-district level)
- Special Computerised National Identity Card (SCNIC) from the National Database and Registration Authority (NADRA) is available for persons with disabilities
- For government jobs in particular sectors there is an age relaxation of 10 years in recruitment
- Persons with Disabilities can appear in the public service competitive examination (Central Superior Services)
- There is a 50% discount for travel through Pakistan Railway
- There is a 50% discount only for visually impaired persons for travel through Airlines
- Driving License is available for persons with physical and hearing impairment
- Persons with disabilities can obtain a Disability Registration Certificate from the respective provincial Social Welfare Department
- There is provision of financial assistance from Disabled Persons Rehabilitation (DPR) Fund by NCRDP
- There is a facilitation of a one-time grant for establishment of small business from Pakistan Bait-ul-Mal
- A one-time hardship grant is available for persons with disabilities from the Prime Minister Grievances Cell subject to submission of a disability certificate and verification of the application from the concerned Social Welfare Department.

Historically, women with disabilities (WWDs) have faced the brunt of discrimination in society. There is a gradual change taking place within the development scenario where projects and programmes by national and international development organisations and disabled peoples organisations are including the input and addressing the needs of WWDs. Recently one of the provincial coordinators of National Forum of Women with disabilities in Punjab has organised a series of training programmes for WWDs in the underprivileged districts of South Punjab in collaboration with WHO, Punjab Trust for Disabled and local organisations. This forum of women with disabilities has conducted series of leadership training workshops with the support of Sightsavers for selected WWDs from Sindh, Punjab and Khyber Pakhtunkhwa provinces.

Bottlenecks

The existing disability legislation in Pakistan is not gender sensitised. The government sector, local and international organisations generally lack policies for recruiting women and girls with disabilities. There is lack of trained and qualified teachers, social workers, audiologists, speech therapists, physiotherapists and occupational therapists for WWDs. WWDs presently have very little access to existing programmes/services, both in the public and private sectors. Furthermore, WWDs have little legislative support for equal employment opportunities.

There is a huge discrepancy in the data regarding disability statistics collected through institutional information pathways in Pakistan. The government collected some data of Persons with Disabilities during the national census of 1998 according to which, Persons with Disabilities were 2.49 % of total population. During the national population census conducted recently in March 2017, once again the government failed to count persons with disabilities.

Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Situation

The Persons with Disabilities avail the right of 'access to justice' like other persons. However, there are no specific measures taken for the Persons with Disabilities in this respect. For training of concerned officials of Police, Prison and Judiciary, some steps have been taken by non-government sector and up to some extent by the Ministry of Human Rights, and provincial departments of Human Rights and Social Welfare.

Persons with Disabilities avail facilities which have been provided to other persons through legislation. For low income Persons with Disabilities, some lawyer associations and consulting firms have been established that provide free legal help.

The state has taken certain measures in the areas of legislation and administration to prevent the general public including Persons with Disabilities from all forms of exploitation, violence and abuse. To protect the Persons with Disabilities from exploitation and violence, the government has established certain departments like social welfare, human rights, police and law enforcement agencies. To control occurrence of exploitation, violence and abuse, the concerned departments take some action but there is no monitoring system to observe effective implementation of these actions.

The World Health Assembly adopted a resolution on Global Cooperation on Assistive Technology (GATE) at its 71st meeting in 2018. Pakistan now needs to develop and implement a Pakistan Strategic Action Plan for assistive technologies in accordance with the GATE list.

Bottlenecks

There is no facility of providing necessary documents to persons with blindness in Braille and very limited facility for arranging sign language interpreters for persons with hearing impairment.

Most of the courts are not accessible for Persons with Disabilities.

The training process currently in place for personnel in the justice, police and prison system with regards to the rights of Persons with Disabilities is very weak.

No specific social protection measures are taken to specifically support Persons with Disabilities including their families and caregivers for prevention from exploitation.

No specific measures are taken to make available reasonable accommodations (adjustment) for persons with disabilities including procedural accommodations that are made in the legal process.

Lack of accessible information and attitudinal barriers are significant issues for people who use alternative forms of communication contributing to poor access to services and opportunities.

Goal 17. Strengthen the means of implementation and revitalize the global partnership for sustainable development

Situation

The Millennium Development Goals did not make any mention of people with disabilities. By contrast, a report by the High-Level Panel on the Post-2015 Development Agenda refers to disability in several sections. Tackling disability is part of the call to end extreme poverty and leave no one behind: ‘we should ensure that no person—regardless of ethnicity, gender, geography, disability, race or other status—is denied universal human rights and basic economic opportunities.

Pakistan has made some improvement for supporting inclusive and integrated international development programmes through support of UN agencies, bilateral donors and some international development agencies. However, there needs to be more emphasis on encouraging people with disability and their organisations to play a leadership role in this process and to enable them to establish links and connections with disabled person’s organisations.

Bottlenecks

No specific measures have been taken to guarantee that international cooperation is inclusive and accessible by Persons with Disabilities, in alignment with UNCRPD. However, some isolated disability inclusive development efforts have documented the experiences of people with disabilities in few settings by some international agencies, such as Sightsavers, CBM, Handicap International and some UN agencies.

Presently, there is no specific provision for or reference to persons with disabilities in government funded development schemes. Annual and mid-term budgetary frameworks and sector strategies and development plans (own-funded or co-financed by bilateral or multilateral aid) do not incorporate needs of persons with disabilities nor do they integrate inclusive practices.

Way Forward

For Goal 4

1. **Hold** a high level inter-provincial ministerial meeting of education and special education ministers, respective education and special education secretaries and key stakeholders of inclusive education to learn from government-led pilot initiatives on inclusive education and develop a road map for the effective and phased implementation of inclusive education strategies in all provinces.
2. **Revise** education policies, sector strategies and plans to incorporate a cross-cutting disability inclusion component to ensure adherence to Article 25-A of the Constitution and the federal and provincial Free and Compulsory Education Acts.
3. **Develop** Rules of Business for the Free and Compulsory Education Acts in consultation with persons with disabilities and organisations working for them.
4. **Increase** the federal and provincial sectoral budget allocations to at least 7% of the annual school education budgets so as to cater for the inclusive educational needs of children with disabilities.
5. **Improve** the readiness and responsiveness of the school education system for inclusion in education through i) revision of syllabi to ensure they are disability inclusive; ii) orientation of head teachers and education managers, and development of school teacher capacities in disability inclusion as part of pre-service and in-service training programmes; iii) amendments in the assessment system to accommodate the needs of children with disability; iv) improvements in infrastructure so that they meet national accessibility guidelines; v) provision of learning resources and learning support to children with disability in inclusive schooling environments.
6. **Conduct** disability audits of schools and institute a phased programme to improve physical infrastructure related accessibility for school children who are disabled.
7. **Establish** a formal disability and educational needs assessment process for children with disability at sub-district, district, provincial and federal levels that interfaces with a school placement mechanism to ensure inclusion in education.
8. **Incorporate** mandatory reporting of school children with disability disaggregated by category of disability and sex by amending the existing Education Management Information Systems (EMIS), data collection pathways and reporting processes to make them disability inclusive.

For Goal 8

1. **Assess** the current status of technical training programmes for Persons with Disabilities in state institutions as to their appropriateness to emerging market needs.

2. **Upgrade** the technical capacities at these institutions and introduce such training programmes that meet market demands and improve the employability of Persons with Disabilities.
3. **Develop** an inclusive and accessible environment at technical and vocational training centres to promote enrolment of Persons with Disabilities in training programmes and ensure that the enrolment quota for candidates with disabilities is adhered to.
4. **Establish** a high-level platform under the relevant state authority for human resource planning and employment that brings together the public sector, disabled persons organisations, autonomous entities, corporate sector, development partners and civil society to develop a strategic roadmap for the economic empowerment of Persons with Disabilities.
5. **Create** 'reasonable accommodation' for job placement of Persons with Disabilities in the public sector job market ensuring equal opportunities for women with disability.
6. **Introduce** policy measures to ensure access of Persons with Disabilities to the credit market.
7. **Incorporate** as a mandatory requirement the employment status of Persons with Disabilities by category of disability and sex in labour force statistics.
8. **Enhance** the employability of persons with disabilities by adopting measures that ensure systematic follow up on 2% job quota and penalty to those establishments that fail to comply with this regulation, creation of accessible job recruitment platforms, and sharing of best practice examples of employers with higher rate of employment of persons with disabilities (e.g. yearly employer awards)

For Goal 10

1. **Prioritise** enactment and promulgation of the Pakistan and Provincial Disability Acts.
2. **Develop** Rules of Business for the Disability Acts.
3. **Reinforce** adherence to the Disability Acts by revising relevant sector policies, strategies and plans to ensure that disability inclusion is incorporated in these as a cross-cutting theme in line with UNCRPD, global policy frameworks and country commitments.
4. **Create** a better understanding amongst parliamentarians, government decision makers and duty bearers (at federal, provincial, district and union council level), judiciary, disabled persons organisations, development partners, organisations involved in humanitarian response, civil society and media about the implications of the Disability Acts through a formal Disability Inclusion Awareness Plan.
5. **Establish** a Disability Rights Commission under the Ministry of Human Rights to oversee the implementation of UNCRPD in Pakistan.

For Goal 16

1. **Conduct**, in consultation with Persons with Disabilities and their representatives, advocacy and legal organisations, a comprehensive audit of laws, policies and administrative arrangements that address legal capacity in order to modify, repeal or nullify any law or policy, and counteract any practice or custom, which has the purpose or effect of denying or diminishing recognition of any person as a person before the law, or of denying or diminishing any person's ability to exercise legal capacity.
2. **Undertake**, in collaboration with the National Commission on Human Rights, a comprehensive assessment into the incidence, forms and circumstances of exploitation, violence and abuse of people with a disability in the community and within a full range of service settings, including addressing the gender and age-related dimensions of exploitation, violence and abuse and the particular situation of women and children with disability.
3. **Formulate** specific legislation and develop policies and action plans by the Federal as well and Provincial Governments about freedom from discrimination, exploitation, violence and abuse.
4. **Ensure** provision of necessary legal documents in Braille for persons with vision impairment and sign language interpreters for persons with hearing impairment.
5. **Integrate** standard and compulsory training modules on working with people with disability into training programmes for police, prison officers, lawyers, judicial officers and court staff.
6. **Develop** comprehensive, gender and culture specific social support programmes and systems to identify and prevent the circumstances that contribute to children and young people with disability coming into contact or entering the juvenile justice system.
7. **Waive** duties and tariffs on the GATE standard list of assistive devices and their spare parts.
8. **Include** coverage of the GATE standard list of assistive devices under the national health insurance and social protection schemes.
9. **Formulate** a mechanism to incentivise local production of and make available such assistive technologies to Persons with Disabilities at scale and at affordable cost.
10. **Develop** accessible communication portals/media/helplines for government related information and awareness for persons with disabilities.

For Goal 17

1. **Constitute** a Disability Task Force under the auspices of the Ministry of Planning, Development and Reforms comprising of key stakeholders of government and non-government actors in the disability sector to inform and guide achievement of inclusive SDGs.
2. **Incorporate** a mandatory 'Disability Component' section, supported by disability guidelines, in the new SDG compliant government project development templates (PC-1, PC-2, PC-3, PC-4, PC-5), being designed for planning, development and monitoring and evaluation, to ensure that disability inclusion is incorporated in all new project designs and revision of ongoing projects as relevant. **Orient** federal and provincial planning staff in the use of those guidelines.
3. **Track** expenditure/investment in disability inclusion through dedicated financial codes by ensuring that budget lines of all approved new projects include a disability component as appropriate.
4. **Incorporate** an SDG-related disability section in the monitoring and evaluation framework being developed by the Ministry of Planning, Development and Reforms for the SDGs.
5. **Issue** a Directive/Advisory from the federal Ministry of Planning, Development and Reforms and the provincial Planning and Development Departments to all ministries and sectoral departments to ensure that all new development projects (own-funded or through bilateral or multilateral aid) and humanitarian response activities are disability inclusive and give due consideration to the needs of women and children with disability.
6. **Include** a mandatory disability component in government information pathways and data collection systems planned and administered by the Pakistan and provincial Bureaus of Statistics, National Institute of Population Studies and Election Commission of Pakistan with special reference to i) Pakistan Social and Living Standards Measurement Survey; ii) Pakistan Household Integrated Economic Survey; iii) Pakistan Labour Force Survey; iv) Pakistan Employment Trends; v) Multiple Indicator Cluster Surveys; vi) Pakistan Demographic and Health Surveys; vii) Census Surveys; and viii) other thematic surveys. Such surveys should incorporate/adapt the Washington Group Short Set of questions for disability as appropriate.
7. **Develop** comprehensive strategies and mechanisms to ensure that Persons with Disabilities can fully and equitably participate in government-led consultations, decision-making processes and policy development that affect their lives.

Annex 1 – Situation of disability

Pakistan Poverty Alleviation Fund (PPAF) conducted a carpet survey in 23 Union Councils in 7 districts to develop their socio-economic profiles. The survey included a screening process using the Washing set of questions followed by a comprehensive functional disability assessment of persons identified as having disability in the screening process. The geographical areas covered include the following:

District	Union Councils
Mansehra	Kawai, Ganool, Hill Kot, Satbani
Swabi	Karnal Sher, Asota, Kalu Khan
Swat	Tutano Bandai, Kanju, Koza Bandai
Multan	Durana Langana, Binda Sandila, Saleh Mahay, Lutafabad, Panj Koha
Karachi	Ibrahim Haidri, Landhi, Rehri
Khairpur	Bapho, Kumb, Jishani
Rawalakot	Pachiot, Pakhar

The sample was a carpet survey (all persons) of 80,000 households with a total population of 430,000 people.

The PPAF teams utilised the services of technical experts for the purpose of conducting screening and assessments before prescribing any rehabilitation measures. The initial identification of persons with disability at household level was done by the field teams. The intention of the assessments was to categorise persons with disability into two main groups—severe disability and mild to moderate disability.

Standard clinical examination protocols were developed by PPAF and their field and specialist teams for persons with disability.

Vision

An optometrist (BSc) used a standard Snellen visual acuity chart to check presenting visual acuity. WHO criteria of presenting vision less than 6/18 in the better eye was used to classify individuals as visually impaired. If their vision was less than 3/60 in the better eye, they were classified as blind. Persons screened for visual impairment were broadly classified into two functional categories - unable to see (severe disability) and difficulty in seeing (mild to moderate disability). Appropriate intervention was prescribed e.g. spectacles or further ophthalmic care at a hospital. Those found to have low vision were prescribed low vision devices.

Hearing and Speech

A qualified hearing and speech therapist (MSc) examined persons who were identified as having a hearing or speech disorder. The specialist used an audiometer to test for hearing and speech assessment techniques to determine level of speech impairment and limitations in being able to communicate. The persons examined were classified into two functional categories - unable to hear or speak (severe disability) and difficulty in hearing or speaking

(mild to moderate disability). Those found with hearing impairment were prescribed hearing aids, while speech therapy was recommended for those with speech impairment.

Physical

A specialist trained in orthotics and prosthetics (BSc) conducted a physical assessment of persons identified with a physical impairment. The specialist assessed the individual for presence of deformity, loss of limb, partial use or disuse of limb, extent of mobility and limitations imposed by disability, and need for prosthetic or orthotic devices. Persons screened for physical impairment were broadly classified into two functional categories - unable to walk, climb or work (severe disability) and difficulty in walking, climbing or working (mild to moderate disability). Those with physical disability who could benefit from rehabilitation were prescribed appropriate orthotic or prosthetic devices.

Learning and Self-Care

A specialist in clinical psychology and behavioural sciences (MSc) examined individuals identified as having learning difficulties or those who faced challenges in self-care. The specialist used a combination of observation techniques, cognitive tests and interviews with parents, guardians or other household members to obtain an overall assessment of the 'learning disability'. Persons screened for learning impairment were broadly classified into two functional categories - unable to learn new tasks (severe disability) and difficulty in learning new tasks (mild to moderate disability). Those identified as slow learners were prescribed counselling for their parents or guardians and rehabilitation measures suggested.

Functional Definitions

Initial screening of the population helped identify those individuals who had any degree of disability. These were then assessed separately by technical specialists for their functional assessment.

The functional assessment was performed using the following criteria:

- Unable to do task – e.g. unable to walk was considered severe disability
- A lot of difficulty to do task (but still able to execute it) – e.g. difficulty in climbing but can still walk was considered mild to moderate disability

Further medical examination was done to confirm diagnosis and degree of disability.

Findings

About 8% of people in the population surveyed were found to be disabled i.e. having any degree of disability (**Fig 1**).

One in every five persons with disability is a child. At least a third of persons with disability are in the economic productivity age group between 20—49 years. In comparison to the proportion of persons with disability who are in the first decade of life, one and half times more are found in the second decade, three times more in the third and fourth decades, and about four times as many in the fifth decade and above (**Fig 2**).

Figure 1 - Prevalence of disability by sample districts

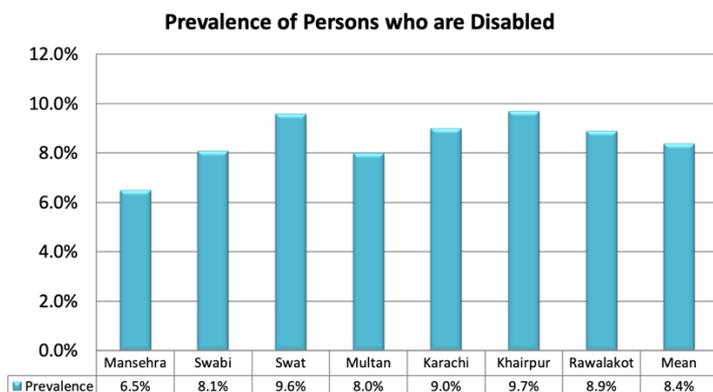
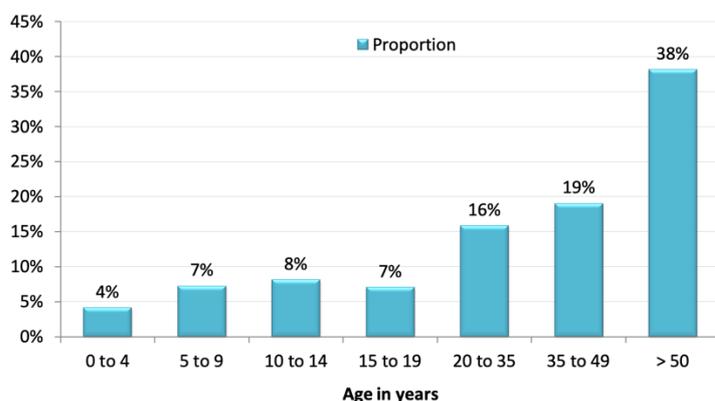


Figure 2 - Age distribution of persons with disability



The commonest severe disability found was visual impairment in 0.9%, followed by physical disability in 0.5% and hearing impairment in 0.3% (Fig 3). The data on severe disability in visual impairment correlates well with the national population-based blindness survey that found a prevalence of 0.9%¹.

Severe disabilities were found to have a prevalence of 2% while mild to moderate disabilities accounted for 10% (Fig 3). All disabilities (severe plus mild to moderate) had a cumulative prevalence of 12%. This figure is more than the prevalence of persons who are disabled (8%) as many had more than one disability.

The frequency of disabilities indicates vision impairment 54.3%, physical disability 44.3%, hearing impairment 23.1%, intellectual impairment 10.3% and slow learner 8.7% (Fig 4). Physical disability lower limb accounted for 31.4% and physical disability upper limb for 12.9%.

¹ Jadoon MZ et al. Prevalence of blindness and visual impairment in Pakistan: the Pakistan National Blindness and Visual Impairment Survey. (Investigative Ophthalmology and Visual Science, 2006, 47(II):4749-4755

Figure 3 - Type and frequency of disability

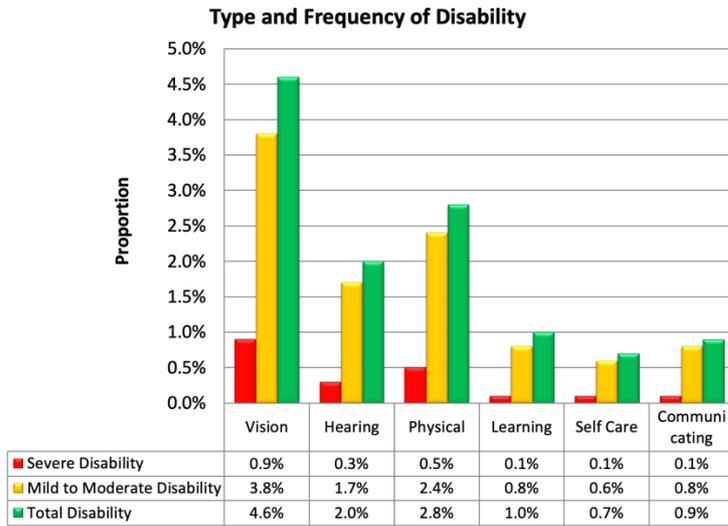
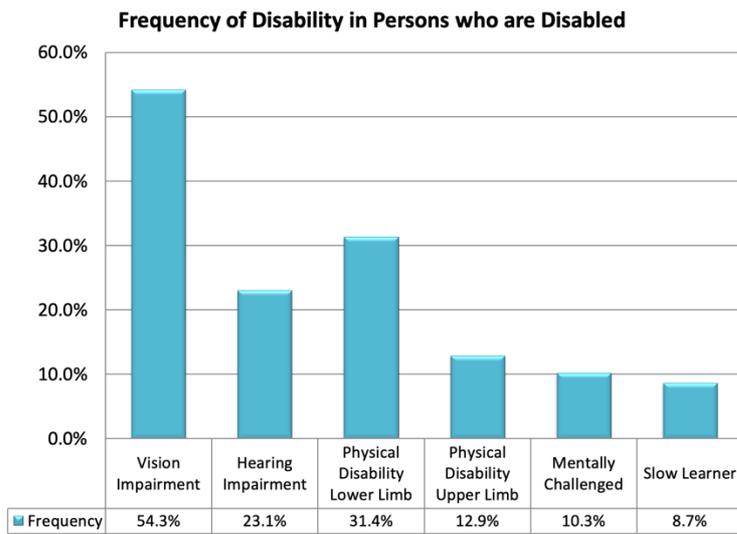


Figure 4 - Frequency of disability in persons who are disabled



Annex 2 – List of Key Informants and Participants

#	Name	Designation	Affiliation
1	Muhammad Bilal	Chairperson	Write to live
2	Dr. Maryum Malik	Disability Advisor	WHO
3	Irshad Kazmi	Chairman	Vision OF GB
4	Kashif Umer	CEO	Visible Solutions
5	Hammad Ahmed	Communications Specialist	UNDP
6	Sehrish Jawaid		True Sight
7	Shehzad Javed	CEO	True Sight
8	Ali Shabbar	Executive Director	TRIAC
9	Maria Qureshi	Project Coordinator	STEP
10	Waqar Puri	Programs Coordinator	STEP
11	M Imran Khattak	Media and Communications Officer	STEP
12	Atif Sheikh	Executive Director	STEP
13	Hassan Zaheer	Intellectual Disability	STEP
14	Qaim Ali	Finance Manager	STEP
15	Syed Tahir Raza	DGSE Punjab	SPI Education
16	Mohammad Ahsan		Social Welfare
17	M Mushtaq Butt	President	Sir Syed Deaf Association
18	Munazza Gillani	Country Director	Sightsavers
19	Muhammad Bilal	Senior Program Manager	Sightsavers
20	Itfaq Khaliq	Program Officer	Sightsavers
21	Amir Hayat	Sr. Manager Finance	Sightsavers
22	Saima Fayaz	Admin Associate	Sightsavers
23	Khalid Naeem	CEO	SEDA
24	Ijaz Saleem	Project Officer	SEDA
25	Saima Aslam	Coordinator	SAYYA/NFWWD
26	Atif Saleem	Member	PYFDH
27	Fahad Umer	Sign language Interpreter	PTV
28	Fehmina Puri	Manger Programs	PPAF
29	Nasir Dar	President	PDSF
30	Tauseef Ahmed	Coordinator	PDSF
31	Rizwan Bashir	Director	Pakistan Bureau of Statistics
33	Farhat Abbas	Chief Editor	Pak- Special
32	Jawaid Manzoor		PAB
34	Qari Saad Noor	General Secretary	PAB
35	Atta Ullah	Assistant	PAB
36	Ghulam Dastagir	President	PAB
37	CH. Shahid Rowf	Sr-/DDO	NTCSP
38	M Ashraf Tariq		NOME
39	Dr. Yousaf D.D	Director	NIRM
40	Shehzad Ahmed	Director	NIRM

41	Afshan Afridi	Provincial Coordinator	NFWWD
42	Ayesha	Provincial Coordinator	NFWWD
43	Shamsa Kanwal	Provincial Coordinator	NFWWD
44	Komal Khan	Provincial Coordinator	NFWWD
45	Zahida Hameed	Provincial Coordinator	NFWWD
46	Amara Ashraf	Provincial Coordinator	NFWWD
47	Zargoona wadood	Provincial Coordinator	NFWWD
48	Shumaila Naz	Provincial Coordinator	NFWWD
49	Fozia Luni	Provincial Coordinator	NFWWD
50	Nasreen Aziz	Provincial Coordinator	NFWWD
51	Anum Najum	Provincial Coordinator	NFWWD
52	Naveed Anjum	Coordinator	NFWWD
53	Abia Akram	CEO	NFWWD
54	Kanwal Shauzab	MNA/PS	National Assembly of Pakistan
55	Shahid Naeem	Chief Secretary	Ministry of P&D
56	Nisar Ahmed	Deputy Chief	M/o PDER
57	Abdul Shakoor	GM Operations	LRBT
58	Dr. Muhammad Nadeem	Consultant	LRBT
59	Hassan Balti	Chairperson	Karakoram Disability Forum
60	Baela Raza Jamil	CEO	ITA
61	Wajiha Saqib	RA	ITA
62	Nigar-e-Noor	Ra	ITA
63	Muhammad Afzan	Senior Program Analyst	ITA
64	Tauseef Ahmed	President	IDA/PDSF
65	Dr. Gisela Berger	Technical Coordinator	Humanity and Inclusion
66	Ihsan Qadir	Programs Officer	Helpage INT
67	Shahida Sultan	Head Of Education	Hashoo Foundation
68	Maria Zia	Disability Advisor	Hashoo Foundation
69	Raja Rasheed Ali	Secretary	Government of GB
70	Rabia Ajaib	Prog Manager	Fred Hollows Foundation
71	Nadeem Hayat	President	EPWD
72	Nighat Siddique	Additional Director Gender and Disability	ECP
73	Mrs Ishrat	Director General	DGSE
74	Muazam Kayani	Director	DGSE
75	Jawwad Afzal	D. Director	DGSE
76	Dr. Zardari	Director	DGSE
77	Muzamil Islam	Country Coordinator	DET Forum Japan
78	Muhammad Ashraf	Deputy Director	Dept of Social Welfare Govt AJK
79	Wamiq Hassan	Director	Deaf Tawk
80	Mamoona Bashir	Sign language	Deaf Tawk
81	Hassan Ahmed	Brand Ambassador	Deaf Tawk

82	Ali Akbar Noonari	Manager	Deaf Reach School/ FESF
83	Kamran Lashari	Teacher	Comsats University
84	Lubna Hasmat	CEO	CHIP
85	Sohail Khan	CEO	CHEF International
86	Arshad Abbasi		Charg e Manzil
87	Imran Nazir	CEDDP	CEDDP
88	Farah Naz	Country Director	CBM
89	Angela Niedeberger	Programme Coordinator	CBM
90	Amama Bushra	HR Manager	CBM
91	Asim Zafar	Provincial Coordinator	CBID-N
92	Zia ur Rehman	CEO	AWAZ CDS
93	Huma Aziz	President	AWAZ CDS
94	Ahsan Tariq		
95	Dr. Haroon Awan	Consultant	
96	Muhammad Bashir Khan	Consultant	
98	Ali Muhammad	Assistant	