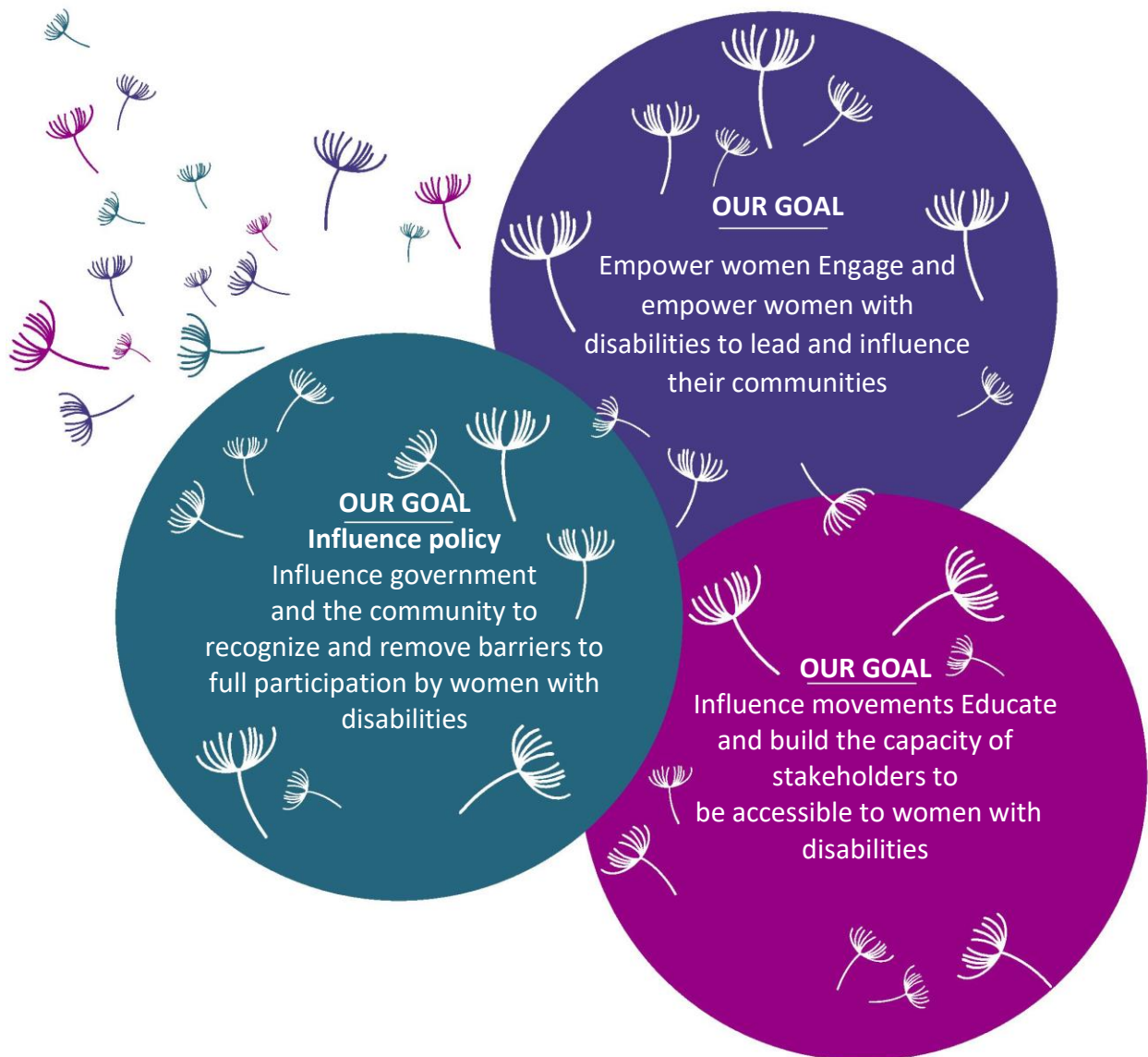
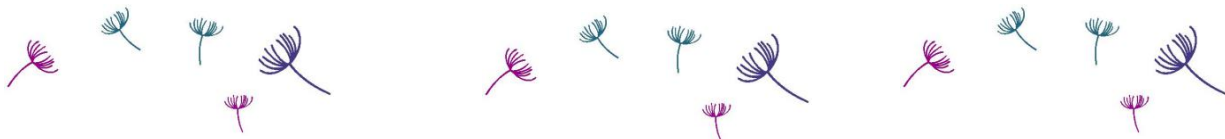

STRATEGIC PLAN 2017–2020

A world where all women with disabilities
are **living life with dignity**





OUR MISSION

To advance real social and economic inclusion for women with disabilities, we will:

- Be a voice for women with disabilities
- Create opportunities for women with disabilities to be visible and to be heard in their communities
- Build partnerships with disability and gender movement to deliver the best results for women with disabilities
- Engage the community to challenge attitudes and myths about women with disabilities.

OUR VALUES

Our values uphold human rights and social justice.

- Equal opportunity
- Accessibility
- Respect
- Collaboration
- Effectiveness
- Creativity
- Diversity
- Accountability

OUR PRIORITIES

Our commitment is to create opportunities for women with disabilities to realize their leadership and advocacy potential is central to our work within each priority area.

VIOLENCE

We will prevent and respond to violence and abuse against women with disabilities.

DECENT WORK

We will work to make the opportunities relevant and responsive to women with disabilities and empower women to engage with the new system.

ACCESSIBILITY

We will work to make the opportunities relevant and responsive to women with disabilities and empower women to engage with the new system.

Political Participation

We will create aware and accountable political participation and representation for Women with Disabilities.





In focusing on our priority areas, we will respond to the social inclusion for women with disabilities, promoting access to housing and employment for women with disabilities through our representation and policy work.

Guided by our members, we will wherever possible respond to new and emerging issues to stay relevant and reflect the concerns of women with disabilities.

OUR APPROACH

Our approach reflects our values.

- Work with our members' experiences as women with disabilities
- Provide specialist policy advice and representation to government
- Create opportunities for women with disabilities to realize their leadership and advocacy potential
- Adopt a collaborative approach to government and community organizations
- Build the evidence base to develop and share knowledge and resources to inform best practice
- Monitor our work and report on outcomes.

What is in the New Plan?

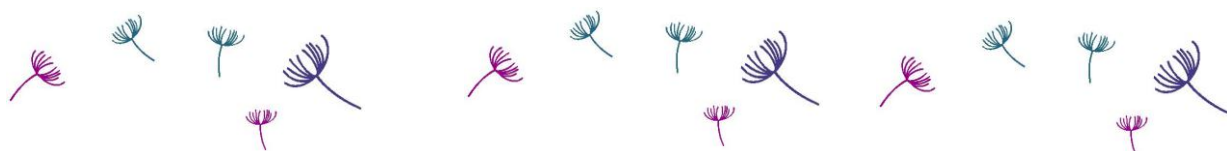
In an environment that is more complex and subject to rapid change, we will adapt and consider new ways of working. We will adopt a whole-of-organization approach so that all our programs build on

one another to create pathways to social and economic participation for women with disabilities. We will monitor and reflect on our work and report on our results. We will continue to emphasize collaboration. We recognize the importance of partnerships and will actively work with other disability advocacy programs and with key organizations aligned with our priorities and interest in the intersection of gender and disability.

We will work collaboratively with government departments and agencies, including the Human Rights Ministry, Women Parliamentary Caucus, National Commission on the Status of Women, Directorate General of Special Education and other line ministries to ensure the best outcomes for women with disabilities. We will work with DPOs across areas to ensure the plan is effective in our priority areas. We recognize the ongoing significance of local area delivery of services to women with disabilities and will work in partnership to support best practice at this level.

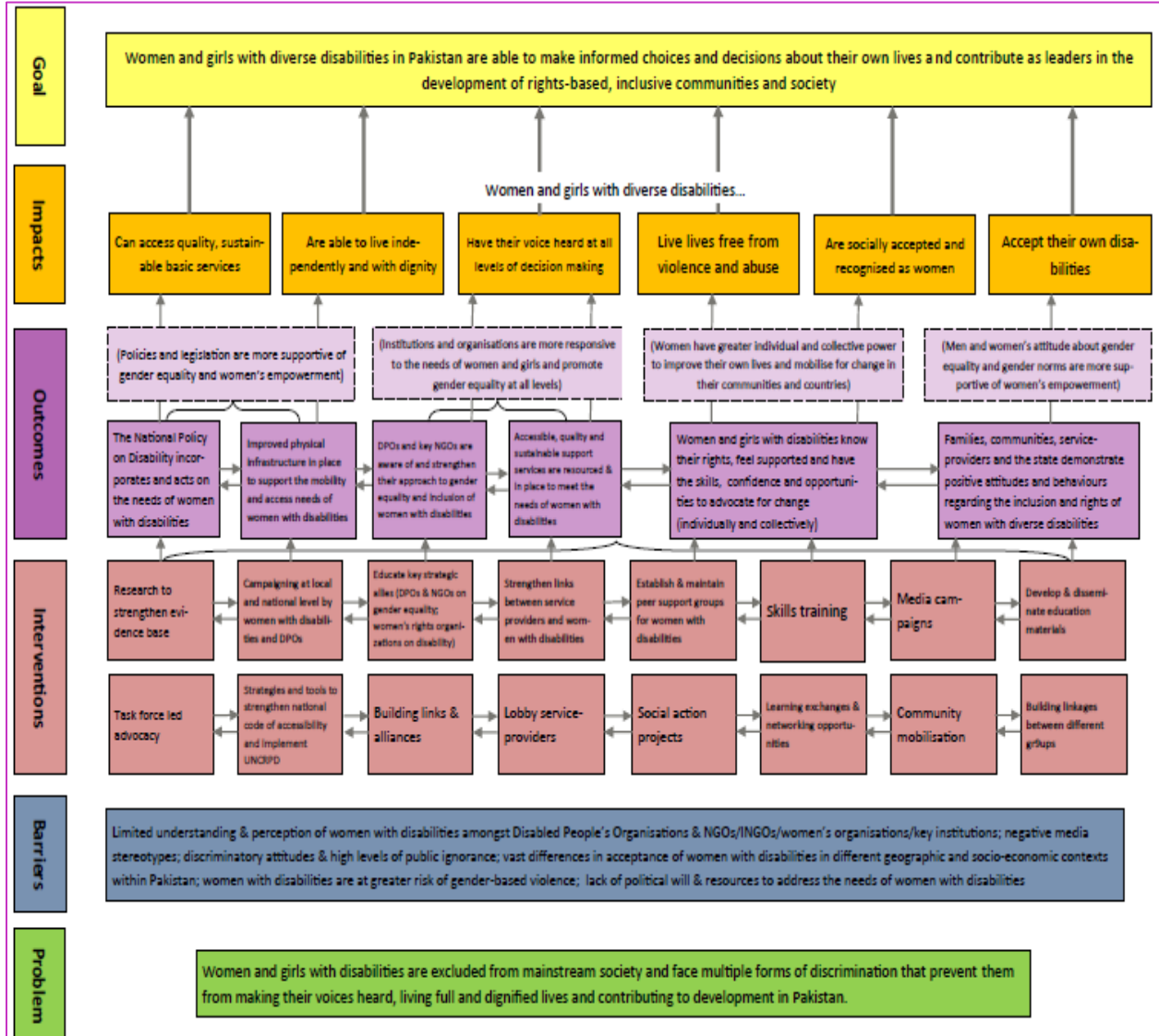
This plan identifies key enablers. These are critical areas which make it possible to deliver good outcomes.

We will build and support our membership base. We will ensure NFWWD is a strong, vibrant and sustainable organization.



We will raise and maintain the profile of Women with Disabilities to share knowledge with key stakeholders and the community.

Theory of Change:





NFWWD STRATEGIES 2017 – 2020

THEMATIC AREA OF FOCUS

End Violence Against Women and Girls with Disabilities:

- NFWWD members will provide behavior change counselling and services to family members and communities.
- Sensitization training workshop on violence and discrimination, Gender equality and equity training programs for women with disabilities and government and private sector, Policy level training, awareness sessions, conferences and seminars will be conducted all over the country.
- NFWWD will work to make the helpline accessible for women with disabilities to report the violence and discrimination against them.
- Protection of property rights, marriage rights and family rights of women with disabilities will be ensured.
- Trainings will be conducted for healthcare department and lady health workers on SRHR

Decent Work:


- NFWWD members will be involved in the consultation with representative organizations of employers and workers, and of and for disabled persons.
- NFWWD will improve the required skills of Women with Disabilities in order to increase the chance of employability as well as to empower them to start small business.
- Measures will be taken to create job opportunities for women with disabilities on the open labor market, including financial incentives to employers and reasonable adaptations to workplaces, equipment and jobs.
- Campaigns will be launched to promote inclusive education and to improve quality of special education.
- Implementation of 2% quota in government and private sector will be ensured.
- Job fairs, career counselling sessions, soft skills development workshops, training on microenterprise development will be conducted.

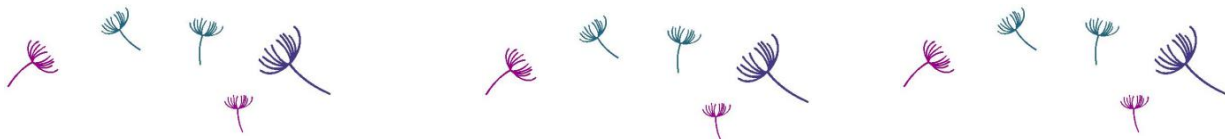
Accessibility:

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

Political Participation:

Increase political engagement of Women with Disabilities can be done in two phases. Phase 1 is “Before Election Phase” from September 2017 to June 2018. Phase Two will be “After Election Phase” from June 2018 to June 2020.

- Political parties to have a mandate for women with disabilities and have two women with disabilities as candidate in National and Provincial Assemblies.
 - Strengthen and increase awareness on CRPD among key stakeholders for policy implementation.
 - Access to all linked rights and services with accountability.
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NFWWD will take specific collaborative actions to make an inclusive Pakistan elections regime. In the phase one agenda it was included to demand the government to take actions for issuance of national identity cards and voter's registration, assistance in the voting booth, tactile ballot guides, low voting booths, magnifying glasses and large grip pens and accessible infrastructure such as ramps and building layouts that allow for easy maneuver by those who use assistive devices.

Support from the government institutions will be taken such as legislatures and the Election Commission of Pakistan to create legal and regulatory frameworks that provide an opportunity for increasing political participation of women with disabilities in the 2018 general elections.

Capacity Building of DPOs and empowering their members through training on the electoral system and government structure.

Task force of NFWWD will be developed which will ensure the implementation of inclusion of political participation related points in the Pakistan Disability Act. If adopted and implemented on a wider scale focusing on democracy, governance and peace building, an inclusive approach will make the intersectionality between gender equality and disability rights systemic. It will ultimately increase women with disabilities' political engagement and their access to decision-making roles in their communities, which in turn will make them active contributors to efforts to stabilize their communities and become stalwarts for lasting democracy.

National Forum of Women with Disabilities

www.nfwwd.org

Membership is open to individuals and organizations who share our aims

