Empowering People with Disabilities for Creating a Better Society in Hunza

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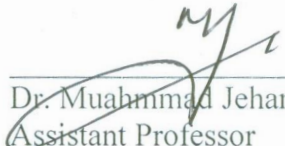
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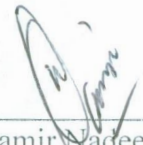### P.O. Box 1091, Islamabad, Pakistan

CERTIFICATE

This is to certify that this thesis entitled: *"Empowering People with Disabilities for Creating a Better Society in Hunza"* submitted by Ms. Naila Karim is accepted in its present form by the Department of Development Studies, Pakistan Institute of Development Economics (PIDE), Islamabad as satisfying the requirements for partial fulfillment of the degree in Master of Philosophy in Development Studies.

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DEDICATION

I DEDICATED MY RESEARCH TO MY FAMILY, ESPECIALLY MY BELOVED FATHER KARIM JAN (LATE), MY MOTHER HAJI BIBI(LATE), MY BROTHERS IRFAN KARIM, INAM KARIM, ZAHID KARIM AND MY MENTOR ALEEM-ULLAH-BAIG.

LIST OF ABBREVATIONS

ADD	Action on Disability and Development
AKDN	Aga Khan Development Network
AKYSB	Aga Khan Youth and Sports Board
BPA	Blind's People Association
CBOs	Community Based Organizations
CBPR	Community Based Participatory Research
CBR	Community Based Rehabilitation
CHIP	Civil Society Human and Institutional Development Program
CRPD	Convention on the Rights of Persons with Disabilities
ICF	International Classification of Functioning Disability and Health
ICTs	Information Communication Technologies
KADO	Karakoram Area Development Organization
LSOs	Local Support Organizations
NGO	Non-Government Organization
NOWPDP	Network of Organizations Working for People with Disabilities in Pakistan
PBA	Progressive Blind Association
PWDs	People with Disabilities
SDC	Swiss Development Corporation
SDC	Sharma Rehabilitation Centre
SHGs	Self Help Groups
UDCs	Units of Data Collections
UNCRPD	United Nation Convention on Rights of People with Disabilities
UNDP	United Nation Development Program
VOs	Village Based Organizations
WHO	World Health Organization
WOs	Women Organizations
WRC	Women Rehabilitation Centre
WWDs	Women with Disabilities

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Abstract

This study aims to examine the importance of Empowering People with Disabilities (PWDs) for creating a Better Society in Hunza. The main objectives of this research are to explore the ways through which PWDs are empowered in Hunza. Moreover, it examines the changes experienced by differently-abled people due to their empowerment and to explore how empowerment of PWDs contributes to creation of better society. This research is qualitative in nature and based on descriptive research design. Data has been collected through semi-structured interviews. The target population from where the sample was selected were the people with various types of disabilities, family members of PWDs and officials of an NGO known to be Karakoram Area Development Organization (KADO) that is currently working for PWDs in Hunza. The sample was selected using purposive sampling and some cases were also recruited through snowball sampling. Furthermore, thematic analysis was utilized to analyze the data. The previous literature and findings of this study indicates that traditionally PWDs experienced discrimination and seclusion in almost all domains of life and still such people facing disparities in various parts of the globe. However, the results of this study indicates that the situation of PWDs in Hunza is significantly improved and somewhat different, as they have relatively better position in society as compared to others, in the sense that these people are able to earn their living by themselves and have increased participation and integration in society. This means that these people are socially and economically empowered. Moreover, the significance of empowering PWDs is evident from the findings and fact that there is no single beggar in Hunza valley. The credit for improving the lives of PWDs goes to the community organization KADO and of course the families of PWDs and community which is very receptive, supportive and accepts change.

Keywords: Disability, Empowerment, Differently-abled or People with disabilities, Hunza.

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Chapter I

</div>

1. INTRODUCTION

1.1. Background of the study

Disability is a natural condition which affected many individuals either temporarily or permanently at any point in their lives (WHO & World Bank, 2011). It is related to mental, physical and visual impairments which may be visible or invisible. It is a global issue that hinders individual ability to carry out the routine tasks and activities (Kamil, Shantini, & Sardin, 2015). Disability condition is not rare; however it is difficult to acquire an estimate of people with disabilities (PWDs), because there are larger variations in the ways that countries define and measure disability, and also the quality and means of collecting data about disability varies from country to country (Ju'beh, 2015). According to the World Health Organization (WHO) statistics, in 1976 it was estimated that about 10 percent of world population lived with some form of disability. UNDP reported in 1993 that, approximately 300 million people were suffered from the issue of disability out of which 200 million people were living in developing countries. The World report on Disability generally is the most consistent, reliable and authoritative source of data about disability statistics that reported, about 15 percent of world population, which means more than 1 billion people (based on global statistics of 2010) suffering from the problem of disability (Chan & Zoellick, 2011). The average of this percentage when applied to Pakistan's population approximately 27 million people out of total population were recognized as disabled. However, the occurrence of this issue is greater in developing counties as compared to developed world, as it was estimated that out of 1 billion, 80 percent of people living with disability are from developing countries. Although the statistics shows that with the passage of time the percentage of disability increases because of the rapid population growth mostly in developing countries or underdeveloped countries. People with disabilities (PWDs) are also called as differently-abled people and regarded them as the greatest minority of the world (WHO & Bank, 2011).

Disability is basically a broader term which is not restricted to a particular definition (Mitra, 2006). It is difficult to define because it is multidimensional, complicated and contested phenomenon (WHO & World Bank, 2011). Different researchers have different perspectives about the concept of disability. It can be understood from various viewpoints i.e. psychological, social, medical and anthropological viewpoints but generally disability is

categorized into two main perspectives that is medical and social perspective. The medical perspective of disability deals with physical impairments and its treatment for attaining normal life. Whereas the social perspective describe disability occurs as a result of society which obstructing people with impairments to participate in society. The societal factors such as culture, norms, values, traditions, caste and class system, region and religion are accountable for making such fences. Therefore, people have different perception about disability which is culturally constructed (Singh, 2014). People with disabilities are individuals having enduring physical, mental and psychological impairments which are in interaction with various societal barriers obstruct them from active participation in society on equal basis like that of others (UNCRDP, 2006).

People with disabilities face discriminations in various areas of life in many societies. Traditionally PWDs were excluded from society and experienced disparities in social, political and economical status. As PWDs are a major portion of society, therefore development of any community or any society is very challenging without the involvement of marginalized portion of society in societal affairs. In order to enable them as equal holders of society, it is essential to empower them by integrating them in to the community. Empowerment is viewed as an aspiration where people have access to opportunities and resources and live a self-determined living through social and personal growth (Goodley, 2000). However the idea of empowerment is not confined to a single definition, therefore different authors have diverse opinions about the notion of empowerment. From the beginning this concept has become frequent in the field of development. It is a process of change essentially refers to strengthening the potential of individuals to have control over their own lives (Rappaport, 1987; Lord & Hutchison, 1993). In other words, it aims at the development of people to live an autonomous life with dignity. With respect to disability the word empowerment basically covers the participation of PWDs, their inclusion, focusing on their competencies and capabilities, accessibility and also covers their strengths and weaknesses (Esplen, Heerah, & Hunter, 2006). In essence the notion of empowerment generally relates to individuals abilities and competences, a natural supporting system and as well as the techniques and methods that serve as a medium of positive change. Basically this concept concerns about the societal transformation which serves as a means to an end. Therefore the outcomes of empowering PWDs are reflected in enabling them to have access to efficient knowledge and information in order to build their abilities and competences, and contribute effectively in attaining positive transformation in their own lives and as well as in

the society. The signification of empowerment is changeable and as well as fluid which adapts itself according to the situation. The idea of empowerment is invoked in many circumstances such as addressing the problem of human rights that are unenforced, also concerns about basic needs and rights, their economic security, skill formation and most importantly the capacity building with special emphasis on marginalized, disadvantaged and unorganized section of the society. It facilitates individuals specially the vulnerable individuals in many areas of life, and providing them with opportunities and facilitates for decent life (Beteille, 1999). The process of empowerment contributes to stabilizing the lifestyle and livelihood of marginalized portion of society and also contributes in creating active members in society (Sen, 1999).

When we talk about the status of disability in Pakistan we gain varying results about the magnitude of disability. According to 1961 population census 0.34% population has issue of disability, while the population census of 1973 showed 2.08% of overall population. Moreover disability census in 1981 showed 0.45% of total population and 1984-1985 labour force survey estimated the disability percentage of 4.8% of entire population. The national population census in 1998 conducted by Pakistan Census Organization reported about 2.54% of the overall population, which is recorded 132 million that year. The above data about disability status in Pakistan doesn't offer reliable results because not all people with disabilities were included in disability estimates. Additionally the reason behind inconsistencies and lack of accuracy in data is due to the discrepancies about the meaning of disability, reference periods, as well as in some cases the disability status is not disclosed by respondents (Ahmed, Khan, & Nasem, 2011). Therefore the demography of disability is very complicated. Furthermore counting PWDs is challenging and difficult task because it is not only an individual status condition rather disability is an interaction between the medical condition and surrounding environment. However there are various government and non-government organizations working for the wellbeing of marginalized groups. They make polices and plans for the rights of people with disabilities, some of which are poorly implemented and unable to attain productive outcomes whereas some organizations became successful in supporting the marginalized segments of society. The present research is carried out in an area which is still backward and unexplored with respect to other of cities and rural areas in Pakistan. However different NGOs and other sponsor organizations attempts their best to ensure better future for the residents of that area and this area is known to be Hunza Valley.

1.2. Problem Statement

Disability is a universal issue that stretches across every culture and every society. However the underlying viewpoints, beliefs, attitudes, causes and understanding of disability is different across the cultures (Boston et al., 2015). People with disabilities or differently-abled people face disparities and oppressions virtually in all domains of life in many societies and are often socially marginalized and secluded. Their living conditions are always adverse as compared to other citizens. These people are the greatest minorities of the world and constitute a major portion of a society; therefore in order to create a better society it is essential and imperative to empower them by integrating them in to society. However the occurrence of this issue is greater in developing countries as compared to developed world. As Pakistan being a developing country also very much expose to the issue of disability. Thus the present study focuses on importance of empowering PWDs for creating a better society in the context of Pakistan with specific emphasize on Hunza valley. The study determines how empowerment of differently-abled people is crucial for creating a better society. Moreover the study tries to examine the changes that results from empowering differently-abled people and also investigate the ways through which such people are empowered in Hunza. As a result this research will helpful in comprehending the importance of empowering people with disabilities for creating a better society. Furthermore this research also redounds in filling the gap in literature as majority of previous researches were conducted in foreign countries and very little focus of Pakistani society. Moreover this research will helpful in raising awareness among people who regarded disability as a negative aspect. The findings of this research will also help organizations and other institutions which are working for differently-abled people across the globe, so that they either adopted or adapted the strategies through which PWDs are empowered in Hunza. For conducting this research the broad area which I have chosen for my research is "Disability" and narrowed down this broad area to *"Empowering People with Disabilities for creating a better Society in Hunza"* and operationalized my research topic to the following research questions and research objectives.

1.3. Research Questions

The study intends to answer the following questions:

1) What are the ways of empowering people with disabilities in Hunza?

2) How empowerment of people with disabilities helps in creating a better society in Hunza?

3) What are the changes experienced by people with disabilities in Hunza due to their empowerment?

1.4. Objectives of the study

The objectives of the research are:

1) To have a better understanding about the ways through which people with disabilities are empowered in Hunza.

2) To examine the changes experienced by differently-abled people in Hunza due to their empowerment.

3) To explore how empowerment of differently-abled people helps in creating a better society in Hunza.

1.5. Definitions of the key terms

The definitions of the main key terms of this research are discussed as under:

1.5.1. Disability

The Disability Discrimination Act (1995) defines disability as "*A physical or mental impairments that has significant and long lasting adverse impact on an individual ability to perform the routine task and activities*".

The human rights perspective defines disability as "*A disadvantaged or restriction of an activity caused by society which takes little or no account of individuals with impairments and thus such individuals are excluded from the mainstream societal activities*" (Kaur, 2008)

According to the preamble of United Nation Convention on the Rights of People with Disabilities (UNCRPD) states disability as "*An evolving notion which results from an interaction between an individual with impairments and the societal (attitudinal and environmental) fences that obstructs individual from participating in societal affairs on equal basis with others*" (Henderson & Bryan, 2011).

The International Classification of Functioning Disability and Health (ICF) of World Health Organization define disability as "*Capacity limitations that obstruct individual's ability to execute the needed tasks and activities and thereby hinders participation in the surrounding environment*" (Linden, 2017). All the above definitions of disability are overlapping and relating with one another, thus this research utilized the main characteristics from above descriptions of disability for defining disability in this research.

1.5.2. Empowerment

Empowerment is viewed as "*an aspiration where people have access to opportunities and resources and live a self-determined living through social and personal growth*" (Goodley, 2000).

According to Maton (2008) empowerment is defined with in a community setting as "*A group-based and participatory process of development with the help of which marginalized or disadvantaged segment of society attain greater control over their own selves and social environment , achieve the fundamental rights and valued resources and acquire the essential aims of life and minimizes the societal marginalization*".

Empowerment is referred to "*a process of change essentially refers to strengthening the potential of individuals to have control over their own lives*" (Rappaport, 1987; Lord & Hutchison, 1993). And this definition of empowerment was utilized in this research study.

1.5.3. Differently-abled or people with disabilities (PWDs)

According to international treaty known as the Convention on the Rights of Persons with Disabilities (CRPD), PWDs are those "who have long-run physical, sensory or mental impairments which in interaction with various societal fences may obstructs their participation in society like that of others" (Iriarte, 2016).

The term differently-Abled was devised by US Democratic National Committee in 1980 to more respectfully discuss PWDs. Previously PWDs were called as handicapped or disabled people, however now such people are called as differently-abled people. According to the World Health Organization differently-abled person is "*A one who has an impairment that can cause functional limitation, activity restriction and results into socially handicap*" (Chhabra, 2016).

"The term differently-abled is used as an alternate or substitute for handicapped and disabled. This term stresses on the fact that PWDs are somewhat able to carry out particular tasks or perform particular functions, only in a manner that is varied from others and need more time than that of normal people to accomplish such tasks or activities" (American Heritage Dictionary, 2016).

1.6. Significance of the study

Disability is universal human experience that may be permanent or in some cases it may be transitory. It is not something limited to a specific segment of population. The individuals with disabilities are regarded as the greatest minority of the world and constitute a major proportion of society. Therefore, in order create a better society it is imperative to empower people with disabilities by integrating them in society. Thus this research is helpful in understanding the importance of empowering differently-abled people for creating a better society. This study is also helpful to understand the ways through which people with disabilities are empowered. Through studying the previous literature related to the researcher area of concern it was found that the numerous researches were conducted in foreign countries and yet to the best of my knowledge those studies have very little focus on Pakistani society. However, the prevalence of this issue is greater in developing countries as compared to developed world. Therefore this research is of greater significance because its main focus is on understanding the importance of empowering people with disabilities in Pakistani society and more specifically emphasis on Hunza. Thus, this research contributes in filling the gap in the literature and also redounds in raising awareness among individuals who regarded disability as a social stigma in society. Furthermore, the outcomes of this study will be useful for different organizations and educational institutions which are working for differently abled people, so that they adopted the ways through which people with disabilities are empowered. A better insight into the importance of empowering PWDs will also benefit academicians and will open future avenues of research for them.

1.7. Organization of thesis write-up

The study is organized into following five sections;

➢ Introduction

➢ Literature Review

- ➢ Research Methodology

- ➢ Data Analysis and Results

- ➢ Conclusion and Recommendations

The research write-up begins with the introduction of research covering the background of research, problem statement, research questions, research objectives, significance of the study and definitions of key terms in Chapter-I. In the Chapter-II relevant researches were reviewed followed by Chapter-III that is the methodology section which covers the research design, data collection techniques, units of data collection, sampling techniques, methods of data analysis and locale description. After the methodology section Chapter-IV reflects on the data analysis and interpretation of results. Chapter-V is the conclusion and recommendation section followed by the final References section.

<div align="right">**Chapter II**</div>

2. LITERATURE REVIEW

2.1. Introduction

The review of the literature is considered as a backbone of every research. It provides theoretical bases and efficient information to understand the depth and importance of subject under study. The review of related literature or previous researches is the most important and initial step for understanding and evaluating the research problem. This chapter constitutes previous literature relevant to the subject under investigation. By generating themes related to the topic under study, the literature is organized in chronological order. This chapter highlights the relevant researches about the understanding of disability, empowerment in the context of disability, various models of disability, attitudes and perceptions of people towards disability, women and disability, ways of empowering people with disabilities, programs working for people with disabilities, role of self-help groups in empowering people with disabilities, organization working for people with disabilities, challenges of empowering people with disabilities, researches in Pakistan and historical review of disability rights in Pakistan. These themes are discussed as under:

2.1.1. Understanding Disability

When one thinks about the notion of disability, it reflects different dimensions in human mind like impairments, handicaps, incapability and impediments which suffer a considerable segment of a county's population. Although this concept has been described broadly by a programme called as World Programme of Action Concerning Disabled Person. The main ideas intended in this programme of action involve disability, handicap and impairment. These concepts were used for the evaluation of general condition of disability. Here the word impairment relates to an abnormality in psychological, physiological or anatomical functioning or structure of human being. While disability stems from impairment refers to the lack of capability in carrying out the tasks and activities and the term handicap that refers to disadvantage of a person that results from impairment and disability, which obstructs or prevents individual from achieving the state that is considered normal for human being (United Nations, 1982).

According to Pandey and Advani (1995) disability is a complex, multilateral phenomenon and its causation is attributed to various factors. In various countries around the

world and more particularly in developing countries, poverty and disability are strongly related with each other that frequently results into vicious cycle (DFID, 2000). The solution to the problems of disability is not just directed at improving the economic status of poor, rather there is an urgent need to address other socio-cultural factors concerning the discriminatory practices. The researcher recognized three forms of discriminations faced by individuals with disabilities such as Attitudinal, Environmental and Institutional discrimination (Enfield, 2001).

2.1.1.1. Attitudinal discrimination

Attitudinal discrimination occurs as a result of the negligence, lack of understanding and undermining the abilities and competences of PWDs, which often leads to social seclusion.

2.1.1.2. Environmental discrimination

Environmental discrimination is perpetuated due to non-barrier free public services including transport and building etc.

2.1.1.3. Institutional discrimination

Institutional discrimination occurs when there are no legal rules and law that discriminates against individuals with disabilities (Enfield, 2001).

Since 1980s traditional disability cases have been dwindled with the help of exterminating diseases like poliomyelitis. Although during 1990s and mainly during the period of last five years the rate of disability cases have risen due to the increase in crime rates, accidents and violence. Furthermore, the increase is also on account of growing stress experienced by people due to social issues and unrest because of various problems such as conflict, violence, natural disasters and other disasters may cause increase in mental related disabilities (Department for International Development, 2000).

Boston et al (2015) examined the cultural beliefs of disability and how such beliefs can impact the process of rehabilitation. This study particularly addresses the significance of understanding and acknowledging how diverse cultures observe disability. Disability is a universal phenomenon that stretches across every culture and society. However the underlying viewpoints, beliefs, attitudes, causes and understanding of disability is different across the cultures. Therefore, the treatment or rehabilitation of disability also varies from

one culture to the other. What is regarded suitable treatment in one culture may be considered as a discrimination, oppression and harm in another culture. This means that an individual or cultural understanding and belief of disability has a significant impact on the rehabilitation and treatment process. In many cases the rehabilitation counsellors applied westernized treatment to all individuals and ignore the cultural beliefs and practices of diverse population that result into harmful consequences. Therefore the researcher suggested that it is imperative to train the rehabilitation counsellors in such a way that they became aware and knowledgeable about their client's belief systems and cultural practices which results into the successful rehabilitation of the diverse population.

2.1.2. Empowerment in the context of disability

According to the various advocates of social disability model, the empowerment of individuals with disabilities will facilitate them to overcome the experiences of their subjugation (Barnes & Mercer, 2003). The researchers Fazil et al. (2004) compared two point of views related to empowerment that involves structuralist perspective of empowerment and the perspective of human agency.

2.1.2.1. Structuralist perspective of empowerment

The structralist understanding of empowerment reveals that the powerlessness of people with disabilities is the result of the structural inequalities, which includes the societal fences that obstruct individuals to perform activities. Therefore empowerment incorporates eradicating the societal, institutional and economic obstacles faced by individuals with disabilities.

2.1.2.2. Human agency perspective

On the other hand the human agency perspective of empowerment focuses on the individual capability and potential to act consciously and autonomously. According to this point of view powerlessness of PWDs is basically an individual state of mind or learned behavioural pattern. Therefore under this perspective, empowerment concerns with developing individual competences with the help of developing their self-esteem and self-confidence of PWDs.

This given research was conducted on social empowerment and participation of PWDs through NGOs activities in Lithuania. The researcher argues that by participation in

NGOs activities, individuals with disabilities acquired a realistic opportunity for social integration, determination of one- self and expression of inherent powers. NGOs not merely strengthening the sense of community, but also became helpful in the development of much more universal human rights. In such a way, participation in the NGOs activities became an essential prerequisite for the integration of PWDs as the active individuals of a state and also for the formation of a democratic civil society (Baranauskiene, Gerulaitis, & Radzeviciene, 2011).

2.1.3. Models of disability

The following research demonstrates two popularly advanced perspectives to disability such as medical and social paradigms of disability. These two paradigms provide significant insights about the conceptualization of disability but unable to offer an inclusive explanation of the phenomenon, with both partially indicating the reality of disability. Both approaches are relied on the philosophical assumptions with regard to understanding human nature. Moreover both approaches are deficient in explaining how the marginalized or oppressed segment of society such as the PWDs will able to recognize their innate potential to brought changes in their life and thus becoming active individual to participate in the mainstream society. Therefore both paradigms regarded PWDs as passive subjects (Lang, 2000).

The literature discusses various models of disability that developed and incorporated their own definitions and viewpoints about the concept of disability. The widely discussed models include medical model, charity model, social model and bio-psychosocial model of disability. The following table give a general overview about the widely discussed models of disability in literature.

Table 1: Models of disability

Models	Charity model	Medical model	Social Model	Bio-psychosocial model
Appearance	Early 20th century	Mid- 20th century	Late 20th century	21th century
Description	This model viewed disability as a problem resides within the individual. PWDs seen as suffering people to be cared off This model perceives PWDs as victims of their impairment. It usually portray PWDs as helpless, distress, vulnerable relies exclusively on other people for support and protection.	Similar to charity model viewed disability as problem resides within individual. According to this model PWDs deviate from the state that is considered as normal for people. Disability occurs as a result of individual health condition i.e. disease/disorder or injuries The terms related to disability such as crippled, invalid, handicapped and retarded all are originated from this model.	Social model describes disability is an interaction between the person and their environment. According to this model, society is responsible for causing disablement in any impaired individual This model is emerged in response to the limitations of the medical model of disability This model focuses on the systematic obstacles such as the negative attitudes of people and that exclude PWDs from society.	Bio-psychosocial model is an amalgamation of social and medical model of disability and incorporates a multilateral paradigm in understanding disability. According to this model disability is result from an interaction between individual health condition and the contextual factors which includes the environmental factors (Physical, attitudinal) and personal factors (sex, age, self-efficacy)

Treatment	PWDs rely on the support and sympathy from other and in need of continuous assistance and welfare.	Solutions are designed by the medical experts on the basis of medical diagnosis.	Treatment of disability directed at societal change instead of individual refinement. Removal of barriers linked to physical, attitudinal and institutional	Treatment of disability directed at medical treatment and as well as societal change. Both treatments are equally important.
References	(Duyan, 2007) and (Finkelstein, 1998)	(Carlson, 2010), (Creamer, 2009) and (Henderson & Bryan, 2011)	(Barnes, Mercer, & Shakespeare, 2010), (Dunn, 2006) and (D'Alessio, 2011)	(WHO, 2001).

Source: Constructed by researcher

2.1.4. Attitudes and perceptions of people towards disability

Many researchers describe that disability is a natural problem; it may occur to any person at any time by birth or in some cases develops a disabling condition after birth. Society places hurdles in front of PWDs and hinders their progress in life due to their so called social norms. As we may all faces obstacles in life, similarly PWDs also face barriers. In this study the researcher discussed case studies of two nurses who go through with the problem of disability and later became productive in their lives. These two nurses were working with their colleagues in order to transform the perception of people towards the PWDs. These case studies gives the best lesson to the people facing disabilities that never lose your hope and never let someone who knows you for only ten minutes can take decision that change your entire life and should focus on your strengths and abilities rather than defects. Furthermore, it is the responsibility of parents to empower their children as they have differential and unique skills and abilities, so parents should motivate their children to handle

the real or artificial obstacles and challenging the status quo by reinventing themselves by focusing on their strengths rather than weaknesses (Fleming & Maheady, 2004).

Hunt and Brandonhunt (2004) argued that majority of people have negative attitudes towards PWDs. These attitudes are as a result of the societal stereotypes, myths, misperceptions and lack of awareness or knowledge about the disability and about the PWDs. Such negative attitudes of people are the primary barriers that hinder their participation in social and economic activities. However, such attitudes of people are hard to alter but the most efficient way to alter the attitudes is with the help of providing new knowledge that challenges such belief system. So the aim of this study was to determine whether such attitudes of people are changed with the help of educational interventions and training programs. In order to evaluate the influence of such educational intervention program the study uses quasi-experimental method. The outcome of this experiment shows that this intervention has a significant impact on the knowledge and attitudes of people towards disability. By comparing the results of before and after intervention it was identified that people knowledge and attitudes towards disability is considerably improved after educational intervention.

McEvoy and Keenan (2014) carried out a study in order to find out attitudes of public towards the people with intellectual disabilities. Traditionally PWDs were treated poorly and people attitude towards such people was negative. In order to investigate this claim the researchers conducted focus group discussions to gain opinions from PWDs about how they were treated by general public. The finding of this study indicates that such people were being treated favourably in some places by some people while some were treated unfairly by other people in other places. They argue that they were treated fairly and felt respected when they were at home while they were treated unfairly when they were out like in schools and work. This means that the people attitude towards disability changes with time and space.

2.1.5. Women and disability

The researcher argues that women with disabilities (WWDs) face double discrimination as compared to men in many societies, which is shaped by their particular cultures where they reside. WWDs around the world are some of the most oppressed, vulnerable and marginalized groups in many societies and often live a life of misery, poverty and isolation. A boy with disability is more acceptable than that of a girl with disability in many societies. When a household has a boy with disability, the parents tries their best to give him a decent

living and when a girl in a family has disability she is not treated favourably and faces discrimination based on her sex and disability (Hershey, 2003).

The perception of disability has been varied in all civilizations. Its treatments and considerations have been very complicated and varied within its regions and have generated various prejudiced behaviours. However, right now we reside in a novel social paradigm developed with human rights in mind that individuals with disabilities enjoy. This new, more humane paradigm has been adopted in many regions of the world. With the passage of time society is evolved and enhanced, that allowed us to transform from humiliating conceptualizations such as handicapped, disabled, crazy, deficient and demential etc to the new humane concept of PWDs. Despite of these enhancements, reality manifests that PWDs especially women with disabilities face precariousness situation. WWDs experienced greater exclusion as compared to men and are more prone to violence situations. They experience a social image that is unnoticeable and anonymous in today's society (Monedero, Cuesta, & Angulo, 2014).

2.1.6. Ways of empowering people with disabilities

The researchers Cheung and Hgan (2007) conducted a study on empowering adults with developmental disabilities for community integration in Hong Kong. The integration of community is a fundamental feature for adjustment of individuals with developmental disabilities. This study is conducted with the help of survey on people with developmental disabilities. The findings of this research show that empowerment is important for integration of community. Empowerment helps to enhance and promote the PWDs integrity, their skills and abilities, their knowledge, assertiveness and enabling their participation in the community. Some people claim that empowerment of PWDs has negative impact on the community integration, because they have mental and physical disabilities. So this study clarifies this view by giving example of Hong Kong which is resistant community for integration of PWDs. The social and emancipation model also negate this claim and argues that people with mental and physically disabilities when empowered they became successfully integrate in the society. Moreover integration of people with developmental disabilities in community is beneficial for both the PWDs and as well as for the society as a whole (Michailakis, 2003).

Ofuani (2011) carried out a study in Nigeria on the right of economic empowerment of PWDs. In various societies around the globe including Nigeria the PWDs are underprivileged

and marginalized. It is estimated that about 20 percent of the people in Nigeria were suffering from disabilities. They lack opportunities which are necessary for their empowerment. Consequently the PWDs in Nigeria face obstacles and always excluded from participation in community. The Nigerian Disability Act 1998 was the only legislation which talks about the disability issues in Nigeria but in reality it was not practically implemented to get the fruitful results. So the present study aims to recommend ways through which PWDs will be economically empowered. Here the economic empowerment of PWDs is about to make sure that such people have access to opportunities which are necessary to earn a living for the provisions of their life. Furthermore, PWDs must be regarded and treated equally like all other members of society and should be given equal opportunities to participate in community life. The obstacles which may be economic, social, financial, political and psychological should be eliminated by providing opportunities like education, provision of financial services and as well as vocational rehabilitation. These opportunities are considered to be the most significant tools for economic empowerment of PWDs. Every person with disability has inner potentials and skills, as a result of providing such appropriate opportunities they become productive members of society.

In the study of employment of young adults with disabilities, the researchers Alborno and Gaad (2012) inquired the implementation of Federal Law of UAE concerning the employment of individuals with disabilities. In this regard they use a case study of Dubai in order to evaluate the efficacy of an employment program initiated by a private national company known as the Desert Group. The main purpose of this program was to provide employment to the young adults with various kinds of physical and intellectual disabilities through providing trainings and employment opportunities. This study investigates the effects of this employment program on the young adults with disabilities by examining it with regard to the employee's productivity and their professional, psychological and behavioural development. The outcomes of this study reveal that this program became successful in providing sustainable employment opportunities for 36 individuals with varied physical and intellectual disabilities, which in effect has offered a source of livelihood to each individual. One of the most important outcomes of this program is the development of self-esteem among the employs which is the essential construct for the empowerment of PWDs to integrate them in the mainstream society.

Kamil, Shantini and Sardin (2015) conducted a study to empower PWDs by presenting a model that is appropriate to the empowerment of such people. There are various

models that describe attitudes and perspectives of community towards disability issue. Similarly in current study the researcher present an educational empowerment model that helps to empower PWDs. In this model, individuals with disabilities are empowered through inclusive approach of vocational rehabilitation. Vocational rehabilitation is an integrated approach that attempt to improve the skills and abilities of PWDs. One form of vocational rehabilitation is providing training programs, which is a learning procedure that encompasses learning preparation, learning implementation and learning assessment. So this model emphasize on the learning process which is regarded as a central component for empowering PWDs. The study concludes that this educational empowerment model for PWDs give rise to creation of a strong group which is capable to advocate for their own necessities. Furthermore, this model also helps to promote and enhance the skills, knowledge and competences of PWDs and also assist such people to become self-reliant individuals in society.

2.1.7. Programs working for empowering people with disabilities

Gayle and Palmer (2005) had researched on the activism of PWDs in Jamaica for the purpose of improving their quality of life and evaluation of its impact. The researchers argued that traditionally PWDs in Jamaica remained at low priority which is manifested by the lack of legislative framework and availability of programmes working for them. In Jamaica the activism of PWDs in their own liberation had its origin in 1970s. In this period these people were included in NGOs but mostly as recipients and discouraged to involve in political and administrative aspects of organization. However after the emergence of a new young group of graduates from the Salvation Army School for the Blind known as Progressive Blind Association (PBA), the condition of PWDs was tremendously changed. This group had a drastic impact on the lives of PWDs living in Jamaica. The PBA negates the perspective of traditional charity model which considered PWDs as dispossessed individuals to be cared and helped by others and favoured the modern paradigm of disability called the social model. This novel disability model focuses on the exclusionary nature of society and the removal of barriers at institutional, attitudinal and environmental level that obstruct PWDs potential and their full participation in society. Therefore PBA empowered many PWDs and laid the basis for various other essential achievements for PWDs liberation.

According to Naami and Iddrisu (2013) PWDs are more vulnerable to poverty and among them most are poor in various parts of the world. The connection between poverty and

disability stems from the socio-cultural factors like discrimination. Therefore there is need to empower people with disabilities in order to reduce poverty. So in this regard the current study uses case studies research approaches to acquire a comprehensive understanding of empowerment programs like Action on disability and development (ADD) program, for poverty reduction among PWDs in Ghana. The main purpose of this study was to examine how ADD program works to empower PWDs to reduce poverty and how such programs may influence their lives. The outcomes of this study reveal that ADD program became successful in empowering PWDs by given the right to raise their voice against the negative socio-cultural practices. The PWDs acquire confidence from ADD programs and using their abilities to challenge their injustices, oppressions, exclusion, marginalization and powerlessness that are responsible for poverty that they face in their lives. Furthermore ADD programs boost up the self-confidence of PWDs to raise their representation and contribution in society for creating understanding about their issues.

The researcher Diah (2017) conducted a study in Malaysia on empowering PWDs through information communication technologies (ICTs). The rationale of this research was to examine the extent to which ICTs contributes to empowerment of PWDs residing in Malaysia. The findings of this study show that ICT training leads to integration of PWDs in society by promoting their community involvement and employability. Moreover, this training also assisted them to gain independence over their own lives on one side and autonomous life with dignity on the other side. The sense of independent-self of PWDs is reflected in their self-respect, self confidence and self-esteem which they gain from the society. The ICT is a means of empowerment that has empowered PWDs in many ways such as the people who have learning disabilities may depend greatly on ICT particularly on social media apps to communicate with others. Additionally the social dimension of ICT also enhanced their social relations with the help of social media. Moreover the ICT not only empowered PWDs but also contributed to their integration in community by motivating and facilitating them to work and contribute actively in many social activities. So ICT is considered as an essential tool in strengthening the abilities and skills of PWDs so that they will be able to compete in labour market.

The United Nations characterized intellectual disability as a crucial constraint in both adaptive behaviour and as well as the functioning of intellect which covers many daily life practical and social skills (UN, 2006). The individuals who suffer from disabilities may face structural discrimination. The people, their cultural and social conditions and the societal

institutions obstruct PWDs from participating independently in social activities and hinder them from using their own skills and abilities. They may face challenges to attain equality, well-being and same standard of life than those of normal people. So in order to enhance the standard of living the researcher in this study initiated a project called as ''Barrier-reduced Machines in Innovative Interaction'' (iBaMs). The aim of this project was to enable the employees with intellectual disabilities to enhance their abilities in order to operate difficult computer machines and to promote their contribution in working life. It is necessary to be equally involve in working life for social integration, social acceptance and as well as for well-being. So in order to achieve this goal innovative assistive technologies were used that enable employees with disabilities to carry out more accountable and demanding tasks in working life. These technologies may include services, equipments, systems and apparatuses used by PWDs to overcome the challenges and obstacles that hinder their progress. The findings of the study showed that these assistive technologies may foster their abilities and enhance their contribution in working life (Fuhrmann, Scholl, & Bruggemann, 2018).

Stack and McDonald (2018) conducted a study on empowerment in community based participatory research (CBPR). The purpose of this research was to raise the voices of people with developmental disabilities on important issues that they face in their lives. Previously the PWDs were excluded from society which undermines their abilities to make independent decisions that are crucial for themselves as well as for the community (E. McDonald & B. Keys, 2008). The CBPR project played an important role in empowering people with developmental disabilities that fetch community members and academic researchers into research partnership. Moreover, this project provided them the opportunity to voice their perspective about the social changes that they want to see in their communities. The outcomes of this research include sustainable interventions, reforms in policies, practices and most importantly the empowerment of PWDs. Empowerment is described here as PWDs having their voices hear, recognized, involves in decision making process and also autonomy over their own life.

2.1.8. Role of self-help groups in empowering people with disabilities

The study examines how self-help groups or agencies help to empower people with mental disabilities. The self-help agencies or group's goal is to empower individuals with disabilities at individual, organizational and societal level. The primary objective of self-help agencies is to enabling individual's access to a better life. The self-help agencies oppose to

the traditional health models that consider disability as inner problem or illness that needs to be treated by a health profession. These agencies favour client-centred and independent living approaches. The independent living approach establish on the belief in potential of PWDs for self-determination provided that such individuals have right to a free environment, have access to support services along with access to appropriate skills and information. The self-help agency considered individuals with mental disabilities as the active consumers who are well aware of the services that best suits their needs. They focus on the clients and give them skills to provide solution to problems by themselves. For self-help providers one of the facets of empowerment is to change the meaning of disability for clients with disabilities and then offer them a community that accepts and value them. The self-help agencies expose clients to an environment where many people are suffering from the same problem. As a result the clients feel that they are not alone and can effectively cope with their problem. Theses self help-agencies practices support them to develop self- concept and reduces the stigma of perceived mental disability from the perception of the clients (Segal, Silverman, & Temkin, 1993).

This research demonstrates a case study of Kathmandu valley Nepal about the role of self help groups in empowering women with disabilities (WWDs) and tries to find out whether these groups can empower women or not. Nepal is one of the poorest countries in the world. As a result of which great portion of population are prone to problem of disability. Nepal is a male dominated society; therefore women face greater disparities and discriminations than that of men. According to the researcher the self help groups (SHGs) in Nepal play a crucial role in empowering WWDs. The SHGs provide services like vocational trainings, job opportunities and credits through which WWDs gain employment. Furthermore SHGs emphasized on the social as well as economic benefit of WWDs and tries to address the misunderstandings about disability and underestimation of women competences. These SHGs empower WWDs by helping them to combine together and find solution to their issues through combined actions. As a result the women dependency on men is deteriorated and they were able to become self-determined, confident and autonomous. The Women who were suffering from disabilities began to make their own groups because their problems were not identified either by non-disabled women groups or by men-headed groups. Theses SHGs may offer room for WWDs for sharing their strengths, joys, pain, challenges, their efforts and struggles of their lives. In such a way WWDs able to raise their voices to be recognized in society and able to develop their skills and competences in various activities.

The outcome of this study shows positive effects of SHGs on WWDs, although these SHGs unable to reach the most vulnerable women and also not every member are equally benefited from SHGs (Dhungana, 2010).

Gilmartin and Slevin (2010) conducted a study to explore the experiences of people with intellectual disabilities being a member of self advocacy group. Self advocacy is a significant expression in disability rights movement characterized as PWDs having control over their own lives and taking decisions by themselves rather than dependent on others. In this study thirteen participants with intellectual disabilities were involved in self advocacy group who shared their experiences. The findings of this study shows that being a part of self advocacy group the PWDs experiences positive changes and personal development in their lives. They felt that their lives were improved and the positive changes that are evident in their lives includes; greater sense of self determination, self-sufficiency and autonomy over their own lives. Furthermore, the most significant development in their lives was empowerment which occurred both at individual and as well as on collective basis. Moreover these changes in the individuals self concept were occur due to providing them new responsibilities and new roles as being part of self advocacy group.

Similarly Kumaran (2011) carried out a study in India to analyse the contribution of self-help groups in addressing the common issues experienced by PWDs. In India there are various schemes and programmes' working for PWDs and one of the most effective programmes is the World Bank Assisted Poverty Alleviation Programme. One of the significant dimensions of this programme was to involve PWDs under its umbrella by forming self-help groups through the process of social mobilization. The main problems experienced by PWDs are poverty, lack of education and less exposure to the outside world and as a consequence they are unable to aware about their rights, benefits and privileges available to them by their country government. However after joining self-help groups these people came out from social isolation and began to work together for collectively finding solutions to their common problems. The results of this study reveal that self-help groups lead to a positive change in the lives of people and as well as a positive change in attitudes of their family members and community. By joining such groups their knowledge improved and able to aware about their rights, benefit and privileges offered by government and started income generation activities. Furthermore, they gained greater acceptance in their families, however at community level this change took greater time. Moreover the feeling that "disability is not incapability" is internalized among the participants of self-help groups. Thus

this study concluded that self-help groups are very effective in terms of helping PWDs to come out from their social seclusion and that assists them in their empowerment.

2.1.9. Organizations working for Disability

There are various organizations working for the rights of PWDs. Similarly the Blind's Peoples Association (BPA) is an international organization established in 1976 which is working for PWDs and provides services to blind and other people irrespective of their class and background in Ahmadabad India. The objective of BPA is to rehabilitate PWDs through various programs like providing vocational trainings, employment, computer trainings; community based rehab, integrated educational programs and other support like medical etc. The BPA tries to foster the abilities of PWDs including blind and regarded them as differently-abled and important member of society. Through such rehabilitation programs the PWDs became autonomous, which in return helps to empower them and attain a normal life. Approximately 80 percent of PWDs who were supported by BPA program belongs to lower class. The results of the BPA organization show incredible changes in lives of PWDs. The results indicate that by 2001-2 around 26,700 students with disabilities benefited from integrated educational programs. By 2001 more than 5000 PWDs had attended professional training courses and around 2500 people found employment opportunities. The BPA also supports other associations which work for PWDs. These associations include Al-Gujrat blind teachers association, the society for physically disabled and blind service association that address the issues faced by PWDs. Through such associations PWDs not just address the problems but also put forth their needs at policy level (Bhatnagar, Rathore, Moreno, & Kanungo, 2003).

The following study evaluates the significance of involvement of PWDs in international and national development process. The United Nation convention on the rights of people with disabilities (UNCRPD) plays a vital role in enhancing the well being of PWDs. It seeks to protect and promote the fundamental rights and human dignity with aim to improve the lifestyle and development of PWDs. The problem of disability is not an individual or stand-alone issue rather it's a mainstreaming issue so, it should be considered in all programmes of development. It is the responsibility of both international and national development agents to involve such people in development agenda from grass-root level up to the practical execution of programs. Although the idea of involvement of PWDs for inclusive development is generally recognized in theory but actually it is difficult to achieve

because of the ongoing challenges. So, it is significant to find out how disability can be put on to the development programme by recognizing the aspects that have affected its exclusion (Wazakili, et al, 2011).

2.1.10. Challenges of empowering people with disabilities

The stigmatization of PWDs is an ongoing issue in our society today that negatively effects human life and most importantly has a greater impact on mental health (Dagnan & Waring, 2004). In this regard the researchers Chen and Shu (2012) carried out a study in Taiwan on the process of perceiving stigmatization from the perspectives of young people with intellectual disabilities. The rationale of this research was to acquire an understanding of how feelings of stigmatization is developed and perceived among people with intellectual disabilities. Researchers identified various factors contributing in the stigmatization experienced by individuals with intellectual disabilities. One essential factor was being labelled, which means that such individuals were represented by labels, placed upon them by educational system or holding of handicapped identity cards given by government. Another factor perceived oneself negatively that means that such people considered themselves as intrinsically not good, troublemakers, sick and odd people. Additionally such people are viewed from the medical perspective that defined PWDs by personal deficits that also contribute in the stigmatization. It is concludes that the feelings of stigmatization are invisibly developed while attending special schools and attaining welfare services. The researchers recommended that changing the social opinions of individuals with intellectual disabilities may helpful to avoid stigmatizing such people, so that they attain a normal life and immerse into the mainstream society.

Community based rehabilitation (CBR) has been adopted by various countries across the world in order to assist and empower PWDs. This research analyses why does CBR failed to empower women with physical disabilities in northern Thailand? The main purpose of this study was to examine the relationship between CBR and the self-alienation experienced by women with physical disabilities. The results of this research indicate that CBR was not capable to enabling women with physical disabilities to realize their self-image, nor it may contribute to addressing their alienation from the community. This is because of CBR inability to change the negative impression of public towards disability and thus this false impression of disability became the root source of alienation. Furthermore, women experience of alienation is also due to the heavy reliance of CBR on medical treatment and

neglecting the contributing role of the general public. It is obvious that medical treatment play a vital role, however the social model of CBR which involves social inclusion, communication and interaction are the key drivers to both empower PWDs and to control self-alienation experienced by such women. Additionally the reason for failure of CBR in Thailand is because of the shortage of CBR field workers and such workers are male. Therefore, women with physical disabilities felt uneasy about giving their full cooperation (Bualar & Ahmad, 2009).

Eleweke and Soje (2016) had researched on challenges of empowering PWDs in Nigeria for national development. In this study the researcher reviews the problems that affecting the empowerment of Nigerian PWDs, so that they can be productive and contribute to national development. This study was conducted with the help of previous researches related to the issues encountered by PWDs. The previous evidences indicated that individuals with disabilities in Nigeria experienced challenges in attaining fundamental services that could help in enhancing their contribution in development of nation. This occurs due to factors such as lack of legislation protecting the rights of PWDs, lack of proper funding for services, absence of appropriate facilities, resources and personnel and lack of inclusive programmes. The researcher also suggested some strategies that could yield better outcomes and will improve the opportunities for such individuals, so that they can be empowered and contributes in progress of nation. The recommended strategies involves enacting and implementing a legislation for national disability, enhanced advocacy activities by disability organizations and using the community based strategies for provision of services.

2.1.11. Researches in Pakistan

Ansari (2002) conducted a research in two small towns of northern Punjab. The purpose of the study was to examine the attitudes of parents (belonging to lower middle class) towards their children with various types of disabilities. The data was collected with the help of administering questionnaire verbally among the parents of children with disabilities. The outcome of the research demonstrate that the parents showed greater acceptance towards their children with disabilities in comparison with non-disabled children, but this happens when the disability was apparent (when children were blind deaf and physically impaired). However, in case of mentally retarded disability there was no any difference between disabled and non-disabled children where disability was not manifest. Furthermore, the study reveals that the gender of the children was not important but the

gender of parents play a significant role in terms of their attitudes towards disability. It is found that the fathers showed greater acceptance towards their disabled child while the mothers show relatively high rejection for their disabled child.

A research report on the status of PWDs in Pakistan known as *"The Journey of Hope"* was prepared under the supervision of Programme of the Aga Khan Council for Pakistan in collaboration with National Commission for Social Welfare of the Government of Pakistan and other institutions and organizations which are workings towards the well-being of PWDs. The main purpose for this programme i.e. the journey of hope was to bring positive changes in social attitudes of public towards PWDs and as well as paving the path for an equal and inclusive world. This report was based on the existing secondary information available in country on the incidence of disability condition, challenges experienced by PWDs and the institutions and organizations working for them. It was postulated that this programme will attempts to bring positive changes and lead to greater awareness among the general public and will resulted in enhancing the opportunities in the areas of social, educational, economic and cultural domains of lives of PWDs. The instant outcome of this programme was the initiation of a Network called as "Network of Organizations Working for PWDs in Pakistan". Furthermore, this programme identified the major challenges experienced by PWDs and the organizations working for them which include the lack of coordination, inconsistent and unreliable data, absence of community based programmes, inadequate policy and legislative frameworks, insufficient facilities and services and shortage of human resources. The programme also proposed initiatives to address these challenges which includes establishment of networks working for PWDs, gathering of reliable data, improve community based programmes, advancement in policy and legislative frameworks, provide better facilities and services and human resource development (NOWPDP, 2008).

Hashmat, Rehbichler, and Fahnders (2016) in their study of inclusion and empowerment of PWDs found that differently-abled people are among the most deprived portion of society in Gilgit Baltistan. They reported that before 2012 only 2% of children with disabilities attended school and less than 15% of adults with disabilities have access to economic opportunities. In a nutshell this means that such people are excluded from social and economic spheres of life and are heavily dependent individuals. As a result the Civil Society Human and Institutional Development Programme (CHIP) was commenced by Swiss Development Organization for promoting inclusive development and empowerment of PWDs. It began its work for the well being of PWDs in some districts of Pakistan. The CHIP

initiated its inclusive development project named "*Rehabilitation and Inclusion of PWDs in Skardu and Ghanche, 2012–2015*". The aim of this project was to integrate PWDs in all spheres of life. The CHIP utilized a methodology that strengthening the local community-based organizations (CBOs) to become effective, sustainable and inclusive development actors. This was accomplished with the help of employing twofold approach. The first approach is providing trainings, coaching and mentoring for supporting organizational development as a whole. The second is to capacitate and sensitize the organizations to identify PWDs and involve them in their own structure and programs. This project played a life-changing role for PWDs living in 50 villages of Skardu and Ghanche districts of GB. The areas of interventions for PWDs were health, education, economic, social and empowerment. The main achievement of the project reported that in the domain of health, 704 PWDs received medical diagnosis and 423 received medical rehabilitation. In the area of education 148 out of 175 children were enrolled in school and 27 children with severe disability condition have access to special schools. In the economic and social sphere, 313 PWDs were engaged in economic activities and 77% of PWDs incorporated in social and recreational activities. In the domain of empowerment of PWDs 65% were included in CBOs and self-help groups. Thus the inclusion of PWDs in social and economic activities enhances their quality of life as well as lessens the burden on their family and caregivers.

2.1.12. Historical Review of Disability Rights in Pakistan

The United Nation General Assembly proclaimed the year 1981 as International year and 3 December as international day for PWDs. The purpose of this day was to raise awareness about disability issues, issues related to inclusion of PWDs and draws attention to the benefits of integrated and inclusive society for all. Therefore, UN adopted "The Convention on the Rights of Person with Disabilities (CRPD) 2006" that dictate the member countries to make a legal structure for giving equal rights and opportunities to PWDs in every aspect of life. Pakistan is also a signatory country of this convention and initiated various steps to support such individuals. Pakistan declared its first "National Policy on the issue of disability" in 2002 which described disability as "A disable person is the one who is handicapped in gaining any profession or employment due to any disease, injury, or congenital abnormality and as well as individuals who are mentally disabled, visually impaired, hearing impairment and physically disabled". The first constitutional effort for systematic concern of PWDs in Pakistan was initiated with 1981 disabled person ordinance. The National Council for the rehabilitation of PWDs was created under this ordinance to

devise policies for the rehabilitation, employment and welfare of persons with disabilities (Ahmed, Khan, & Nasem, 2011).

In history beyond 1981 Pakistan was at the top of list with regard to efforts made for the rights of PWDs. This is reflect from the leadership of Pakistan Military leader Major General Muhammad Zia-ul-Haq who himself had a daughter who was suffering from disability. Under his regime he launched a Ministry of Social Welfare and Special Education which initiated around 100 institutes that offered special education to children with disabilities. Moreover he established a national council for the rehabilitation of PWDs that devise policies for the rehabilitation of such people. In addition the government also initiated national vocational training centres for people with disabilities and a National trust for PWDs. Furthermore, there are a lot of policies and plans that have been drafted for the rights of PWDs but unable to attain the fruitful results because of their poor monitoring and implementation and they remained only on paper (Suresh, Mumtaz, & Waraich, 2014).

2.2.   Conceptual Framework

Conceptual framework is a representation of a system, made of the combination of various concepts which are used to understand a particular subject under investigation. It offers a point of view on particular social matter. In this section the researcher analyze the conceptual framework which has shaped his understanding of disability with respect to empowerment of PWDs for creating a better society. The conceptual framework which is formulated for this research in relation to previous researches generally explains three major concepts such as disability, empowerment and better society. Disability is a universal phenomenon that has a drastically effected human condition. It is regarded as a negative aspect in society and people with disabilities face discrimination and excluded from society. Therefore, in order to make them equal holders of society it is necessary and imperative to empower them. Consequently the empowerment of PWDs helps in removing the societal barriers that are faced by the marginalized segment of society. Moreover, when every segment of society participated and has its own contribution, it may leads to a creation of better society. The pictographic representation of conceptual framework is as follow:

Figure 1: Pictographic Representation of Conceptual Framework
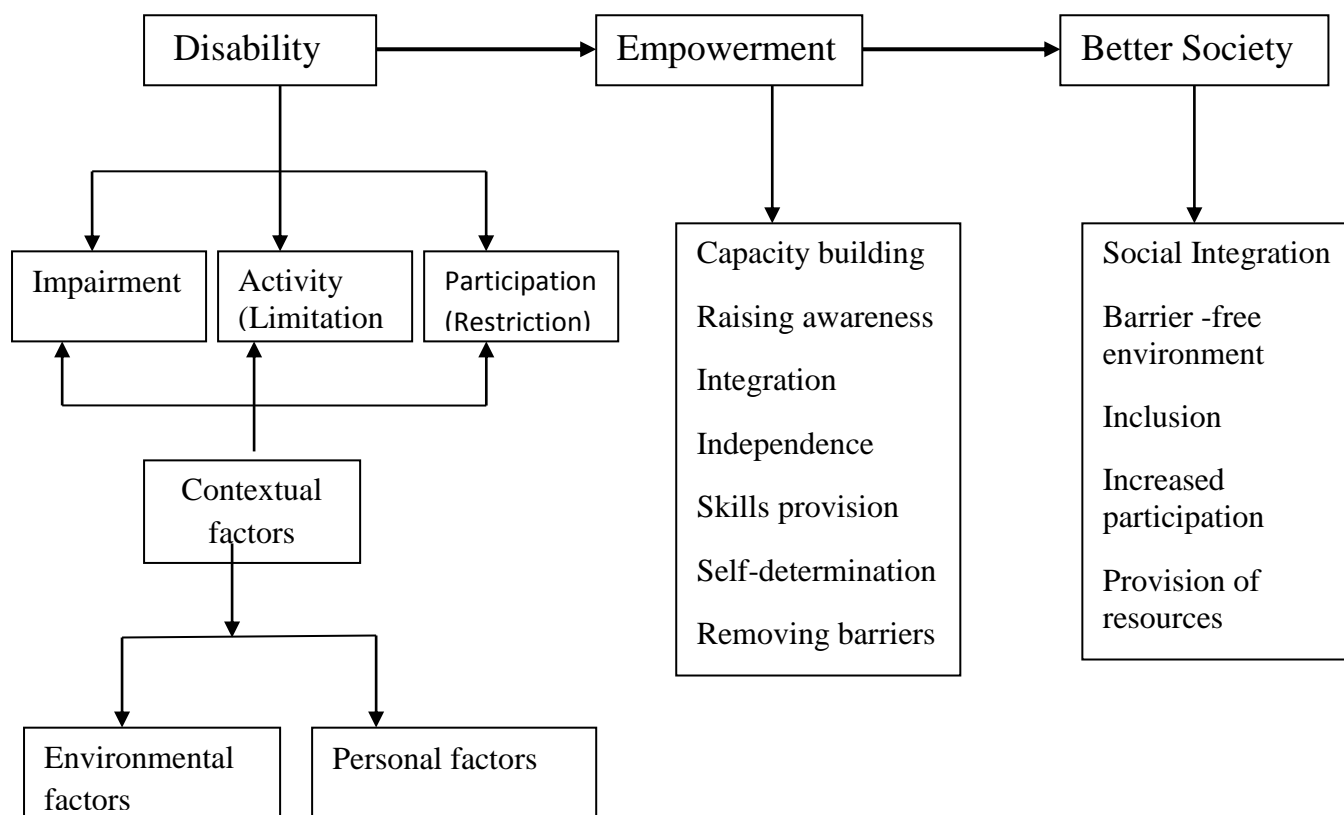
Source: Constructed by researcher

2.2.1. Explanation of diagram

The concept of disability has been borrowed from the International Classification of Functioning, Disability and Health (ICF). The ICF is a World Health Organization framework for understanding disability which provides the conceptual basis for defining and measuring disability (World Health Organization, 2002). ICF characterizes disability as an umbrella term covering both medical and social dimensions of disability which are as follow:

    i.   Body structure and functions (Impairments)

   ii.   Personal activities (Activity Limitation)

  iii.   Participation in society (Participation Restriction)

This conceptualization of disability contains three separate and interconnected constituents such as impairments, activity limitation and participation restriction. This means that any impairment in an individual caused by a disease or disorder results into activity

limitation which may directed to participation restriction. Hence disability is *"capacity limitations that obstruct individual's ability to execute the needed tasks and activities and thereby hinders participation in the surrounding environment"* (Linden, 2017). The restriction or limitations of PWDs participation in society is directed by the general interaction of contextual factors such as, environmental factors which includes the societal attitudes and structural environment and specified individual factors such as gender, education and individual health condition etc. These contextual factors hinder PWDs active participation in society. Therefore, for removing these barriers it is necessary to integrate and empower people with disabilities. Thus the purpose of this study is to examine the importance of empowering PWDs for creating a better society. In this regard the concept of empowerment has been borrowed from Rappaport (1987) who describe empowerment as *"a process of change essentially refers to strengthening the potential of individuals to have control over their own lives"*. The rationale of empowerment is to enable individuals to overcome the obstacles that hinder their self-fulfilment and participation in society. The dimensions of empowerment involve capacity building, raising awareness, skills provision, promoting community integration, self-determination and independence. When PWDs were able to acquire skills and become independent, they able to adjust to the surrounding environment. As a result they are integrated in society and are able to access to the resources available in society. When society provides a barrier free environment and provides opportunities to such individuals and integrated the marginalized segment it may leads to creation of a better society.

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Chapter-III

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3. RESEARCH METHODOLOGY

3.1.   Introduction

The research methodology section in this study offers the description about the entire research process. It gives information regarding the research method that was employed in conducting this research and also offers an explanation for the use of this method. The chapter also highlights the relevant data sources, research design, units of data collection, data collection methods, sampling strategies, and sampling size that were utilized in performing this research. It also highlights the ethical considerations which are important in every research. Furthermore this section also discusses and explains the qualitative analysis and the stages of framework analysis. The chapter ends with providing the information concerning the locale of the study.

3.1.1. Research method or strategy

Research method or research strategy is basically determined by the nature of research questions and the subject under examination (Denzin & Lincoln, 2005). Therefore, the format of research used in the process of investigation should be observed as a tool to answer the research questions. While keeping in view the subject under investigation and the nature of research questions, the qualitative research method was employed in performing this research. Qualitative research strategy was developed in the field of social sciences that helps researcher to understand the cultural and social phenomenon that includes the beliefs, attitudes, perceptions of the mass society and also observes the feelings. It is an organized strategy for describing people experiences and their inner feelings (Abedsaeidi et al,. 2015). Qualitative research method was considered appropriate in this study, as the research examine the empowerment of people with disabilities for creating a better society. Moreover, this study aimed to explore the changes experienced by individuals with disabilities due to their empowerment and how it contributes to creation of a better society. So this study deals with ideas, human behaviours, perceptions and beliefs which are difficult to dig out by using quantitative research method. Qualitative research method is mostly appropriate with small sample size. This method provides an overall description and analysis of the subject under study without restraining the scope of research and responses of the respondents (Collis & Hussey, 2003). However, this research doesn't provide final truth about the subject matter

under study (unable to generalize the results); rather it aims at understanding and exploring the responses of the respondents on a particular subject, in this case the subject is empowerment of people with disabilities.

3.1.2. Research design

Research design informs reader about the nature of research work. This research is based on descriptive research design, as this study is aiming to describe a social phenomenon (Moura, 2018). It helps to address the research questions that the study intends to answer. Moreover, many of the qualitative researches aims at descriptive research design (Babbie, 2013). Because descriptive research design frequently concern with what, how, when and where rather than why (Gall, Gall, & R. Borg, 2007). Descriptive research design is suitable for my research because my research questions are concerning with what and how. Furthermore, the descriptive nature of qualitative study offers a description about a situation and describes the experiences encounter by the participants of the study, although it does not make accurate predictions.

3.1.3. Data Collection Method

There are various methods of data collection, which includes interviews, focus group discussions, observation, reports and review of documents. The researcher selects the information with regard to research questions, availability of the resources and sensitivity of the subject under study (Speziale & Streubert, 2011). For this research the data was collected from primary and secondary sources. The primary data was gathered with the help of interviews and such interviews were semi-structured interviews. Interview is a data collection technique for gathering of primary data that most of the qualitative researches employed. The interviewing technique helps to investigate what the respondents think about and how they feel about a particular matter under investigation. It allows the respondents to freely answer to the questions comprehensively (Bryman and Bell, 2015). Through this method the researcher was able to collect a considerable amount of information that is relevant to researcher area of interest. A semi-structured interview includes several key questions related to the area of interest but also allows the interviewer and interviewee to diverge in order to get more detailed information.

The underlying principle behind the utilization of semi-structured interview is that the respondents were free to express their experiences, perceptions, opinions and ideas about the

subject under investigation. According to Adams et al. (2002) semi-structured interviews are often regarded as the sole data source in qualitative researches. Basically this method of data collection allows the researcher to seek clarity and probe for deeper understanding of the social phenomenon under investigation (Gill et al., 2008). Consequently the data analysis and reporting of the data is the reflection of the respondent's viewpoints. Semi-structured interviews are one of the most dominant and commonly utilized techniques for data collection in the field of social science researches (Bradford & Cullen, 2012). They are valuable because they enables the researcher to gather exhaustive accounts of people experiences and allow them to explore subjective point of views of people (Flick, 2009).This study aims at collecting bits of information received from interviewing people with various kinds of disabilities, from family members of PWDs in particular cases and from organizational officials who are the residents of central Hunza.

3.1.4. Units of data collection (UDCs)

A unit is a portion of a given phenomenon from where the data is gathered. The units can be individuals, organizations, households etc (Beukenhorst et al., 2012). Similarly the target population from where the sample was selected for conducting this research were the individuals who are suffering from the disability condition, the family members of differently-abled people and also officials of organization who were working for PWDs. The population comprised of both male and female who were residents of central Hunza. Thus the units of data collection for the current research are as follow:

UDC 1: Individuals with various types of disabilities residing in central Hunza.

UDC 2: Family members of people with disabilities in such cases where PWDs were unable to communicate because of the communication problems due to hearing and verbal impairment and as well as the individuals having mental disabilities.

UDC 3: Officials of the organization that is currently working for the people with disabilities. In Hunza there is only a single organization that is working for such people. The officials of organization include two sub units which are:

a) Higher officials /Heads of organization
b) Master trainers and supervisors

3.1.5. Sample size

Once sampling strategy or technique has been determined the next step in research is the selection of sample size. The sample size for my research was 52 respondents. Out of 52 participant's 24 respondents were people having various types of disabilities, 10 respondents were organization officials including heads of organization, master trainers and supervisors of PWDs; and 18 respondents were family members of people with disabilities. In this research 42 cases with various types of disabilities and 10 organizational officials were included. Out of these 42 cases, 22 respondents were male and 20 were female. The below table shows the distribution of units of data collection along with number of respondents participated in this research.

Table 2: Number of respondents

S.No	UDCs	Description		Total
1	UDC 1	People with various types of disabilities (PWDs)		24
2	UDC 2	Family Members of people with disabilities		18
3	UDC 3	Officials of Organization	Higher officials	4
			Supervisors	6
		Grand Total		52

Source: Constructed by researcher

3.1.6. Sampling technique

Sample is a small fraction of a larger population and considered as a representative of a larger population. According to William (2010) sampling is the process of selecting a small group of cases or subsets out of large population. Sampling is defined in a broadest sense as the selection of particular information sources from where the data is collected to address the research objectives. When conducting any research it is not possible to include every segment of the targeted population in the research process, so in that case we choose sample of a larger population. There are different techniques for choosing such samples, which depends on the nature, type and purpose of the research study. On the basis of the nature and purpose

of this research purposive sampling techniques was used in order to select sample from the targeted population. Purposive sampling technique is a form of non-probability sampling which is frequently used sampling strategy in qualitative researches in order to identify and select information rich cases (Patton, 2002). In this technique the researcher identifies and recruits the cases or respondents based on particular criteria and purpose (Mason, 2002). Moreover, the researcher selects the participants who are knowledgeable, willing to participate, able to provide information and able to communicate their knowledge and experiences in an eloquent and expressive way. It emphasize on such individuals who have particular characteristics and will able to provide detailed information relevant to the study under investigation (Marshall, 1996). According to Yin (2011) purposive sampling is the selection of participants or cases on the basis of their anticipated richness and relevance of information to the research questions of the study.

Furthermore, in this research some cases were also selected with the help of snow ball sampling. Snow ball sampling also known as chain referral sampling is a form of non-probability sampling in which the research respondents refer the researcher to others who may able to potentially contribute in provision of relevant information. According to Hendricks (1992) snow ball sampling offers practical advantage when the purpose of study is mainly descriptive, qualitative and exploratory. Basically this sampling is used for locating information-rich cases. By establishing contact with some potential subjects the researcher was also able to recruit the cases which were not included in the sampling frame but exists in targeted population.

3.1.7. Procedure for data collection

In the initial phase of data collection the researcher visited the organization that is currently working for people with disabilities in Hunza, in order to identify the target population. Later the researcher visited Aga Khan local council and Deputy Commissioner Office to get the census form of people with disabilities residing in Hunza. Hereafter, the researcher started conducting interviews from 15th of January 2019. During the initial sessions researcher has conducted semi-structured interviews from the organizational staff who are relevant to the area of concern and the duration of each interviews was 50 -55 mints. Afterwards with the help of census form, the researcher was able to identify the target respondents and started visiting homes of PWDs. During the month of February it was unable to visit rehabilitation centres because of the 2 months gap in winter season. The duration of

interviews for gathering information from people with disabilities depends on the nature of respondents and for most of cases the duration of interview was 20-25 mints. While the duration of interviews from family members of PWDs was almost 40-45 mints. Afterwards when the rehabilitation centres were reopened in March, researcher started visiting centres and conducted interviews from PWDs working over there and also from the supervisors and master trainers. The interviews sessions were culminated in the mid April and consequently the researcher was able to gather a considerable amount of data in 3 months.

3.1.8. Ethical considerations

Ethical considerations are specified as one of the major portion in conducting any type of research work. Numerous ethical considerations were taken into consideration to make sure that the research was performed in a rightful and appropriate manner. The current research study was also conducted while complying the terms and conditions of ethical concerns which are applicable in conducting every type of research. As the data was gathered through informed consent, that means that each participant was informed about the research initially asked whether he/she wants to participate in research or not. It was further explained to the respondents that the information they provided will be kept confidential and that will only used for the research purpose. Furthermore, the participants were also informed about the purpose of conducting this research and the impact of their provided information on overall research project. Also the participants were informed that they would wish to withdraw the interview session at any point they could do so and during the data collection 2 to 3 respondents with draw the interview sessions. Moreover permission was taken from the respondents for the recording of interview and no one has issue with the recording and the questions were carefully asked from the participants. Moreover, the literature used in this research is acknowledged by citing the article with proper references. Furthermore, this research has no negative motives, as this research is very helpful both in educational and institutional purposes. Thus this research comply all the ethical consideration that are crucial in every research.

3.2. Data Analysis

Data Analysis is one of the most significant parts of every research. Data is analysed through quantitative and qualitative data analysis tools based on the nature of data. As this research employed qualitative research strategy, therefore the data is analysed using qualitative data analysis tools. In contrast to quantitative data analysis, there are no standard

set of rules, procedures or methods for analysing qualitative data. Typically the qualitative data is disorganized, voluminous, discursive and messy in nature (Miles, 1979). Although it is highly rich in detailed information but content wise the material is unwieldy and intertwined. Basically the qualitative data analysis involves exploring the meanings of respondent's viewpoints, perceptions, words, actions and trying to dig out and explicit the information hidden in them. Data analysis is a process through which the researcher came up with findings of the data (Ryan, 2006). The qualitative data contains very extensive material and consequently reduction of the data is a core task in qualitative analysis (Ritchie & Lewis, 2003), however it is attained using various ways which are described in the following section:

3.2.1. Thematic analysis

The approach which was utilized for analysing the data in this research was thematic analysis. Thematic analysis is one of the fundamental analytical tools of qualitative research which is incredibly popular and widely used (Boyatzis, 1998). Braun and Clarke (2006) proposed that it is the foremost qualitative analytical tool that should be learned as: *"It offers the essential skills that will be helpful for conducting various other forms of analysis".* Fundamentally thematic analysis is a process of identifying or recognizing themes and patterns that are important and interesting from the overall data set and then utilizing these themes and patterns to address the research questions. The process of identifying themes and patterns instigates at the initial phase of data collection and persists throughout the process of data transcribing, reading, re-reading, data analysing and data interpretation (Maguire & Delahunt, 2017). It is described that a theme captures something significant, relevant to data set and research questions and signifies some level of patterned meaning and response within the dataset. This is much more than just merely summarizing the material. A good thematic analysis interprets and makes sense of the gathered information (Clarke & Braun, 2013). In general thematic analysis offers description and interpretation of the identified themes in relation to the previous literature of the research. In order to identify themes and patterns from the dataset Braun and Clarke (2006) distinguished between two types of thematic analysis, one is top down or deductive thematic analysis in which a predetermined or structured framework is used to analyse data. Whereas the other is bottom-up or inductive thematic analysis that is determined by the data itself in which the actual data is used to derive the structure for analysis. In this research inductive thematic analysis was utilized to identify themes for data analysis.

3.2.2. Framework Method/Analysis

There are various approaches or tools for the qualitative analysis of data such as discourse analysis, narrative analysis, content analysis, grounded theory method, framework method and many others. Most of these approaches are aligned to particular disciplines, however framework method is the flexible and unique tool that is not associated with a specific analysis rather it fits into various qualitative approaches that intends to generate themes from the dataset (Crotty, 1998). In this research framework method was utilized in order to generate themes from the overall data set. The framework method is the most influential tool used in qualitative analysis of social science researches, as this approach offers a clear framework for conducting thematic analysis (Clarke & Braun, 2013). Moreover this framework method is most frequently used in the thematic analysis of data gathered through semi-structured interviews (Pope, Ziebland, & Mays, 2000). The procedural ways of analysis that were undergone for the structuring of thematic framework are demonstrated as under.

3.2.2.1. Transcription

Transcription is the initial step in analysing data for the research. It is basically a translation or transformation of audible or visual data in to written form (Duranti, 2006). It is a process of providing written account to the spoken words. It is an imperative and integral process in qualitative research. Almost all qualitative researches engage in some degree of transcription, the data may be audio recorded of individual or focus-group interviews, recording of videos or handwritten field notes (Lacey & Luff, 2009). Similarly, this initial step of data transcription is followed in this research by transcribing all the interview recordings into written form. However, the process of transcribing data is detailed and time-consuming task but it is very useful step as it helps to generate good quality and in-depth reports. Furthermore, it also helps to have direct access to data which is extremely useful and valuable. The process of transcription offers a good opportunity to become immerse into the data and it is highly encouraged for new researchers (Gale, Heath, & Redwood, 2013).

3.2.2.2. Familiarisation

Familiarisation refers to a process through which the researcher is familiarized with the collected data and able to gain an overview of the data (Ritchie & Spincer, 1994). Qualitative data is in various forms, such as in the form of interview transcripts, field notes, documents and many others. After going through the initial stage of transcription the

researcher read and re-read all form of data including interview transcripts, field-notes and documents again and again and listens to audio recordings with intense attention in order to become internalised and familiar with what the material entails. In this research mostly the interviews were directly translated into English, although in some cases the local language was translated into Urdu first and then into English according to necessity. While becoming familiar with the data, the key ideas and concepts were also noted. The process of noting down key ideas and concepts is integral part of data familiarization step which helps to generate potential codes and themes for further data analysis. Basically through this process the researcher immersed himself into the data by reading the transcripts, listening to recordings and go through the field notes and documents (Srivastava & Thomson, 2009).

3.2.2.3. Coding

After becoming fully familiar with the data that was collected, the next analytical step in framework method is to provide initial codes to the data (Braun & Clarke, 2006). Basically code is a word or short phrase that symbolizes or represents the main feature or essence of the data (Saldana, 2013). Gibbs (2007) defines coding in qualitative research as "how you describe what the materials/data you are analysing are about". It is about highlighting the main features of the data and labelling the sections/passages or chunks of text with codes. Moreover, these labels can be about concepts, activities, ideas or opinions, actions, processes, differences etc (Strauss, 1987). Furthermore, coding is viewed as a means of data reduction or data simplification that helps in re-conceptualization and development of data and helps to identify more possibilities for data analysis (Coffey & Atkinson, 1994). Moreover, the process of coding is done either manually or by using software programme, here in this research coding was done by using manual process. In addition, coding is performed using inductive approach (data driven coding) or deductive approach (concept driven coding) or combined approach depends on the nature of the data. In this research the process of coding was performed with the help of inductive approach. Fundamentally the process of coding continues to be developed and refined throughout the data analysis and codes become the foundation for the themes that will be generated in research.

3.2.2.4. Categorizing codes and identifying themes

In qualitative research the word theme refers to a pattern that captures a significant feature of data/material relevant to the research questions and usually represents some degree of meaning and patterned response within the data (Braun & Clarke, 2006). However, there

are no hard and fast rules about what makes a theme, rather it depends on the researcher judgement. Basically a theme is characterized by its significance. In this study after providing initial codes to the overall dataset, the researcher got an extensive list of various codes and in this step the codes had been organized into broader themes. Essentially in this step the researcher was going to analyze the codes. The researcher decided which codes are most important and then created categories of those codes. Some of the initial codes may directly go to make main themes, some make sub-themes and some of others were still discarded. Moreover, some codes which are associated with one another club together to make categories. In addition, the predetermined sets of themes were also compared with the constructed codes and modify themes wherever necessary. At the end of this process I have organized the identified themes in an order. The themes which are described in this research have been identified by following this thematic structure. The following matrix shows the visual model of the coding process in qualitative research

Figure 2: Visual Model of coding process in qualitative research
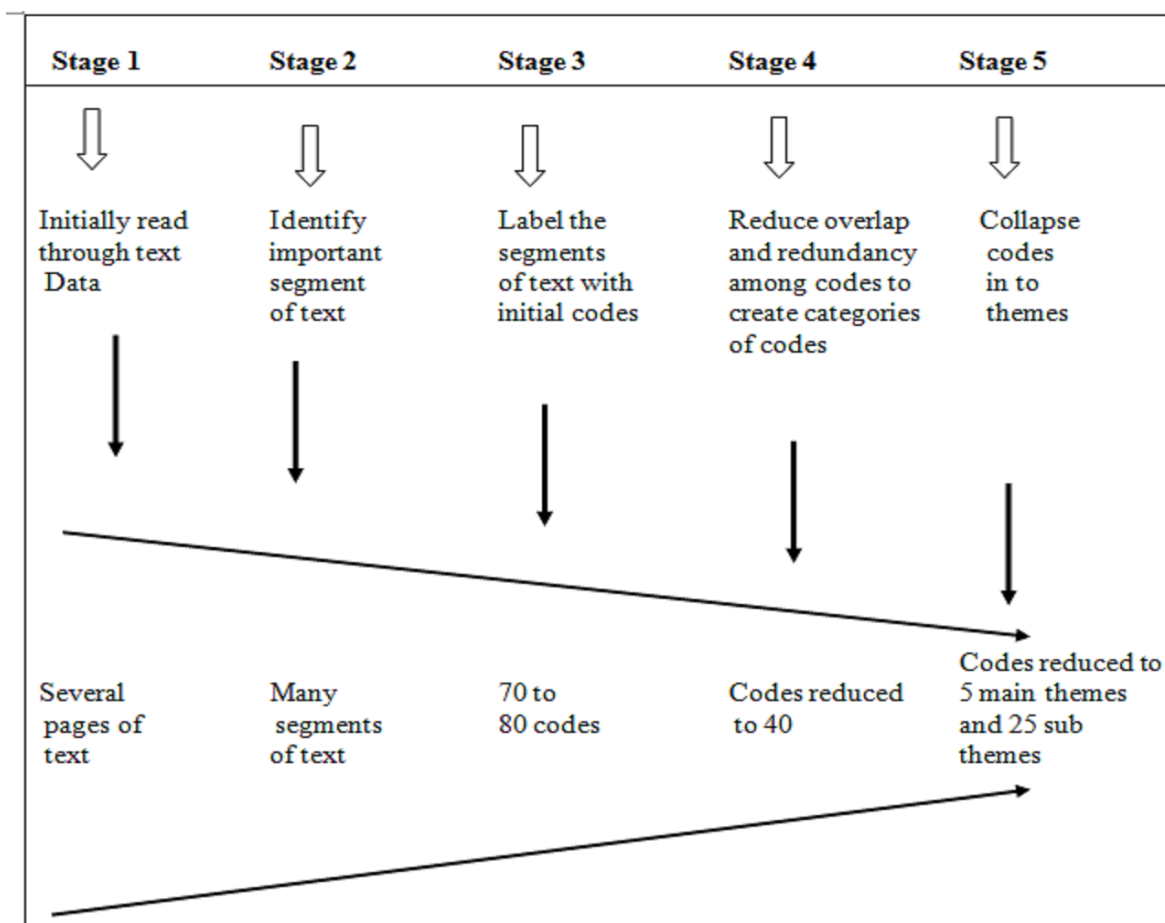
Source: Coding process in inductive analysis of qualitative data adapted from (Creswell, 2012).

3.3.   Data Verification

Data verification is one of the most important aspects in qualitative research. In qualitative research there are various proposed approaches for the verification of qualitative data. Some of useful approaches may include Triangulation method, Negative-case analysis and Reflexive journal. Here in this research triangulation method was used in order to verify the data. Triangulation is basically a strategy or method for improving the validity and reliability of the research and evaluation of results. Triangulation method basically refers to the use of multiple sources to compare and contrast study data in order to establish supporting information. Some of the forms of triangulation method involve the use of multiple tools/techniques to extract data from the same social phenomena, data obtained from different sources and the involvement of multiple researchers in the data analysis phase. Similarly in this research multiple sources were used to collect data from the same social phenomenon such as in some cases the data was cross-checked by asking the same questions from people with disabilities and also from the member of his/her family and master trainers in order to compare their views. Furthermore the researcher compared the interviews taken from the organizational officials with the data in documented form provided by organization.

3.4.   Locale Description

The present research was conducted in an area which is still unexplored as compared to other cities and rural areas of Pakistan. The area is known as Hunza Valley, a beautiful region of Gilgit Baltistan and territory of northernmost Pakistan. Hunza Valley is famous not only for its stunning scenery of beautiful mountains and glittering lakes but also renowned for the beauty of its inhabitants, who enjoy long life expectancies of more than age hundred. Its former name was Kanjut. It is positioned at an elevation of 2,438 meters above the sea level. The territory of Hunza extends to about 7,900 sq km and covers a population of more than 60000 people. It is located in the northern part of Pakistan connecting with two International boarders which are China and Afghanistan. It is known as heaven on Earth, because of its high mountains, peaks and its stunning beauty. The people of hunza are called burusho or hunzakuts. The overall Hunza is divided into three parts lower Hunza, central Hunza and upper Hunza. There are three local languages spoken in Hunza such as Burushaski which is the language of central Hunza, Shina is spoken in lower Hunza and Wakhi is the language of upper Hunza, although most of the people understand Urdu and English. This research was conducted in central Hunza that composed of various villages such as, Murtazaabad,

Hassanabad, Aliabad, Dorkhan, Shiras, Garelth, Hyderabad, Ganish, Karimabad, Mominabad, Altit, Ahmed Abad, Gama Sareth and Attabad. The central Hunza is known as the capital of Hunza which covers around an area of 3000sq km and population is more than 18000. The literacy rate in Hunza is considered to be more than 90% and almost every child in Hunza has access to primary schooling and most of the youth pursue higher education from colleges and universities in Pakistan and abroad. The Valley is surrounded by various beautiful peaks higher than 6000 meter, including Rakaposhi ((7,788 m), Diran Peak (7,266 m), Passu Peak (7,478 m), Bublimotin (Ladyfinger Peak) (6,000 m), Hunza Peak (6,270 m), and Ultar Sar (7,388 m). Therefore due to the majestic mountains, glaciers, glittering lakes and gorgeous landscape, the region also remains a famous tourist spot. The tourist's season generally starts from May and ends in October. The following map gives an overview of the various villages of central Hunza which was the focused geographical area in this research:

Map 1: District Hunza and Nagar
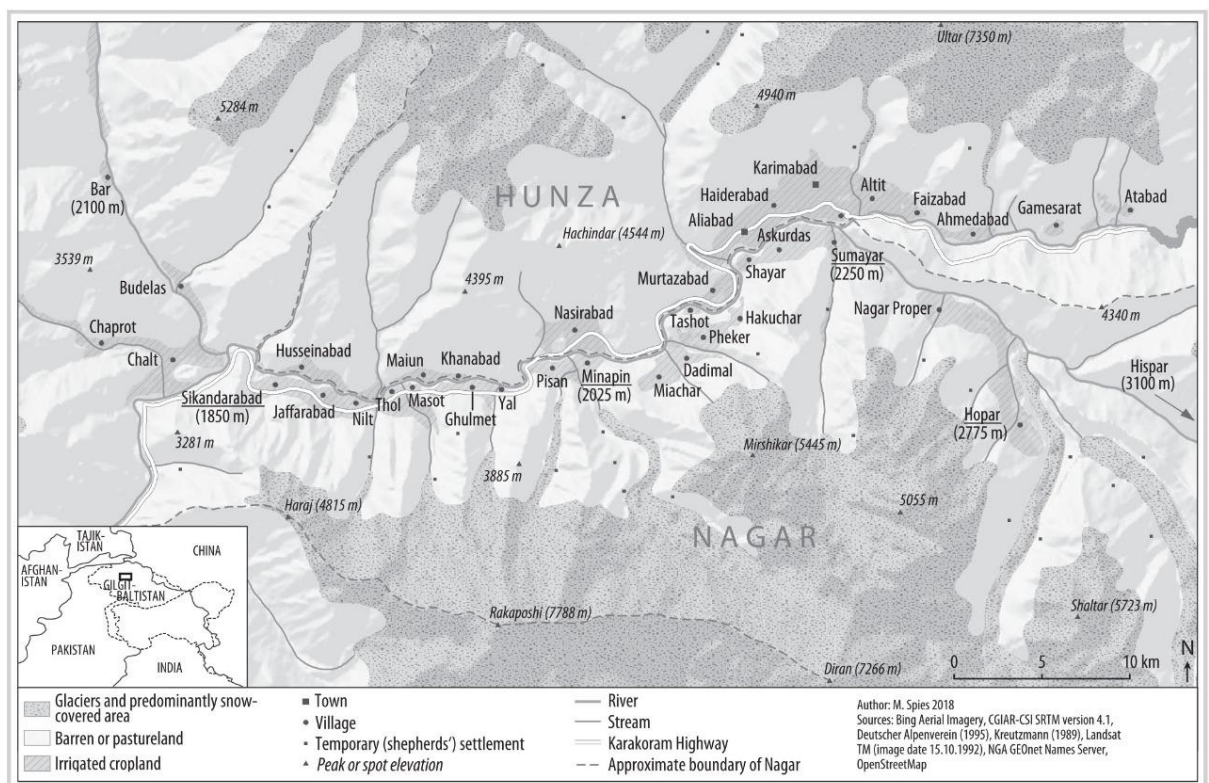
Source: https://bioone.org/ContentImages/Journals/mred/38/4/MRD-JOURNAL-D-18-00013.1/graphic/f01_299.jpg

4. DATA ANALYSIS AND DISCUSSION OF RESULTS

4.1. Introduction

The following section deals with data analysis and discussion of results. This chapter presents and discusses the findings of the study. In this study thematic analysis was used to analyze the data collected from participants. The findings of the study were then presented and discussed in relation to the research questions as discussed in the first chapter. The findings are based on the responses of people with disabilities, families of PWDs and the organization officials. The data is then organized and presented by categorizing into themes and subthemes which are discussed as under.

4.1.1. General profile of participants

In this research 52 respondents were selected, out of which 24 respondents were people with various types of disabilities, 18 respondents were family members of PWDs and 10 respondents were officials of organization respectively. On the basis of sample of PWDs interviewed the majority of them fall into the age category of 35 to 60 however, PWDs below age 35 and above age 60 are less in number. The major types of disabilities found in the targeted population were physical disability, mental disability, visual disability and hearing/speech disability. However, it was found that most of PWDs were suffer from more than one type of disability (multiple disabilities). By gender the data shows that disability prevails equally among males and females. With regard to level of education, majority of them were illiterate, although some of the cases show education up to primary level and 7 to 8 cases indicates education level above matriculation. Furthermore, the data reveals that disability is caused by birth, after birth and inherited however, in most of the cases among the sampled PWDs disability is caused by birth. Moreover, the majority of PWDs didn't receive any medical assessment because of financial issues.

4.1.2. Background of disability status in Hunza

Disability is a universal dilemma and law of nature; therefore it shouldn't be ignored or neglected. Similarly disability factor is a major concern and relatively common feature exists in Hunza valley especially in central Hunza and parts of lower Hunza. This is due to iodine deficiency, imbalances in dietary patterns, insufficient health care facilities, congenital

factors, inter family marriages and unavailability of clean drinking water. Traditionally the incidence of this issue was greater but with the passage of time due to changes in dietary patterns and advancements in health care facilities and other facilities the problem is lessen to some extent. People with disabilities are the most neglected, marginalized and isolated segment of every population and they are discriminated in almost every areas of life. Similarly the situation of PWDs in Hunza was adverse and miserable and there was no any government department or other organization to address the issues related to the highly disadvantaged segment of the society. They were completely reliant on their families and there were lack of facilities and opportunities to make them productive beings. Some of them were involved in hard and heavy tasks at their homes by their families and many of them were completely futile. Realizing the gravity of the situation of such people, a community based organization known to be Karakorum Area Development Organization (KADO) took an initiative in order to address the needs and support the most marginalized and underdeveloped segments of the society and to bring them in the mainstream society. KADO played a crucial role in the lives of such people which are discussed in the following section.

4.1.3. Role of KADO in uplifting the marginalized segment of society

The following themes discuss the role of a community based organization known to be Karakoram Area Development Organization (KADO) in the lives of people with disabilities in Hunza valley and more specifically central Hunza.

4.1.3.1. History and background of KADO

Karakoram Area Development Organization (KADO) is basically a non-for-profit, indigenous community based organization, which is working for the betterment and sustainable development of the community. The initiative of developing an indigenous and autonomous institution was envisioned in early 90s by a group of young educated activists or socially conscious members of Hunza based on the experiences of their valley and later their vision was translated into action. The history of KADO incepted in 1996 (officially registered in1998) with a handicraft project in order to assist the disadvantaged individuals of Hunza valley and within a limited period of time it is expanded in scope, impact, scale and programmatic dimensions throughout the region on the basis of community needs and demands. The main purpose of this organization is to improve the economic base and living conditions of local communities with a particular emphasize on women, persons with disabilities and other marginalized segments of the society. Its mission is *"to develop human*

and institutional capacities and explore opportunities for equitable and sustainable development in the region". Its vision is "*to develop a healthy society which is economically, socially and culturally balanced"*. The values of organization are community participation, voluntarism, self reliance and innovation, gender sensitivity and equality, cooperation, collaboration, pluralism and tolerance.

4.1.3.2. Work breakdown structure (Strategic thematic areas)

Since its inception KADO is working for the holistic development of local communities and it has various interventions in a range of thematic areas. KADO designs and incepted various programmes or projects and replicate or strengthen the existing projects. Basically it is working under diverse thematic areas such as economic development, rehabilitation of persons with disabilities, environmental management, cultural revival and development, human and institutional development, information and communication technology for development and knowledge management. Although my main focus in this study is on a specific thematic area which is the rehabilitation of PWDs.

4.1.3.3. Rehabilitation of people with disabilities (KADO rehabilitation Model)

While considering the situation of PWDs in Hunza as part of its obligation to improve the living condition of the marginalized segment and ameliorate the human rights of such people, KADO took the initiative and established its first rehabilitation centre for men in1996 known as the *Sharma Rehabilitation Centre* (SRC) with the funding support of Swiss Agency for Development and Cooperation (SDC) located in village Karimabad. Later KADO expanded its programmes and established a separate rehabilitation centre for women known as *Women Rehabilitation Centre* (WRC) in December 2001 initially supported by German and Finland embassies located in Hyderabad. The main objective for initiation of rehabilitation centres was to provide basic rehabilitation services to PWDs and also to engage these people in such activities which could lead to their socio-economic uplift. Basically the rehabilitation centres provided a shelter where such people were treated with various therapies to live an honourable and dignified life as productive members of the society. In these centres PWDs were trained and rehabilitated on rotational basis and in this way it attempt to cover majority of PWDs within its limited resources. Although there were around 80 PWDs (55 men and 25 women) who are permanent workers at rehabilitation centres. The inception of rehabilitation centres are basically the main basis or foundation of KADO model of rehabilitation also know as social protection model. The PWDs in rehabilitation centres

were rehabilitated by using various strategies which are going to be discussed in the following section.

4.1.3.4. Main components of rehabilitation model

KADO rehabilitation centres (SRC and WRC) are working for PWDs by focusing on various significant aspects of such people using different strategies. The main components of KADO rehabilitation model are as under.

4.1.3.4.1. Creating a positive attitude towards PWDs

While interviewing the organizational officials and families of PWDs it was found that previously disability was considered as a negative aspect in society and PWDs were confined to their homes. The families of such people didn't want to bring their disable members out of their homes, because the surrounding environment that didn't accept and admire such people. Therefore, families didn't want to reveal the identity of the family members who have disability and they felt hesitant and shy to bring them out of their homes. As mentioned by Azam Khan one of the supervisors of PWDs in rehabilitation centres that;

"Previously *the special people were in an environment where the behaviour of general public towards such people was unfavourable. They made fun of such people in order to entertain themselves and they were not aware about the mental and psychological torture experienced by such people. Even the behaviour and treatment of their families was not encouraging*".

The findings reveals that the rehabilitation centres are providing services to a large number of PWDs within the region in order to enable them to become useful members of society and live an independent life. Initially the families of PWDs were mostly reluctant to send them to centres, as the idea was novel to them. Therefore, the organization arranged various awareness sessions at many platforms to aware community about the importance of such people in society. Furthermore, the organizational staff personally meeting the families of such people in order to convince them. As a result due to persistence persuasion by the KADO staff, people realized the effectiveness of such centres to improve the conditions of the PWDs in the area. In the beginning the project provided rehabilitation services to 30 PWDs but with the passage of time the number was increased and in last 20 years KADO empowered more than 300 PWDs of various types including both males and females.

4.1.3.4.2. Provision of trainings and developing Skills

The findings shows that the initial level of skills among PWDs were poor or non-existent because majority of such people belongs to such type of backgrounds where they only performed home activities or either they were doing nothing. Therefore, the rehabilitation centres initiated the provision of skills and trainings from grass root level. These centres provide health and hygiene education, basic health care sessions, provide trainings in vocational and developing income generation skills and provide income earning opportunities. As there are separate centres for males and females, men centre is involved with different tasks and activities while in women centre, females are imparted with different skills according to their suitability. These rehab centres provide a constant learning environment to the entrants, and according to the level of improvements they were promoted or upgraded and provide trainings and skills in other finer things. In the initial phase of trainings the PWDs were subjected to the building of life skills. These skills include self care skills such as eating, dressing, bathing, talking and interacting etc. In this phase the orientation sessions were organized related to health and hygiene, awareness building sessions, interactive sessions so that they adjust to the novel situation and environment. One respondent among the master trainers was of the view that;

"*We train such people by following the rules for training an ECD child because they have very sensitive nature and need so much patience and experience to tackle people with special needs*".

After the provision of basic training which is the life skills, the next phase was recognition of their inner potentials and abilities. In this phase PWDs were categorized into different groups based on their capabilities, potentials and nature of disability. These people were engaged in different tasks and activities according to their capability so that they can use those skills to earn a living. The organization also offer home based tasks or activities especially to those individuals who are far from centres and unable to visit centre on daily bases.

4.1.3.4.3. Engagement of PWDs in diversified activities

After recognizing their inner abilities and the nature of disability, the PWDs were involved in diversified tasks and activities. Men in Sharma rehabilitation were engaged in diverse tasks while the females in women rehabilitation centre performed different tasks.

Essentially these rehabilitation centres provide an environment where such people are treated with speech therapy as well as work therapy and particularly focused on the capacity building. These centres offer productive work which becomes a means of therapy and developing their self esteem. Initially men were trained and engaged in various processes of traditional Sharma (rug) making skills that may include spinning, weaving, separating of wool or fleece based on their abilities. Sharma was traditionally used as a blanket, later it usage was changed to carpet, runner and mats. The formal industry of Sharma was established in 1996 under the supervision of KADO known as Sharma rehabilitation centre in which differently-abled people were engaged in various activities related to Sharma making. Fundamentally, the rationale behind the initiation of Sharma rehabilitation project was to link marginalized group to various employable skills and then developed market for their products. Furthermore, another rationale of introducing Sharma project was the conservation of the culture of Sharma in Hunza, because the skill of making Sharma was dying in mid 1990s.Therefore KADO took an initiative to save the skill and consequently a successful project was launched and trained many people from the region. Through this project the common people who were involved in agriculture and farming practices also got financial benefit by selling of wool or fleece of sheep's and goats for rug making purpose. The findings show that the Sharma industry directly benefited the differently-abled people and on the other hand it is an indirect source of earning for the community as a whole. There is a huge scope of rug in many parts of Pakistan as well as it attracts foreigners. This rug is being marketed locally and also to the tourist market. The rugs are very effective and useful in cold climatic areas and also were utilized as gift items, runners of hotels, carpets etc.

Moreover in order to diversify the skills, PWDs were also trained in traditional music, traditional dance, various indoor games, dramatics and forming their musical band. This is basically an opportunity for their entertainment and spiritual therapy. The special band of entertainers is known as Silk Route Special Band who performed at various festive occasions like traditional festivals, events arranged by organization, marriage ceremonies and during visits of foreign delegates etc. This is also a source earning income and attains confidence and merit.

In women rehabilitation centre, special women were imparted with various vocational and livelihood generating skills. Basic training is similar for both men and women, although the major provision of trainings and skills components may include embroidery work,

handicrafts making, sewing, stitching, beads making, artificial jewelry making, woolen thread making, rug making and fabric bags making. Currently women were engaged in activities of making environmental friendly paper and cloth bags in order to replace plastic bags.

4.1.3.5. Linking PWDs with associations

In addition to the providing skills and training opportunities to PWDs who are affiliated with organization, KADO also facilitate and assist them by linking them to associations at local and national level. KADO formulated an association at Hunza level for the people who have visual impairments and linked those people to national associations of blind people. The main objective for the formation of association is to enable them to raise their say or voice at different platforms. Because government has fixed quota for differently-able people and such people are ignored in government programs. Therefore, these associations became helpful to avail the opportunities provided by government and other departments. Moreover, there are cases where people became permanent employees of private and government sector with the help of these associations.

4.1.3.6. Using participatory, integrated and meritocratic approaches

The philosophy of KADO is to believe in participatory, integrated and meritocratic approaches. As mentioned by projects manager Ejaz Ali that:

"People with disabilities or differently-abled people are such people for whom sustainability is not possible without using any integrated approach".

Whenever KADO commenced any project, initiative or intervention, KADO closely working and liaisoning with local indigenous community and integrate the whole community in solving the societal issues. The selection criteria for hiring staff for supervising and training people with disabilities based on meritocratic approach. People were hired on the basis of their ability and talent with especial emphasize on the most deserving people. Moreover, KADO also gives opportunity to PWDs and select trainers from within them on merit base and whenever required the first priority is given to PWDs. Furthermore, KADO collaborating and working with Local support organizations (LSOs), Village base organizations (VOs), Women organizations (WOs) and other small civil society organizations in order to identify solution to the communal problems. KADO has a unique model which is that, they are not only focusing on a single segment rather developed a linkage among the

whole community, so that it leads to the holistic development of society. As one of the staff Saleem Johar gave an example that,

"Our organization commenced a new intervention that is the production of a new marketable product. The objective of this initiative is to replace the non-degradable plastic bags with environmental friendly fabric and paper bags. KADO in collaboration with the local population, Environmental Protection Agency and administration of Hunza launched an awareness campaign about the deleterious effects of plastics and become successful in restricting the use of plastic bags in district Hunza. This intervention contributes to the livelihood of people with special needs as well as contributes to the protection of environment and minimizing the diseases. This intervention benefited the community as a whole".

4.1.3.7. Providing a pleasant environment through utilizing creative methods

KADO attempted it best to provide a pleasing and comfortable environment to the people with special needs. It offers an atmosphere where such people didn't feel any inferiority complex. Such people came from the same socio-economic backgrounds with sharing common problems; therefore they easily adjust to the environment because the people are at the same level. It provides a platform where people share their emotions and problems comfortably with one another. One of the respondents Fida Bibi while talking about the environment of centre and mentions that:

"When it comes to our environment and our colleagues I must say that environment and my colleagues are amazing and wonderful because they cooperate with each other for everything, they motivate each other to move forward. Our centre environment is just like a home where your family members love you unconditionally and do not expect anything in return. Likewise, the participants over here treat each other with smile and love. They would not treat you as an outsider they will always welcome you like your mother and sisters, hug you when you enter to your home".

However in initial sessions most of the people were fearful to interact and speak, felt uncomfortable and shy. But with the passage of time they adjusted to the surrounding. In order to adjust them to a novel situation KADO utilized creative methods. It doesn't just focus on providing trainings and skills opportunities rather it also focused on building their self-confidence and self-esteem. It conducted sessions where such people were motivated to participate in class activities such as singing songs, delivering speech and other interactive

activities and appreciated their participation. This results in building their self-confidence and as well as it is a technique for accepting, tolerating and understanding one another. Furthermore, these people were also engaged in extra-curricular activities such as playing games, entertaining them through music and dance, so that they don't feel any burden of work, and perform tasks energetically with interest. In addition organization arranged various exhibitions and other events especially during the visits of foreign delegates where PWDs participate in such activities and they are like ambassadors of KADO. They represent KADO at various platforms and gain a lot of exposure by participation in programs and events.

4.1.3.8. Impact of rehabilitation centres

There is a long story/history of KADO in terms of its contribution to the development of society; however the very tremendous role or impact that it plays in the region was in the lives of people with disabilities. KADO rehabilitation centres are one of the major pillars for uplifting the ignorant segment of society in Hunza. Some of the significant impacts of rehabilitation centres in the lives of special people include the following;

4.1.3.8.1. Improvement in the lives of PWDs

The rehabilitation projects directly addressing the needs of PWDs and trying to bring socio-economic improvements in their lives. The outcomes of rehabilitation centre proved to be beneficial to its members as it brought significant changes in their lives. The lives of PWDs is considerably improved and transformed after the inception of KADO rehabilitation centres. This is due to the continuous efforts of KADO, which is serving such people since twenty years within its limited resources. They learn various skills including life skills, employable skills and experience a considerable changing in their life. It provides a platform where PWDs earn their living by themselves, by acquiring skills and trainings, which contributes in changing their living condition. Previously they were restricted to their homes and they were like burden on their families and on society as well, but now they are involved in communal activities and become productive part of society. Now they are also a significant part of economic pool of the family and as well as the attitude of family and society towards them is radically improved. In some of the cases the PWDs are the major source of income for their families that had put them in the same tier like everyone else in the family. Their life styles also changed and now they demand a clean room, cleaner clothes and other basic necessities of life for their usage. One of the master trainers Rehana explains that;

"Living a life with any form of disability is not easy, although with the support of family and surrounding environment the life become easier, like the case of differently-abled people residing in Hunza valley. With the support of the local community, and philanthropists our organization providing rehabilitation services to such people through work therapy, trainings and through socialization. The living condition of such people who are part of our rehab centres is substantially improved as these people become more confident and live a life with dignity and consider themselves as fruitful members of society".

Mostly these people are a kind of bread winners for their families; they earn and support their families. There are examples or cases where the people are still working and earn their living in their eighties. Although they are completely blind but still earn living and cater their families.

4.1.3.8.2. Impact on physical and mental activeness

With regard to physical and mental changes, the rehabilitation centres brought a greater improvement in their lives. It was found that the PWDs who were completely relied on their families in term of routine tasks and necessities, now have a great deal of independence in terms of earnings their own livelihood and taking care of themselves. For most of the people these rehabilitation centres are source of physical and mental therapy. Therefore, in some of the cases the level of disability is reduced to some extent. Along with the betterment in the physical state these people have shown a great deal of improvement in their mental or psychological state. Previously before the intervention of KADO these people were having very low self-image and self-esteem and they regarded themselves as outcasts in their families and in society, but now they realized their self-esteem and their responsible position in the society. The feedback from families of PWDs was also satisfactory in most of the cases in terms of the level of improvement in their life. For example a mother of special women (with mental disability) belongs to a village Dorkhan mentions that;

"My daughter was suffering from mental issue since 32 years. Our family was very anxious and worried about her unstable condition. We approached many hospitals and doctors for her treatment and treated her with various medical and psychological treatments, but that had no impact on her mental state. She was totally confined to her room and occasionally came outside and didn't want to interact with anyone. Hardly me and her father convinced her to join the KADO centre and she attended one year training over there. After

joining KADO her condition was significantly normalized within 1 year. She wanted to continue her work in KADO but unfortunately it was only one year project".

4.1.3.8.3. Behavioural changes

Majority of the interviews reveals that the rehabilitation centres has a greater impact on behaviour of PWDs as well as on the overall community. Previously the nature of PWDs was hostile and aggressive and they were introverts and avoid going out from their houses, but now due to noteworthy efforts of KADO these people loves to go out and interact with people. Now they attend events like marriage ceremonies and funerals and also participate in community programs like cultural festivals, religious activities and other occasional functions. Moreover, previously the behaviour of society towards such people was non-accepting and they didn't like PWDs participation in the community gatherings, but presently the behaviour of public is significantly improved. They encourage and appreciate their participation in societal activities and such people are respected and even help them where ever they are in need. Now these people have a respectable position in society and live their life with dignity. These rehabilitation centres have created a general atmosphere of awareness in Hunza valley and currently the people are generally more sensitive towards the condition of PWDs. Consequently there comes a change in society where people respects one another.

PWDs have a long affiliation and strong connection with KADO organization, as it is serving and supporting the community since twenty years, therefore they love to go to KADO and they feel pleasure to work over there. The officials of the rehabilitation centres were of the view that both men and women work eagerly and diligently and are enthusiastic to improve on their skills.

4.1.3.8.4. Increased in productive work

The interviews demonstrate that rehabilitation centres has significantly increased in productive work of PWDs, because previously their skill levels were none and their productive activities were almost non-existent. Initially these people were either engaged in household chores or completely futile. After the affiliation of PWDs with KADO their participation has considerably improved in most of the household affairs. Furthermore their leisure time also gained values, because before the intervention they were wasting time. However, currently their leisure time is spent on their proper socialization, engagement in productive work and their participation in communal activities including events, religious

activities and other household entertainment activities. One of the respondents Khair-un -Nisa who is suffering from physical disability says that:

"I have been working inside home from decades. I always worked inside my home and there was a boundary defined for me. I tried to learn things but I could not adjust my schedule because of the role at my home I had to perform inside my home. A limited and defined set of rules were always there in my head. When you really aim to learn things, you find new ways and new places of opportunities. I came to hear about a training of beads making and I joined that training session where there were different people having different faces with hundreds of sad stories. This training helped me out to analyze and observe the environment outside of my home and decreased the number of limitations, which I had before. This organization did not only provided me an opportunity to earn but also opened ways to meet different people and it taught me hundred ways to remain happy in different situations".

4.1.3.8.5. Development of the capacities of PWDs

Another significant role of rehabilitation centres, that it plays in the lives of PWDs is to strengthen and development of their capacities. Their capacity to work is greatly improved and in addition to acquire new skills and trainings, they use their skills and continue to work at their homes and earn income. Furthermore, most of the interviews demonstrate that previously they didn't do any home activity but now they also perform home activities along with helping and supporting their families. Some of the cases show that by acquiring employable skills these people are also able to adjust themselves to various government and private sector employments.

Generally these rehabilitation centres are a big success story in the Hunza Valley and these are unique in the sense that no any other organization think of initiating any such type of project in the area. The CEO of KADO talks about the contributing role of KADO and he mentioned that:

"Actions speak louder than words, similarly some actions or interventions have been taken by KADO and that actions leads to fruitful results. And whenever you will meet the PWDs who are affiliated with our organization, definitely you will internally know what KADO has done so far for such people".

4.1.3.9. Challenges faced by organization and community to support or assist PWDs

This research found that until now KADO assisted approximately 350 people with various types of disabilities; however the rest of PWDs have unable to access to services due to various reasons. In order to fulfil the organizational expenses KADO gain support from some individual philanthropists, some partner organizations such as AKDN, AKRSP, Hashoo foundation and some international donor agencies including USAID, Swiss development Corporation (SDC) and JICA etc. In addition, KADO made some consortiums or partnerships with organizations and one of the good organizations based in Karachi i.e. NOWPDP which also supports KADO. However, majority of them are one time supporters. Consequently KADO face challenges in term of funding and resources. The current rehabilitation centres focused on the people living in their surroundings particularly focused on central Hunza and unable to approach the special persons living in other parts of Hunza. Because the organization has not that much funding or capacity to provide support to all the PWDs living in Hunza due to the spread of disability over scattered villages. Moreover, due to the limited resources KADO unable to provide transportation and hostel facilities and majority of such people belongs to poor family backgrounds and their families also unable to afford the transportation expenses. Furthermore, even the existing members face challenges in accessing centres. Whereas those who live near have easy access to the centres, but those who live far from centres have to travel long distances. Moreover, the product which is fabricated by PWDs is not that much sustainable in terms of quality, so their product is sold in local market and the revenue generated from product is less and hardly fulfil the monthly stipend provided to PWDs. Therefore organization faces major challenge in terms of resources and therefore KADO staff contributing from their monthly salaries to make projects sustainable and support the community. Gilgit Baltistan (GB) government also took initiative for the construction of a complex of rehabilitation centre in Hyderabad which is almost 70% done and hopefully 30% has been completed within 1 to 2 years. The challenge with KADO and society ahead is to provide services to all PWDs and integrate in mainstream society. KADO is in the process of seeking assistance to help these people to improve their lives and regularly in search of partners so that the existing and the remaining PWDs gain skills and build their capacities to earn living. KADO plans to extend its services and provide every facility which is requisite for living a life with disability in the new rehabilitation centre which is under construction. These facilities may include education facility, hostel facility

and other various facilities. But again the sustainability depends on funding and the KADO as a community organization try its best to contribute in the holistic development of society.

4.1.4. Role of society and family members in improving the lives of PWDs

The credits for changes in the lives of PWDs who were affiliated with organization, goes to KADO and as well as the society which is very receptive, supportive and accepts change. According to interviews their interventions were readily accepted and encouraged in the valley and society shows eagerness to become part of the project interventions conducted by organization. Moreover, the effectiveness and sustainability of any organization or institution depends significantly on the support of society. In this regard society also has a contributing role in the lives of PWDs. In addition there were people who were not allied with organization but still their condition is relatively better than their previous condition. This is due to the supporting role played by the families of PWDs who are the immediate caregivers and the supportive behaviour and attitude of surrounding environment. With the passage of time people were aware and conscious about the importance of PWDs in society. There are many cases where family and society has a major role in supporting them and enables them to live an independent living. Some of the major contributions contributed by the family members and society are as follow;

4.1.4.1. Creating a comfortable and supportive space

A supportive and comfortable environment is a natural aspiration of every human being. Similarly people with disabilities also desire a space where they breathe calmly. Hence family is the immediate supporter and responsible for creating a comfortable home environment and society is responsible for creating a supportive surrounding environment to PWDs. It was found that the majority of PWDs in central hunza have access to comfortable and supportive home and surrounding environment. They were satisfied with the support and care provided by their family members and community. The family members tried their best to socialize them in a way that encourage them for more effective and efficient social participation. As a result PWDs were able to adapt to the surrounding environment. Some of the family members have the traditional ideas of care in those cases where PWDs were unable to perform their own tasks. Although most of the family members move away from traditional ways of care giving and support is based on PWDs having choice or control over their own lives. Within their limited resources the families of PWDs provide the essential rights such as right to work, right to basic necessities, right to medical care, right to

participate and right to respect etc. Therefore society and family play a major role in creating a space where these people live a comfortable life. One of the inspiring examples about the role of family and society in shaping personalities is a case of Niaz Hunzai who is a famous musician and teacher of music. He encapsulates his life journey as:

"*I was by birth born paralyzed from the waist down. But this society is very tolerant and receptive that I never had to worry about my condition. The only thing I had to focus was on improving my life. Everyone in my family and the surrounding people treated me like a normal person. From the beginning I got everything that my brother got and did everything that other kids were doing. The only thing that my family didn't want me to do was playing music, because they thought music will distract me from my studies. But, I was very inclined towards pursuing music and gradually I got so good and even my family supported me for seeking my passion*".

Although, Niaz was born with disability but never let it to be scourge for him. He thinks physical disability is intrinsically mental not physical and if u think normal, believe normal; then you are normal. He believes that PWDs are basically what you compel them to be and the attitude and behaviour of people towards them shapes their personality. He suggests that the society shouldn't treat them special or inferior rather treat them equally which leads to equip them with confidence and self-esteem. Furthermore, he believes that if Allah grabs anything from you, He reciprocates with other talents. His perception relates to the Hellen Keller words i.e. "*If much has been denied me, much, very much, has been given me*". For him music was initially a passion and a source of escape from the surrounding miseries bur later it became a career. Previously he taught music at Lahore University of Management Sciences (LUMS) and now he teaches classical music at Lahore grammar school and also teaches at Lahore College of Arts and Sciences A-level official (LACAS). In addition he has established a musical studio known as "*Teental Studio*" at Johar Town Lahore. According to him these are the chief achievements for him in the music field so far. His determination and satisfaction was evident from the straightforward answers to my questions. Indeed his life is a source of inspiration and motivation for the differently-abled people around the globe, that how he crossed the barriers and how he mastered in life. His life story and other similar stories imply that if your belief and commitment is strong your path automatically became easier.

4.1.4.2. Education

Every human being has right to education appropriate to his talents and needs. Similarly people with disabilities have also right to education. However, several cases in my research shows that such people were illiterate and less people have education level up to primary and matriculation level. Although there were 7 to 8 cases who acquire education up to masters level and 3 of them have education in progress. With the support of family and society it is possible to educate PWDs and especially family has a major role in educating their children. However, the greater illiteracy among the PWDs in my cases is because of the lack of awareness about the importance of educating such people and also due to financial issues. Although the families who are able to afford educational expenses fully support their children to acquire education. Some of the cases in my research are able to successfully complete their master degrees and seeking jobs in various fields. One of the inspiring examples among my cases is a case of a 26 years young person who is suffering from visual impairment (completely blind). He is currently doing masters in Pakistan Studies and he is instructor at special education department based in Gilgit, where he teaches blind people. He was trained in traditional music and now he is an experienced trainer and musician. He has full command over musical organs such as playing flute, rubab and shenai. He has attended wide range of trainings and certified for many courses. He has also proficiency in Braille skills. He is very musically talented young man and has done a wonderful job in voluntarily training others in traditional music and Braille skills to blind people. He is also certified in recognition of his meritorious services and valuable contribution in field of folk music of GB. Furthermore, he participated in events and programs at local, regional and national level and represents his region. He is sharing his life story about how his life changed and mentioned that,

"*I was a useless and desperate child restricted to a confined room with no hope to live a life. But my life was entirely transformed after joining English special education school Gilgit. It took me and educated me in a way that alters my overall personality. After that I was able to aware about my inner potentials. Obviously a special person life is full of problems and barriers, but without losing my hope I used to work very hard and continuously struggle to accomplish my goals. Now I am very enthusiastic and keen to acquire more and more knowledge and will achieve my dreams Insha'Allah. And also Allah blessed me with a wonderful gift of musical talent and became well-known for traditional music that furthers my determination and self-esteem*".

4.1.4.3. Healthy Living

Differently-abled people are also in need of appropriate health care and health programs for the same reasons anybody else does, like to stay well, active and a part of the community. Being with a disability doesn't imply that a person is not healthy or cannot be healthy. With regards to PWDs health it was found from the interviews that the family members are very concern about their health care. There are cases whose issues would be recovered if given proper treatment at early stages, but due to the lack of accurate health care facilities and financial issues people were unable to acquire proper medical treatment. However, in some cases according to their financial status the families of PWDs attempt their best to provide treatment in local hospitals, but unable to afford treatment in hospitals beyond their premises. Moreover, the families now provide the basic health care facilities wherever they required and also different institutions like AgaKhan health care and government departments in collaboration with society and families of PWDs conducted awareness sessions related to health and hygiene and sometime provide voluntarily treatment. With regards to health of PWDs one of the family member was of the view that;

"In addition to removing the social barriers from society, it is necessary to do more work for differently-abled people to become more independent and involved in this world. And this is possible through providing a healthy living and good health that is crucial to be able to work, learn and to be engaged in the community".

Furthermore, it was found that the incidence of disability is gradually decreasing in Hunza valley due to advancement in treatment facilities. It's a blessing that the new born cases are less as compared to the previous cases. This is because of the role of different organizations such as AgaKhan local council, social welfare board and other community associations which provide welfare for the treatment of such people.

4.1.4.4. Inclusion in diverse activities

The research found that the differently-abled people who have no affiliation with the organization are also involved in activities some way or the other. These activities range from performing home chores, vocational activities to agriculture practices and inclusion in other labour works. Although, there were some cases who were completely dependent on their families for care and other basic necessities and such people are those who were incapable to perform any activity because of their disability. But most of the cases indicate that family

provide full support and independence to perform activities and also the society accepts their participation in societal activities. There are many cases in which the head of household, the main supporter and bread winner of family is a person having disability. The type of work that most of men performed is labour work however, women were involved mostly in home activities and agriculture practices. Moreover, some of the women perform activities like hand weaving, stitching, and other such type of handicrafts activities and initiated their own small scale businesses to earn income and in some way helping their families. Although some of the people were not performing regular work because it depends on their mood and families didn't pressurize them or force them to work because of their sensitive nature.

In addition, the results indicate that there were individuals who were multi-talented along with specialized in more than one task. One of the good examples in my research is a case of 38 years old young lady Shehar Bano who is paralyzed from waist down after birth because of Meningitis fever. She is a multi-talented and proficient in multiple skills and an owner of mini business of handicrafts. She performed different types of activities including home activities such as cooking, handicrafts making, stitching of cloths, cushions, traditional bed-sheets, embroidery work like making wallets, purses, local caps and bags etc. In addition to these activities she is also a beautician and opened a small salon at her home. One of the interesting things about her is that she didn't acquire any training; although she learned these things by herself. Through these activities she makes her life busy and it's also a source of earning income. Bano's family supports her in performing these activities and she also helps her family in terms of financial support. Apart from this she is very introvert and avoid going outside because she is of the view that:

"When I go outside and surrounded by normal people I felt awkward due to my condition. When I was teenager I didn't felt it that much but with the increment in age and increment in maturity level I felt my condition that's why I avoid going out and prefer to work at my home which is a comfort zone for me".

4.1.4.5. Foster the inclusion and well being of PWDs through recreational activities

It was found that, in addition to involvement of PWDs in diversified skills and activities, the community foster inclusion and well being through recreational activities. These activities include sports activities, picnics, festivals etc. People with disabilities participated and performed in such types of events which greatly improved their well-being. This is evident from the recent wheel-chair race for differently-abled people held at Hunza on 20 June 2019.

This race was organized by district administration of Hunza in collaboration with AgaKhan Youth and Sports Board (AKYSB) Hunza, in which number of people with physical disabilities participated. The rationale for conducting such types of events is to raising awareness among general public and PWDs and changing perception of PWDs about themselves. This is basically a way to empower such people so that they realize their real potentials and abilities and advocate for changes in society. Moreover, through such type of activities PWDs accomplish things that they previously believed impossible and such accomplishments assist them in building their self-confidence and motivation. These activities enable PWDs to learn crucial social interactive skills, attain independence and become empowered to lead and make change happen. One of the participants of wheel-chair race said in an interview that:

"*It was an amazing experience to be part of this race. Although, initially I believed that I couldn't able to accomplish, but with experiencing series of challenges and tough competition I accomplished it and become runner-up of the race. At the moment this accomplishment make me felt confident and proud. I believe that these types of events encourage the spirit of challenge and self-reliance which are important for living a life with disability*".

Moreover, these types of activities also helps to reduce the stigma associated with disability, because it transforms community attitudes towards PWDs by placing PWDs at a position in society where their potentials and skills are highlighted rather than their disability.

4.1.5. Discussion and Interpretation of results

4.1.5.1. Contributing role of organization, family and society in empowerment of PWDs

Disability is universal phenomenon and relatively a normal situation that stretches across almost every society and in every culture (Boston et al, 2015). Similarly the disability factor is also a common feature exists in Hunza Valley. However the situation of PWDs varies across the world. The people with disabilities are also the creature of God. They desire for a life that every normal person desires on this Earth. But unfortunately in today's world we live in a society where such people are still differentiated because of their disability condition. Traditionally the condition of differently-abled people in Hunza was adverse and unfavourable similar to most parts of the world. But with the passage of time, changing situation, advancements in education and health and with increasing awareness among

people, the position of PWDs is relatively becoming better in Hunza Valley and also the prevalence of disability is comparatively lessen to some extent. In order to bring the marginalized or unprivileged segment of any society in any part of the world to a better or normal state there is always an influential role played by institutions, organizations and society. In the same way there is a contributing role of a non-government organization called as Karakorum Area Development Organization (KADO) in fostering the lives of PWDs and bringing them to a relatively stable state. In this way NGOs plays a significant role in integration of people with disabilities in the mainstream society. This is an agreement with the previous research conducted by Baranauskiene et al. (2011) in Lithuania who states that by participation in NGOs activities, individuals with disabilities acquired a realistic opportunity for social integration, determination of one- self and expression of inherent powers. In such a way, involvement in the NGOs activities became an essential prerequisite for the integration of PWDs. The initial intervention for integrating and empowering PWDs in Hunza was put forward by KADO. Later the society including the general public and the families of differently-abled people were also able to comprehend the significance of integrating PWDs in to the mainstream society. As a result the society in general and the family of PWDs in particular have a crucial role in the empowerment of people with disabilities in Hunza Valley.

4.1.5.2. Ways of empowering people with disabilities

There are various ways or means through which people with disabilities are empowered. Empowerment is essentially about strengthening and improving the abilities and potentials of people to live an independent living (Rappaport, 1987; Lord & Hutchison, 1993). In order to strengthen and enhancing the abilities of PWDs in Hunza the organization (KADO), general public and families of PWDs adopted various ways or methods. It is not imperative for differently-abled people to be able to compete with other people; rather it is important that such people survive a life to the fullest with their disability. This means that what matter most is that, PWDs despite of their disability condition able to attain their maximum level of independence and attainment. In this regard KADO opened rehabilitation centres for PWDs to assist and support them by providing rehabilitation and vocational services in the form of trainings and providing them with diverse skills. The economic uplift of the disadvantaged individuals is one of the influencing factors for these rehabilitation centres. Secondly, work therapy has improved the mental attitudes of PWDs and that also has led to their better positions in the household and in society. Thirdly, an organized and

productive routine has turned them into responsible beings, which has furthered improved their importance in their families and in society. KADO rehab center is a unique amalgam of trainings, therapies and livelihood generating opportunities. Moreover, it opened prospects of integration, socialization, entertainment and sensitize the whole community of their social responsibility.

Whenever people with disabilities are supported or assisted in such ways that direct them to acquire new skills by deteriorating the societal fences, they tend to develop a sense of optimism, self-efficacy, hope, and desire to work towards achieving their goals. This is a healthy and appropriate way that allows them to attain independence over their lives, as they are able to experience open doors and opportunities rather than barriers. Supporting my findings the researcher Kamil et al, (2015) states that vocational rehabilitation is an integrated approach that attempt to improve the skills and abilities of people with disabilities and one form of vocational rehabilitation is providing training programs. Similarly, the families of PWDs and the society also attempt their best to offer opportunities that enable them to earn their own living and become independent productive members of society. In addition to involving them in diversified skill, one of the significant ways adopted by families of PWDs was education. Education is a medium through which people attain a true meaning of life and is a key to success. However, there are very less people with disabilities who have access to education in Hunza valley because of the financial and other issues. The families who afford the expenses of education fully supported them to acquire education. Similarly, education is one of the significant aspects utilized in most of previous researches in the domain of empowering PWDs. For instance Ofuani (2011) carried out a research in Nigeria to recommend ways through which PWDs were economically empowered. Here the economic empowerment of PWDs is about make sure that they have access to opportunities like education and vocational rehabilitation which helps in removing the obstacles which may be economic, social, financial, political and psychological. These opportunities are considered to be the most significant tools for the economic empowerment of PWDs. Furthermore, the organization which is working for the PWDs in Hunza didn't provide education to PWDs in their rehabilitation centres. They justify their argument and demonstrate that at the inception of rehabilitation intervention in Hunza valley, the majority of PWDs were in an age bracket or at a level where provision of skills is more important than educating them. However they were planning to adopt educational intervention in their future considerations.

Furthermore, the findings suggest that to assist or support does not means to take care of by providing food, money and other basic needs rather the best form of assistance is enable them to have control over their own lives . People with disabilities don't want to rely on others to do things for them; rather they want what we all want, to be self-sufficient and live life with dignity. There is a Chinese proverb that, "*give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime"*. This means that it is more worthy to teach someone to do something rather than to do it for them. Similarly when people with disabilities were assisted in such a way that help them sustain their autonomy, it may lead to creation of a better off, more connected and productive society and which leads to empowerment of PWDs.

4.1.5.3. Impact of empowerment on people with disabilities

In order to empower people with disabilities the organization in particular, the society in general and the families of PWDs carried out various interventions and strategies that have incredible impact on the lives of PWDs. One of the considerable impacts was evident from the findings and my personal observation that "*there is no single beggar in Hunza valley*". This is because of the KADO and community that play a key role in uplifting the society. This signifies that, the situation of PWDs is greatly improved and differs from the situation of PWDs in other parts of the global. However, traditionally people with disabilities in Hunza experienced and faced the similar disparities like every PWDs face because of their disability. But with the passage of time and situation, society is evolved and people realized the realistic situation of PWDs. The findings indicates that the initial intervention for rehabilitation was proposed by NGO (KADO) and later it sensitized and influenced the whole community about the situation and able to create public awareness about the needs, aspirations and abilities of people with disabilities. With the help of providing knowledge and building awareness about disability, people attitude and perception about disability and PWDs is radically changed and that enhanced PWDs participation in society. My findings are also advocated by various previous researches, as one of the research conducted by Hunt and Brandonhunt (2004) who declares that the negative attitudes of people are hard to alter but the most efficient way to alter the attitudes is with the help of providing new knowledge through educational interventions and training program that challenges their misconceptions and belief system.

Likewise the findings illustrates that, the lives of people with disabilities was drastically improved in terms of their overall personality, behaviour, physical and mental

state and as well as their perception about oneself also improved. This is because that, such people were exposed to constant learning environment where people were coming from the same socio-economic background and easily cope without feeling any inferiority complex. A supportive a comfortable space helps them to develop self- concept, self confidence and reduces the stigma of perceived mental disability from the perception. This signifies that the organization and the society follow the ideas utilized by various self-help agencies working for PWDs. As the literature suggested that, self-help agencies favour client-centred and independent living approaches. The independent living approach establish on the belief in the potential of PWDs for self-determination, provided that such individuals have right to a free environment, have access to support services and appropriate skills and information. Similarly the organization and society also focused on PWDs potentials, by providing them with skills along with free environment to earn their living by themselves and then offer them a community that accept and value them. As a result, the people were able to acquire diverse skills and become engaged in various activities. The special people in Hunza are really special in the sense that they are economically independent and most of them are the breadwinners of their families. Consistent to my findings Fuhrmann et al. (2018) suggested that it is necessary to be equally involve PWDs in working life for social integration, social acceptance and as well as for well-being. When people are self-reliant and able to earn their living by themselves and not burden on their family and society and become productive members of society, then this implies that they are socially and economically empowered. This is also supported by a previous research that affirms that, empowerment helps to enhance and promote the PWDs integrity, their skills and abilities, their knowledge, self-efficacy and enabling the participation of special people in the community (Cheung & Hgan, 2007). Another researcher supported the findings and argues that; empowerment contributes to stabilizing the lifestyle and livelihood of marginalized portion of society and also contributes in creating active members in society (Sen, 1999).

Moreover, a novel finding is that women with disabilities also have access to the rights and opportunities that men with disabilities enjoy. This means that there is no any gender discrimination among women and men with disabilities. This is evident from the inclusion and increased participation of women in diverse societal activities. These activities ranges from access to rehabilitation centre where they were engaged in diversified tasks, home activities, to establishment of small scale women businesses. However, these findings contradict with the previous researches which manifest that women with disabilities face

double discrimination as compared to men in many societies on the basis of their sex (Hershey, 2003). Although in Hunza both men and women were treated favourably and treated with respect by their family members and general public.

4.1.5.4. Empowerment of PWDs is path to a better society

According to the United Nations, persons with disabilities or differently-abled people are the greatest minorities of world and according t rough estimate indicates 15% of the world population have issue of disability (WHO & Bank, 2011). However, if we include those who are living with hidden disabilities, the figure will be considerably higher. This signifies that, PWDs constitute a major portion of society in every part of the world. Therefore, in order to create a better society it is important to involve each and every member of the society in societal life. In most societies around the world these people are burden on their families and on society because of their disability. However, findings of this research indicate that the situation of PWDs is somewhat different in Hunza in the sense that, these people were able to earn their own living and have increased participation in society. When we assist these people so that they become self-reliant and pursue their goals it contributes to development of society as a whole. By providing the opportunities more and more people enter to workplace and able to attain their maximum level of independence as a responsible, contributing and equal societal participants. This is evident from the findings that PWDs in Hunza have access to opportunities, which may result into their social and economic empowerment. When each and every segment of society had their own contribution, it may leads to a creation of better society. Moreover, the community is very receptive, collaborative and supportive, they may help and support each other wherever they required and this also adds into creation of better society. This implies that in addition to the inclusion of other marginalized groups, PWDs empowerment and their integration is imperative and a means for the creation of better society. Furthermore, formation of better society is possible with the support of community, institutions and organizations of society. Thanks to KADO and the community that are dedicated to serving people with various types of disabilities , the individuals who were previously left behind to waste away are now provided with the support that can help them to live full and productive lives. Likewise, when people with disabilities are empowered, it may contribute to strengthen human solidarity for everyone.

5. CONCLUSION

Disability is a universal and natural issue that stretches across every culture and every society that considerably affected many people across the world. However the underlying viewpoints, beliefs, attitudes, causes and understanding of disability is different across the cultures (Boston et al., 2015). People with disabilities or differently-abled people face disparities and oppressions virtually in all domains of life in many societies and are often socially marginalized and secluded. These people are known to be the greatest minorities of the world and constitute a major portion of population; therefore development of any society is very difficult without integrating each and every segment of population in mainstream society. However, the occurrence of disability condition is higher in developing countries as compared to developed world. As Pakistan being a developing country also very much expose to the issue of disability. Therefore, this research attempts to understand the importance of empowering people with disabilities for creating a better society in the context of developing country and particular focus on central Hunza. This research was conducted in an area which is still unexplored as compared to other cities and rural areas of Pakistan and the area is known as Hunza Valley. Although various non-government organizations and other sponsor organizations attempt to ensure better future for the residents of Hunza. The main objectives of this research are, to have a better understanding about the ways through which people with disabilities are empowered in Hunza and to examine the changes experienced by differently-abled people in Hunza due to their empowerment. Moreover, it also explores how empowerment of people with disabilities contributes to creating a better society in Hunza. This research was able to meet all the objectives and able provide answer to the research questions.

It was found from the previous literature and my research findings that traditionally such people are discriminated in almost every areas of life. However the situation of PWDs varies across the world. Their challenges were varied and they were treated in ways that were very shaming and disempowering. Although, in this world every country make polices or legislations that talk about disability rights but still the reality manifests that these policies are not practically implemented. Similarly the disability factor is also a major concern and common feature exists in Hunza Valley. Traditionally the condition of differently-abled people in Hunza was adverse and unfavourable similar to most parts of the world. But with the passage of time, due to changing in situations, advancements in education and health and

with increasing awareness among people, the position of PWDs is relatively becoming better in Hunza Valley. Furthermore results demonstrate that the prevalence of disability is comparatively lessened to some extent. It was found that the initial intervention for uplifting the marginalized portion of society was put forward by Karakoram Area Development Organization and later it sensitized and influenced the whole community about the situation and able to create public awareness about the needs, aspirations and abilities of people with disabilities. Moreover the findings shows that the situation of PWDs in Hunza valley is somewhat different, as they have relatively better position and condition in society as compared to others in the sense that these people are able to earn their living by themselves and have increased participation and integration in society. These people are involved in activities one way or the other and the families and the community organization effort their best to provide an appropriate support within their limited resources to have access to a stable living. They are supported by providing rehabilitation and vocational services in form of trainings and provision of diverse skills that are considered to be the main source of empowerment. As a result, the people were able to acquire diverse skills and become productive members of society.

The special people in Hunza are really special in the sense that they are economically independent and most of them are the breadwinners of their families. Consistent to my findings Fuhrmann et al. (2018) suggested that it is necessary to be equally involve PWDs in working life for social integration, social acceptance and as well as for well-being. When people are self-reliant and able to earn their living by themselves and not burden on their family and society and become productive members of society, then this implies that they are socially and economically empowered. This is also supported by a previous research that affirms that, empowerment helps to enhance and promote the PWDs integrity, their skills and abilities, their knowledge, self-efficacy and enabling their participation in the community (Cheung & Hgan, 2007). Another researcher supported the findings and argues that; empowerment contributes to stabilizing the lifestyle and livelihood of marginalized portion of society and also contributes in creating active members in society (Sen, 1999).

Due to integration and empowerment of such people, their lives are significantly improved in terms of their overall personality, their living condition, behaviour, self-esteem, capacity building and building of confidence. When each and every segment of society has its own contribution and participation in society, it may leads to a creation of a better society. Moreover, the community is very receptive, collaborative and supportive, they may help and

support each other wherever they required and this also adds into creation of better society. This implies that in addition to the inclusion of other marginalized groups, PWDs empowerment and their integration is imperative and a means for the creation of better society. Furthermore, the importance or significance of empowering PWDs is evident from the findings and fact that there is no single beggar in Hunza valley. However, the majority of these people were still hardly fulfilling their necessities because of the financial issues, although the society in general works very hard and very supportive to provide a comfortable living for its members. In general society is very self-motivated and concerned for its future and development.

5.1. Recommendations

Based on the findings of this research the following are some suggestions or recommendations that will be helpful for future concerns:

1. The findings of this research indicated that there is no any formal support provided by the government sector. Therefore, it is suggested that government should practically implemented the drafted policies which are still remain on paper and should provide support to differently-abled people not only in Hunza by throughout the country.

2. As the findings shows that the rehabilitation centres in Hunza covers those differently-abled people who are easy to access because of the limited resources and funding issues. Therefore, in order to cover a larger area it is suggested that the community should undertake community based trainings by engaging the local skilled community members to impart trainings to people with disabilities voluntarily in all villages of Hunza.

3. In addition to providing trainings and skills to people with disabilities, it is suggested that the organization which is working for the differently-abled people in Hunza should hire a trained psychotherapist for the provision of therapy on the bases of PWDs necessity.

4. Moreover, there is a necessity to provide a platform to the talented individuals with disabilities where they able to explore and improve their literacy and artistic skills.

5. It is also suggested that the organization and community should adopted modern technology, tools and skills so that the PWDs abled to adapt to the world of technologies.

6. The people with disabilities who have their own small scale businesses should be equipped more and provide social support by giving priority to avail things and services from their businesses.

7. Furthermore, it is suggested that there is a necessity of institution which should provide sign language to people with disabilities on the bases of their disability and also the exiting organization which is working for differently-abled people should provide sign language skills in order to lessen communication gap exists among people with disabilities.

5.2. Research limitations and area for future research

The limitations of a research are a significant part in every research. Research limitations or shortcomings will help future researches or studies to focus more on innovative ways to conduct research. The main aim of this study is to examine the importance of empowering people with disabilities for creating a better society. There were certain limitations while exploring the aim of this research. It is expected that these shortcomings will help future researchers to ignore and avoid facing the same limitations. One of the limitations of this study is that, I had covered only a small geographical area that is focused on villages of central Hunza; therefore in future this research can be conducted on a larger geographical area by addressing the same research in different settings, context and culture. Moreover, the sampled population of my research were mainly PWDs, family members and organization officials of central Hunza and unable to cover a wide range of respondents over a larger geographical location because of the scattered population over various villages. Furthermore the participants are limited in number as compared to the total population of PWDs in central Hunza, as the same size of my research is only 52 respondents. Therefore, in future this research can be conducted by covering larger population through choosing larger sample size. Another limitation of this research is limitation of time and resources as I have a deadline to complete my research. Thus this research will be further furnished by spending more time to explore it further with the help of utilizing more resources and more time. Moreover, the participants belong to same religion and socio-economic status which is another limitation of this study because it lacks the credibility of the findings of this research.

Therefore, in future the researchers can conduct research by focusing on people belonging to different socio-economic status and different religion. In addition, in future studies the researchers can utilize the literature review of this study to accomplish required information for their own studies. And also this research can be further elaborated by exploring more aspects of empowerment to empower people with disabilities.

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Appendix: 1

Interview from organization officials

Name: _____

Designation: _____

Date: _____

Time: _____

Guide questions for semi-structured interviews

1. Give an overview about your organization?

2. What are the basic thematic areas that your organization focused?

3. What are the influencing factors that motivated you to work for such types of people?

4. What is disability and empowerment, according to your perception?

5. What is the role of your organization in empowerment of PWDs in Hunza?

6. What is the main reason behind the initiation of your organization?

7. What are the ways adopted by your organization to empower such people?

8. What challenges you faced while dealing with or tackling such people?

9. How you people know about the statistics of PWDS in Hunza?

10. Did you get any funding for such people?

11. Did community play any role in the empowerment of such people?

12. What changes you see in such people after affiliated with your organization?

13. What is the overall impact of empowerment on the community development?

Appendix: 2

Interview from people with disabilities

Name: _____

Age: _____

Gender: _____

Education: _____

Occupation: _____

Date: _____

Time: _____

Guide questions for semi-structured interview:

1. What is the time period of the issue that you encounter?

2. Are you affiliated with organization?

3. How you spend your leisure time?

4. What type of activities that you performed at home?

5. What type of work you performed at rehabilitation centre?

6. What changes you experienced in yourself after joining the rehabilitation centre?

7. What benefits you achieved?

8. What is the behaviour and attitude of family towards you?

9. Are you satisfied with the surrounding environment?

10. What are the problems you faced before becoming part of rehab centre?

11. Did you face challenges while performing tasks?

12. Do you have any role in decision making?

13. What are you expectations from the organization?

Appendix: 3

Interview from family members of PWDs

Name: _____

Relation: _____

Occupation: _____

Date: _____

Time: _____

Guide questions for semi-structured interview:

1. Which type of disability that he/she encounters?

2. What is the cause of disability?

3. What is the time period of disability?

4. Is he/she is affiliated with the organization?

5. How he/she spend his/her leisure time?

6. What type of work that he/she performed at rehabilitation centre?

7. Did the rehabilitation centres; had any impact on his/her lives?

8. What are the changes you see in their lives after affiliated with the organization?

9. Did he/she, has any role in decision making?

10. What is the behaviour of surrounding people towards them?

11. Are you satisfied with the services provided by organization?

12. What are the challenges you face to support such type of people?

Appendix: 3

Images from Fieldwork

Image I: PWDs while making traditional rug at sharma rehabilitation centre for men

Source: Researcher

Image II: PWDs while busy in various processes of rug making
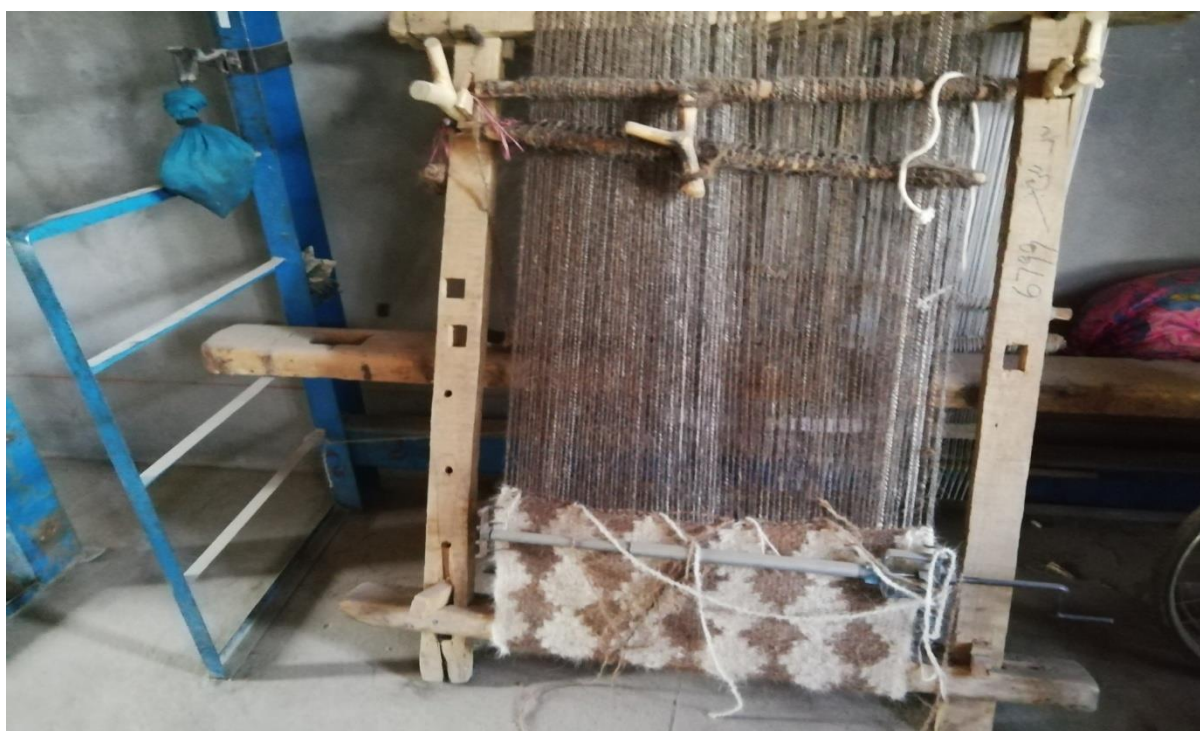

Source Researcher

Image III: Inclusion in various processes of rug making

Source: Researcher

Image IV: Wooden apparatus for making rug (sharma)

Source: Researcher

Image V: Traditional carpets and mates in various designs made by PWDs

Source: Researcher

Image VI: Participation of women with disabilities in diverse activities of artificial jewelry making at an exhibition

Source: KADO profile

Image VII: Display of ear rings made by women with disabilities

Source: Researcher

Image VIII: Display of artificial jewelry at KADO showroom made by women with disabilities

Source: Researcher

Image IX: Tasbeeh and bracelets made by WWDs

Source: Researcher

Image X: Display of handicraft products at KADO showroom made by WWDs

Source: Researcher

Image XI: Handmade embroidery bracelets fabricated by WWDs

Source: Researcher

Image XII: PWDs while performing traditional music

Source: Researcher

Image XIII: Participants with physical disabilities while taking part in wheel-chair race held in June Hunza

Source: Captured by one of the organizer of wheel-chair race event