An Overview of Our Work on Inclusive Development in Rural Areas of District Skardu

Our inclusive development programme in Skardu was established in March 2006. The overall objective was to strengthen the Community based organizations to become effective development actors of district Skardu. The capacities of these organizations were enhanced in rehabilitation techniques for people with blindness. Some of these techniques include enhancing their self growth, orientation and mobility, activities of daily living and improving the personal hygiene. The success of this programme provided basis for its further expansion to other types of disabilities. Therefore the programme gradually expanded its outreach from people with blindness to people with physical, hearing and speech impairment. The nature of programme interventions were also made diverse by expanding from mere rehabilitation to educational, economic and social inclusion according to the age, gender and medical condition of people with disabilities. The specific purpose, targets and major achievements are explained below:

Purpose
People with disabilities have access to social, educational, economic and health opportunities and services

Specific Targets
- 9 Community Based Organizations developed as community based support structure for rehabilitation and inclusion of PWDs
- Communities and families of 229 PWDs are aware of importance of rehabilitation and productivity of PWDs
- 9 LTRCs have linkages with service providers for the rehabilitation and inclusion of PWDs strengthened
- 5 community based schools became role models for promoting inclusive education at village level.

Location
District Skardu (31 Villages)

Major Achievements

Rehabilitation
- Medical assessment of 218 persons with disabilities.
- 31 persons with disability have been made independent by provision of assistive devices.

Inclusion
- 47 persons with disability have been facilitated to raise income through small village based businesses.
- 18 persons with disability have been facilitated for skill training.
- 56 children with disabilities have been admitted in primary schools.
- 23 people with disabilities (21 men and 2 women) have become members of community based organizations.

Accessible Infrastructure
- Houses of seven persons with physical disability have been made accessible for their easy mobility inside the house.
- Nine mainstream schools have been made accessible for children with disability.

Local Human Resource Development and Organisational Strengthening
- 24 local community mobilizers trained to work on rehabilitation and inclusion of persons with disabilities on day to day basis.
- Nine Community Based Organisations have integrated rehabilitation and inclusion of disabled in their strategic and operational plans.

Project Partners
CHIP and Light for the World.
Preamble

The heart-warming stories contained in this volume have emerged from our programme on “Rehabilitation and Inclusion of People with Disability”, undertaken in Skardu by CHIP with support from Light For The World.

These case studies depict the state of persons with disabilities (PWDs) before and after intervention by CHIP. They demonstrate two vital aspects of the issue. Firstly, the persons with disabilities are both desirous and capable of reshaping their lives. And secondly, only a small quantum of help and encouragement to thes heroic persons can make a huge difference not only to these individuals but also to their families and community as a whole.

There is no denying the fact that the problems faced by PWDs are enormous. However, these stories clearly testify that they are not insurmountable. With an organized effort, a little caring and a genuine desire to help, the lives of these persons were transformed.

Our field teams found these stories very inspiring. They were able to use these anecdotes to give encouragement not only to themselves but also to such other lesser fortunate persons who had given up hope in the wake of disappointments heaped upon them by their families and society. Persons living in the environs of disabled people often lacked an understanding of the true nature of PWD’s problems. Quite often, a minor accident became a major problem due to lack of attention at the proper time. The attitude of family members and a non-caring, un-informed society added misery to the woes of PWDs. CHIP worked on all these fronts – helping both the disabled persons and their families to come to understand and solve the real problems. The results were gratifying.

It is hoped that these stories from Skardu will serve the same purpose elsewhere. Other non-governmental organizations working on similar projects in other parts of the country will find inspiration and help from this volume. Learning from each other’s experiences can go a long way in eradicating problems suffered by persons with disabilities in the country.
“The greatest glory in living lies in never failing but in rising every time we fall”
(Nelson Mandela, Year 1994)
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(A) Disability Is With Us, but We Are Not Disabled

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**My Story**

I lost my arm in an accident, hunting fish from River Sindh. We were using explosive material for causing blasts in the river water, killing the fish and leading to their appearance on water surface, making it easy for us to haul in a good quantity in just a few minutes. On that fateful day, May 16, 2007, I and my friends were preparing the explosive material but unfortunately it blasted in my hands before I could throw it into the water. I fell unconscious. When I regained my senses I learned that I had lost my right arm. The accident made me very disappointed with life. I kept asking why the fate had to do this to me. I was shifted to DHQ hospital Skardu where my surgery, i.e. arms amputation was accomplished. I visited all well known hospitals in Pakistan for treatment but in vain. At last, I agreed to use an artificial arm.

Losing my right arm was tragic enough, but the change in the attitude of my village folks towards me brought me greater sorrow. Completely oblivious of my sensitivities, they started assigning me funny names. I also noticed a marked reduction in the respect that my friends had for me. I had lost only an arm, not my feelings or thinking ability. I was able to easily discern the change in their behavior and attitude.

One day the president of our village community based organization “Educational And Social Team Services Sermik” told me about CHIP’s work on rehabilitation of people with disability. He offered to enroll me in this program as community mobilizer on voluntary basis. I cheerfully accepted his offer. My association with CHIP taught me a valuable lesson, giving me a real aim in life: “live for others”. I attended a lot of training programs organized by CHIP and started working for rehabilitation of people with disability in my village. Now, all the villagers show appreciation of my work, respectfully calling me “CM sahib”. I feel useful. I feel wanted. I do not feel disabled any more. I find myself “an enabling soul”. The change in the behavior of people and the positivity in my own thoughts have given me new zeal to do more for disabled persons.

I have also started playing cricket, foot ball and volley ball as I used to do before the accident. Not only this, I also acted as a captain of our village inclusive cricket team. Recently, my team won an inclusive cricket tournament organized by CHIP.

My qualification is intermediate and I have now restarted my studies as a private student. I aspire to get a master’s degree (MA) after which I will join teaching as profession. My elder brothers are also serving the nation in this noble profession. In the end I will like to tell the world that “we are only as disabled or enabling as we accept to be”
Now, I have become a ray of hope for other persons with disability.

After being physically disabled, I used to keep brooding over the good times in my post.
Disability Is Not a Hindrance for Me

**Basic Facts Sheet**

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**My Story**

I am living with hearing and speech impairment since birth. My parents consulted many doctors without success. I grew up with a sense of shame, as if having a disability was somehow my fault. Every villager and family member considered me as something below a human being, and made fun of me. By village standards, I was fortunate to get married when I attained adulthood. Now, I have two sons and a daughter.

My husband is a mason but does not have a regular job. This means our family income is quite low. The prevalence of negative attitude all around me coupled with financial worries often keep me sad. One day a community mobilize (CM) told me about the rehabilitation program of our local social organization and CHIP. This was a first sign of care I had received in a very long while. Elated at the thought, I readily agreed to provide my complete information. The CM started paying me regular visits, being friendly to me and giving me useful hints like “cleanliness is very good for health, we should keep ourselves clean”. Her supportive advice and encouragement taught me that all the people in this world are equal and that if I want respect I should work hard for progress and refuse to use my disability as an excuse for a poor quality of life. I started taking better care of my house and family. In a hygiene competition I won the first prize due to my body cleanliness. This single incident brought a revolution to my thinking: it was the first day that I realized that I am not inferior to anyone.

One day when I was discussing my financial issues with CM, she suggested that I should establish a small shop offering small items for use by village ladies. She said she could get me financial support from CHIP. Soon I had the shop set up in my house with stock of cosmetic and jewellery items supplied by CHIP. Now I manage the shop and earn about Rs.1500-2000/- per month. I am now able to better meet my financial needs and meet my children’s expenses. All of my three children are studying and I wish a better future for them.

With the improvement in my appearance, financial position and outlook to life, I have noticed a marked change for the better in the behavior of community towards me. Of course the Awareness Raising campaigns organized by CHIP have also helped greatly in making the people of the village realize that PWDs also have equal human rights and deserve respect and dignity. But as my CM told me, it is primarily the attitude and will of the PWD him/herself that can help him/her win respect in the society and a better quality of life for him/herself.
Now, I own a shop, have a dignified existence.

Poverty, disability and seclusion deprived me from my urge to live.
**My Story**

Until a few weeks ago, I led a life of misery. Born with a hearing and speech impairment, I was always ignored by my family, forcing me to shun people. I had no self-confidence; I found it difficult to face people. I considered myself a symbol of shame for my family. Whenever anybody came to our house I used to hide myself in my little room. I was not permitted to participate in any social gatherings. My existence was confined to doing domestic chores like cattle rearing, washing clothes and mopping house. I used to dream of going to school and studying but my parents were of the view that a child with hearing and speech impairment cannot study.

One day, a female community mobilizer (CM) from our village organization “Qasmia Welfare Organization Kachura” came to our home to visit me. As usual, I ran towards my little room to avoid her. My parents sternly advised her not to revisit our house for this purpose. Fortunately for me, the CM was committed to her work for my welfare. Next time, she visited me on a day when I was alone in home. On catching her sight I was about to ran but she stopped me smilingly and initiated conversation with me. As I was not used to meeting with strangers, I was hesitant but she kept on rolling the stone, gradually increasing my confidence. She engaged in talking about an area dear to my heart, studies. We were using sign language as a medium of sharing our views. She gave me a ray of hope that I too can study in a school. That day was perhaps the happiest day of my life thus far. Sensing the possibility of entering a new world of wonders, I made friends with the CM. She departed with a promise to revisit soon.

On her third visit, I was sitting along with my family. This time, I stood up when I saw her and welcomed her open heartedly. We started conversation joyfully in sign language. On seeing my confidence, my parents were pleasantly surprised. They decided to cooperate with the CM who then became a regular visitor to our house. She conducted various sessions with me on Self Awareness, Psychosocial Support, Health and Hygiene etc. I started practicing and observing personal hygiene. Her friendship and advice infused confidence in me, eroding my inferiority complex. Despite all this, I was hesitant in attending school. The CM then arranged my meeting with a school going girl who was also hearing and speech impaired but was attending school confidently. Duly inspired, I also enrolled in a school with the aim to be a doctor in future. Now I participate in all family social gatherings confidently.

I have learned that it is not the disability that prevents you from having a full life, it your own lack of confidence that pulls you down. Confidence is the first step towards success.
Now, I am Studying with other children in a mainstream school.

Deprived of love, attention and care, I never thought I would be able to study and play with other children.
(D) A Stitch in Time

**Basic Facts Sheet**

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**My Story**

I came to this world with darkness all around me – unable to see and enjoy the nature's beauties. The situation was further aggravated by the fact I was born in a conservative society which attributed every misfortune to supernatural elements. My blindness was considered a product of charms and metaphysical elements. My parents brought amulets for me instead of consulting a doctor. When they saw no progress in the matter, they confined me to a room, restricting my mobility and social interaction. Labeled as a curse, I was shunned by everyone.

Confinement to a small room and total lack of activity soon caused another damage to me: my lower limb stopped working. Instead of soliciting sympathy and understanding, this led to further isolation for me. Fed up with emptiness of the life, I started praying for death from the Almighty. Nature finally took pity on me. When I was about 17 years old, one day a female community mobilizer (CM) of our village organization “Qasmia Welfare Organization Kachura” came to our home to visit me. My parents tried to put her off by saying their daughter didn’t need a doctor as her state was due to the charms and metaphysical elements, and they were consulting suitable people for that. With great persistence, the CM made them understand that I needed proper medical treatment. Soon she succeeded in taking me to a doctor who examined me and said that I was suffering from congenital cataract and that my eyes’ treatment was possible. I was operated free of cost and my eye surgery was successful. For the first time in my life, at the age of 17 years, I caught the sight of my parents. It is difficult to describe the happiness that my parents and I experienced on that day.

After that day my miseries were lessened and I thanked a lot to Almighty. All villagers and relatives came to see me and I was very happy to meet them all. In the following days, the CM conducted various sessions with me on Self Awareness and Health and Hygiene. I started practicing personal hygiene and succeeded in making friends with many girls of village. The attitude of community and relatives is now very pleasant and my inferiority complex is over. As my lower limbs are impaired, I still have problems with going out of the house but now my friends visit me much more frequently.

There were times when I thought that had my eye operation been done in time, my lower limbs could also have been saved. But I did not allow that negativity to ruin my life. Wanting to feel useful, I talked to my angel CM about a desire of running a shop. She quickly contacted CHIP who provided support for establishing a shop in my home by providing the start-up capital for a cosmetic and jewelry items shop. All villagers have now become my customers, generating me a decent monthly profit. This has enabled me to meet the expenses of my younger brothers. I consider myself as one of the luckiest persons of the world, not a burden on the society, or a curse for my family. Timely action by CM and CHIP has changed my life.
I am running my own shop and living with honor.

I was ostracized due to my disability.
(E) Skills Are Weapons against Poverty

Basic Facts Sheet

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My Story

After a year of my birth it was revealed to my parents that I couldn’t hear and speak. Their first step was to visit some saints for prayers and amulets. These did not work, so my father consulted a doctor in another city who recommended surgery to overcome my disability. But my family lacked financial resources for the surgery and thus our poverty made hearing and speech impairment my fortune.

My mother was of the view that I was a victim of an evil eye due to my physical beauty, skills and nature of hard work. I learned to live with my disability. I was very intelligent so my mother got me admitted to a vocational training center, where I learned several skills. I regularly secured first position in every monthly test. After getting 15, I got married and Almighty blessed me with 5 sons. I did not want my sons to suffer at the hands of poverty in the same manner as I had done all my life. I kept on thinking of ways and means to do some productive work to earn some money to finance my children’s education.

Fortunately, I came across a community mobilizer (CM) who helped me in two of my main problems. Firstly, she helped me overcome my lack of confidence by making me participate in the various ceremonies and activities of her organization and society. In a very short span of time, I got acceptability in community and am now recognized as a member of the organization. Secondly, she helped me get a sewing machine which opened up a whole new world for me. The day I got the machine, tears of happiness rolled from my eyes. I started using the machine to stitch clothes for the women of my village, thereby earning a decent income to fund the education of my sons.

Today I am capable of fulfilling my domestic responsibilities. By the grace of God, I don’t need financial support from anybody. Now I am hoping to be able to open my own vocational training center and to impart my skills to the other less fortunate girls my community.

Not surrendering to a disability and learning skills have given me back my self-respect and pride. I tell my other fellow women at our social meetings, the solution lies in working hard, not in sulking over your misfortune.
I am an independent woman now, having a promising future.

Life had become a dead end road for me.
Only a Heart Can Hear the Voice of a Heart

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My Story

Due to my disability I was not allowed to attend the school despite my intellectual abilities. My hearing and speech impairment did not stop me from doing all my personal every day chores by myself. I also helped the family by attending to domestic chores like cattle rearing, washing clothes, cooking and dish washing.

I was married off to a person who was also hearing and speech impaired. I never considered my disability as a matter of any distress. I was also satisfied with my luck and my husband. My responsibilities enhanced after marriage but I managed them with commitment and patience. Instead of becoming a burden on anyone I helped my in-laws to the best of my ability. I used to visit my relatives and friends but my visits to my relatives were quite infrequent for the simple reason that they never paid much attention to me. I participated in all matrimonial ceremonies and functions of the community. I noticed that unlike my relatives, the common people of community never ignored me nor appraised me. Deep in my heart there was a desire to prove myself worthy of importance and attention from the community but I was not getting any remarkable opportunity.

The opportunity finally came in the form of regular visits by community mobilize (CM) to our home. She inspired me to realize my potential, helping me develop an understanding of welfare process. She took me around to meet other disable women. Witnessing their confidence and level of self awareness pleased and inspired me. The CM gave me several sessions on self awareness, health and hygiene. This brought a great change in me as I started practicing personal hygiene and keeping myself presentable. Gradually, the attitude of people, including my relatives, started changing and they started paying regular visits to me. The thought of having regained my “lost property” served as a further motivation for me.

This confidence led me to learn the skill of stitching clothes. I got a stitching machine from a social organization and started stitching clothes for the villagers. By saving some money out of my income, I was able to buy a quantity of embroidery material and also started offering embroidery. Now I receive orders not only from my own village but also from places outside the village. Now people recognize my abilities and respect me as an individual.

And it all started when a CM heard the call of my heart. Indeed, only a heart can hear the voice of a heart.
I had nothing in my life except for tears. The spiteful and derogatory of people was a constant source of agony.

Now, I have learnt to smile, I am able to earn a decent livelihood.
(G)  The Colours of Happiness and Hope

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<td><strong>Resident of</strong></td>
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<td><strong>Disability</strong></td>
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**My Story**

All my siblings are quite fit and have no disability but I was born blind. I was loved by all, but there was a limit to their attention to me due to my disability. I wanted to study but my parents felt that blind children cannot go to school. They also thought that I could not look after myself outside the house, so they restricted my movements. In turn, this greatly reduced my social interaction. I was frequently left home when other members of the family went to social gatherings like marriages. Not being able to see was bad enough, but not having friends to talk to was even more painful.

Whatever I lacked in terms of sight, nature had given me in the form of speech. I am very talkative and love conversation with people. What my parents considered care, actually hampered my progress. Their over-protection prevented me from having friends. I ended up developing a habit of talking to myself for hours at end.

One day a community mobilizer (CM) of our village paid a visit to our house, specifically to meet me. She found me talking to myself. She initiated a dialogue with me, greatly pleasing me. She became my friend and started paying regular visits to me. She gave me lessons on self-awareness, health and personal hygiene. This improved my appearance and I started getting more attention from family members. She briefed my parents on the project of rehabilitation and participation of persons with disability. My parents listened to her carefully and promised to cooperate with her. Restrictions on my movement were removed and I was taken to each and every function being held in the village. Though I could not see the colors of the world, but the mere thought of being among friendly people elated me.

My second wish was to become a teacher. My parents finally agreed to take me to school but no school in our vicinity was willing to admit a blind child. Clouds of despair started forming once again. The CM got in touch with a religious leader and I was sent for learning Quran. The religious scholar was quite impressed by my zeal and dedication to learning, often praising me for attention that I paid to correct pronunciation and delivery. Soon I had memorized several surahs of the holy Quran. I also used to pray fervently to Allah to help me to become a teacher. My prayers were answered when one day our CM informed us about Gilgit Blind School. My father was initially unwilling to let me go out of his sight but my persistence persuaded him to personally take me to the school.

My teachers in school are quite satisfied with my progress. I feel extremely delighted when all the students gather around me to hear me reciting verses of Holly Quran. I may not be able to see, but I can feel the colors of happiness and joy.
I am Studying in Gilgit Blind School.

I thought I had no future.
(H) Hard Work Is the Key

Basic Facts Sheet

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My Story

Due to genetic problems, all my siblings including me have speech and hearing impairment. God had given me enough talent and activeness but I found myself unable to progress. None of us brothers and sisters could get education as other children used to make fun of us. So our parents confined us to house. My time was usually spent doing household chores and fishing. In fact I used to enjoy spending hours in solitude, sitting on the river bank, fishing.

My father sent me off to a nearly furniture factory to learn carpentry as an apprentice. I spent three years there and learned all the basic skills related to this field. But they did not offer me a regular job. I returned to my village to nothingness once again. There were no jobs in the village and the situation so depressed me that I even stopped helping my mother in her household tasks.

One day, I met a community mobilizer (CM) who gave me an interesting talk on what I can do to improve my lot. He had several awareness, health and hygiene sessions with me which gave me a better appearance and greater acceptability among village folds. His help was not confined to words; he actually extended a helping hand in getting me sufficient capital from an organization called CHIP to start my own small carpentry shop. It did not take long for the business to catch on. Now I earn a decent living. I work hard on my orders, trying to give the best quality and good service. This keeps my customers happy and wanting to return to me again and again. I share my earnings with my mother and am soon to get married. I now have hope for a bright future for myself and my family. I regularly participate in sports and social activities of the village where I am treated with respect and dignity.

I sincerely feel that if I had not met that CM, I would have degenerated into being a village vagabond, good for nothing, worthless human being. I was lucky to have got that opportunity to improve my lot. Now it is my mission to help other less fortunate persons to get similar opportunities. However, it is still up to each individual to make the most of any opportunity coming his way, by working hard and paying his social dues.
My talent and spark is exuding and I can see my potential.

I was looked down upon by my people always felt that I had futile existence.
**Investing Time Instead of Wasteing It**

**Basic Facts Sheet**

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**My Story**

In early stage of my life it was diagnosed that I lack hearing and speaking powers. My parents made a lot of efforts for my treatment but all in vain. I was very fond of learning but could not go to a school due to my disability. There is no school in my village which offers education to children with hearing and speech impairment. Staying at home, I attended all the domestic chores and extended a helping hand to anyone who needed it. I assisted my father in his agricultural activities and generally tried to be helpful to all the village folk. Despite my hard work and assistance in domestic chores, my parents were worried about my future.

One day I met the community mobilizer (CM) of our village. He was very friendly and he gave me various sessions on self awareness and health & hygiene activities. Signs of positive changes in my appearance and attitude emerged soon enough. My confidence level also rose. He encouraged me to join village sports team. Recently I participated in a cricket tournament and we have won the match. I feel honoured to be part of winning team. We have received a big trophy which we are keeping in the office of our community based organisation.

I have learnt how to keep myself clean and tidy. Although I don’t have TV at home but I have watched various TV programmes in my neighbour’s house. I like to have long hair because heroes always have long hair. Although my mother does not like me to work in any of the drama but I wish if I can ever be a hero of any drama or film.

One day, I expressed a desire of having a shop in the village in order to gain economic independence. This was fulfilled in a very short time period. I cannot express my joy on the day when I opened my small grocery shop in the village. All people are my customers and I have already started thinking about expanding my business. My daily revenue is between Rs 200 to 500 while my monthly net profit ranges between Rs 2,000 to Rs 2,500. I do not spend all my profits, but try to reinvest them in the shop by increasing the stocks that I carry.

My association with the CM has taught me that just like stock in trade, I need to invest my time fruitfully, instead of wasting it. If I spend all my profits, my business will never grow. Similarly, if I waste my time, the quality of my life will never improve. I wish to grow my business and buy my own car and TV at home. I want to be independent in life to make my parents happy and content.
I have become a productive member of society, I own a cutlery shop.

I was outcast-hated by everyone.
(J) Life Is Beautiful

**Basic Facts Sheet**

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<tr>
<td>Disability</td>
<td>Physical; lower limb impaired by polio.</td>
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**My Story**

I was born quite healthy, but Polio struck at the age of 5 leading to impairment of my lower limbs. Limited resources of my family prevented me from having any major treatment, so I resigned myself to a life of dejection. I could not get admission to any school. I used to sit and watch other children going to school and playing games with tears flowing from my eyes.

One day, a new Principal of a nearby school came to our home. He offered me not only a free education but also promised to get me a scholarship of Rs 700 per month. This opened up the doors of education to me. During the initial days, my brothers used to physically carry me to school, but my parents were soon able (with the help from some community organizations) to get me a tricycle which greatly improved my mobility. Now I can freely move around, going to school and market on my own.

I have also been helped by the Community Mobilizer (CM) of our colony. He introduced me to other boys who were suffering from certain disabilities and were beneficiary of the rehabilitation project run by CM’s organization. He conducted several sessions on self-awareness, health and hygiene, giving me confidence and a better appearance.

One day, I told my CM about the difficulty I was experiencing at the school and certain other places due to lack of ramps which impeded my mobility by tricycle. He got in touch with CHIP and ramps were soon built at various strategic locations. This not only helped me but also a number of other persons with similar problems.

I have worked hard at my school at studies as well as extra and co-curricular activities. I am now a famous Naat Khawan of Skardu District. I won 6th prize in “All Pakistan handicap marathon wheelchair race competition in Islamabad” organized by CHIP cooperation in 2008. This further enhanced my self-confidence.

In the past elections, I took part in social and political activities by pasting pictures of my favorite leader on my wheel chair. These days with the help of God Almighty I am receiving scholarship of Rs. 7500 rupees monthly from the government. This scholarship is enough for my needs and I am also able to contribute towards domestic expenditure of my father.

Thanks to the efforts of an understanding school principal and a supportive CM, I am very confident, contended and a successful person of my village. Life is simply beautiful.
I am studying in a mainstream school.

I was considered as the most useless part of the world.
An Overview of CHIP

Who Are We
Civil Society Human and Institutional Development Programme (CHIP) is a not-for-profit company created under Section 42 of the Companies Ordinance and registered with Security and Exchange Commission of Pakistan under registration number 0000004052/20041001. CHIP has been designing and implementing development programmes on wide range of development topics in remote rural and urban areas since 1993.

Our Vision
An Aware and Organized Society Capable of Realizing its Own Development

Our Mission
Enabling individuals and organizations to make more effective and efficient development efforts through the provision of value-led Human & Institutional Development (HID) services.

Our Approach & Strategy
CHIP’s operations and strategic orientation is based on the experience that HID interventions have had in shaping current development perspectives. Using this approach, CHIP provides professional services to a wide array of organizations that add value to local development interventions. Human and Institutional Development as an approach has the following key principles:

- Develop local individuals and local institutions. We believe that the key to enhanced efficiency and effectiveness of development efforts lies in strengthening local individuals and local institutions that are responsible for the implementation of development interventions;
- Promote an element of ‘inclusion’ in all our efforts so that we do not miss out any person because of a disability.
- Wherever work on development is to be conducted, its contribution towards the bigger picture i.e. national development has to be kept in mind;
- Positive values when combined with skills and knowledge excel the efficiency and effectiveness of work. Use research and advocacy as a tool for bringing positive change at all levels.

What Do We Offer
CHIP offers the following two distinct strategic services:

Project Implementation Services
Under project implementation services CHIP designs and implements development projects or selected project activities directly through its field offices. The major thematic focuses are health, disability, education, human rights, water, sanitation, natural resource management and livelihood development. CHIP also responds to emergencies in the country for both relief and rehabilitation.

Project Management Services
Project Management services consist of supervision and management of project on behalf of international development agencies or INGOs, in particular those that choose not to establish their own offices locally. This management services includes fund management, operational planning, and establishing a partnership with civil society organizations, recruitment and management of project personnel and procurement;

Our Values
Practice and promote honesty, dedication and commitment