

## **CHALLENGER**

### **Introduction**

According to W.H.O, in developing countries, people of disability are 8 to 10%. WWDs are about 6% in Nepal and most of them are living in remote villages. Who are educated but they are still jobless due to disability. In my country, If WWDs get skill development trainings like computer to gain knowledge and skill to get employment but they are unable to find a good job so training is not sufficient for them, we should also search job for them. By getting employment they will not only be financially independent but also they will not be looked upon as A burden and they will also be able to compete in the open labor market or in companies or self employment.

### **Knowledge and experience acquired during the training in Japan**

There are Public employment Security Offices and Vocational Rehabilitation Centers for People with Disabilities (PWDS). In PESO office, they have job coaches to coach the PWDs as a staff. During the visit to NRCD, severe PWDs were working in laundry work but in Nepal, even moderate PWDs are not able to get any job. In Japan, severe disabled people go to rehabilitation centre to gain skill and engaged in sheltered workshop. In Oita, Special School for intellectual children is established, which impressed me very much. There is an open labor market in joint venture like Japan sun industries and many sheltered workshops are conducted for severe PWDs. There were physical disabilities like cervical injury, wheelchair and spinal cord injury also. They don't take pension from the government side .they are in high position so that they can earn money. They are paying all the tax to government. Most of them are international basket ball player. I was very impressed by facilitator skill by izumi san. This skill is very useful in my daily life also

### **Back ground**

The employment status of PWDs in Nepal is very negligible and denial. So many different places are not universal design/disability friendly due to this reason PWDs are facing problem for work. Employers think if they provide job to PWDs, they need extra facilities to manage in work place. Government also not provides substitute benefit for the employers due to providing work for PWDs, such as tax, rewards and other facilities. So government is not serious for this issue. Disabled Peoples Organizations (DPOs) are advocacy for these issues even demanding for reservation for PWDS in work. The disabled people struggle even if they are qualified and skillful.

In the case of WWDs they are triple discriminated. First thing is they are women, second of poverty and third one is disabled. If we successor to search the job for one WWDs it will be great achievement for us. They will be independent in financial matter.

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Major subject matter in which Barriers & Challenges, the ILO Policy Response, Global: Recommendations, Convention 159 Code, Biwako Millenium Framework BMF, ILO Study: Legislation and Policy was included. The barriers for PWDs are people have negative attitudes and discrimination, unequal access to information services and resources, inaccessible buildings, communication systems, transport, Lack of assistive devices technology support services, psychosocial barriers and lack of policy support..

### **Obstacles**

- WWD haven't completed basic education and it is hard to get educated WWDs
- Competition between PWDs and normal Peoples not among the PWDs
- Barrier free environment/Disabled Friendly/Universal Design
- Convincing the company
- Lack of efficient government policy & implementation

### **Goals**

- find job opportunities for WWDs. (within 1 yrs)

### **Objectives**

- To train five wwd's in computer Secretariat Course
- To find at least two Jobs .
- Five WWDs gain the skill of computer.
- Two companies will open the job for WWDs.
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### Outcomes

- At least two WWDs will get job and they will be financially independent.
- Company will be open the jobs to the wwd.

### Beneficiaries

- Different types of WWDs. (Physical,Deaf ,Blind and Multiple disabled)

### Implementing agency

- NDWA implementing the project.
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### Collaborative partners

- Government like Ministry of Women,Children and social welfare(giving budget or place)
- Private company ( for job,
- Line agency like Social welfare council. (councelling for job, searching job)
- Shelf Help Organizations (SHOs) (network)

### Monitoring and Evaluation

NOW	PREPATION	PROGRAM	POST	FUTURE
	Find WWDs (By advertising, members, by notice in National Federation of the disabled Nepal and some of national organizations.  ME AND MY BOARD MEMBER	Sending WWDs for training.  ME	Monitoring  GOVERNMENT AND NDWA	Follow-up.  Continuation of training

	Get information (meeting with National Disabled Fund under Social Welfare Council time period of time, no. of participants, STAFF OF NDWA	Monitoring GOVERNMENT,NDWA		
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### Selection of criteria for trainees

- The trainees should pass elementary school.
- The trainees should read and write in English
- The trainees must be all WWDs (physical, deaf, blind whether total or partial)
- **Note:** Sign language interpreter will be provided if needed.
  - **All will carry their certificate and disability identity card**

### Notice:

- Please carry your all needed certificate and disability identity card.

### Monitoring

for training

- Daily writing Dairy by trainee
- Weekly examination by quetionery
- Asking by instructor
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### For Job:

- Visit within 14 days in work place
- Asking the employer about their job
- If necessary I can give them job coach

### EVALUATION

by interviewing

PEOPLE CONTINUE OF JOB

HOW MANY LEFT

WHY THEY LEFT

FINANCIAL SUPPORT WHETHER THEY CAN SUPPORT IT OR NOT.

### Conclusion

Wwds will get the computer skill and so that they can compete in job. They will be financial independent and they can take decision by themselves.

A chance ...! Is the only gift we need to give these people who are looking for a challenge and a way of helping themselves to be financially independent in every respect. This is a perfect for them to achieve that goal . lets give them chance not charity