

Report on Inclusive Eye Health Module Workshop 2019



**At The University of Lahore, Lahore in
collaboration with Al Baseer Foundation ,
Karachi**

Fatima Zehra

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List of Abbreviations

Abbreviations	Meaning
ABF	Al Baseer Foundation
AIEH	Al Ibrahim Eye Hospital
CBID	Community Based Inclusive Development
CBM	Christoffel BlindenMission
CECP	Comprehensive Eye Care Program
COAVS	College of Ophthalmology and Allied Vision Sciences
DID	Disability Inclusive Development
DHPT	Department of Health Professional Technology
DPO	Disabled People Organization
ECOSOC	Economic and Social Council of the United Nation
FHF	Fred Hollows Foundation
FPSC	Federal Public Service Commission
HLPF	High Level Political Forum
IAPB	International Agency for the Prevention of Blindness
IEH	Inclusive Eye Health
INGO	International Non-Government Organization
KNEH	Khairunnisa Eye Hospital
LRBT	Layton Rahmatullah Benevolent Trust
LUMS	Lahore University of Management Sciences
LV	Low Vision
MALC	Marie Adelaide Leprosy Center
NCEH	National Committee for Eye Health
NGO	Non-Government Organization
OD	Doctor of Optometry
PCB	Prevention and Control of Blindness
PICO	Pakistan Institute of Community Ophthalmology
PIO	Pakistan Institute of Ophthalmology
PSLM	Pakistan Social and Living Standard Measurement
PWDT	Punjab Welfare Trust for Differently - abled
SDGs	Sustainable Development Goals
SI	Sitara – e Imtiaz
UIRSMIT	University Institute of Radiological Sciences and Medical Imaging Technology
UN	United Nation
UNCRPD	United Nation Convention for the Rights of Persons with Disabilities
UOL	University of Lahore
VNR	Voluntary National Review
WHO	World Health Organization

Background

SDGs and Inclusion

United Nation's 2030 **Agenda** for Sustainable Development and the associated **Sustainable Development Goals (SDGs)** was one of the most **inclusive** in human history. The **SDGs** provide two key operational principles: those of 'universality' and 'leaving no one behind'. Of the 17 goals, five are explicit about disability, and there are no less than 11 references to disability in total.

Pakistan has adopted the 2030 Agenda for Sustainable Development as its national development agenda. Pakistan is committed to make an equal world in order to leave no one behind specifically persons with disabilities and marginalized segment of the society who face a variety of barriers while accessing education and health services. According to the World Health Organization (WHO), over a billion people or around 15% of the world's population has some sort of disability.

Over the past two years, continuous efforts have been made in the country to strengthen the systems and raise awareness regarding disability inclusion. Different International NGOs, Disabled People Organizations, Community Based Organizations, Civil Society Network and other non-government and government organizations collaboratively developed Pakistan Disability Perspective Voluntary National Reviews Report as a part of the review and follow-up mechanism for the SDGs. The reason was to submit this review report in High-Level Political Forum (HLPF) planned by the Economic and Social Council of the UN (ECOSOC).

Pakistan Disability Perspective Voluntary National Review Report (VNR) was developed through (i) a series of discussions with the Ministry of Planning, Development and Reforms in Pakistan to develop a consultation workshop; (ii) Multi-stakeholder consultations and interviews for the development of an Alternate National United Nation Convention on the Rights of Persons with Disabilities Report; and (iii) national-level stakeholder consultations to formulate the Pakistan Charter of Demands in preparation for the Global Disability Summit in 2018.

The Pakistan Disability Perspective VNR report focuses on Goals 4, 8, 10, 16 and 17. ¹ The key recommendations of the disability perspective VNR report have been adopted by the Ministry of Planning, Development and Reforms for the national VNR report which is available on Sustainable Development UN official website.

¹<https://www.sightsavers.org/blogs/2019/07/how-pakistan-is-keeping-disability-inclusion-on-the-sdg-agenda/>

Current status of disability in Pakistan

The prevalence of persons who are disabled is estimated to be 8 per cent while the prevalence of 'disabilities' in the plural (all categories – severe and mild to moderate) is about 12 per cent.

Several civil society organizations in Pakistan work to improve access to education for children with disabilities, including by enhancing funding for them in mainstream education, the capacity building of education professionals to promote inclusive education, and by increasing learning materials that support inclusive education programmes.

Pakistan aims to refocus education policy to include disability as a cross-cutting theme, to revise budgets to include improving physical infrastructure for children with disabilities, and to establish a formal disability and educational needs assessment process at all sub-national levels.

Pakistan has also attempted to make primary data more representative of on-the-ground realities and broaden its scope to include under-represented segments of the society, in order to leave no one behind. For the next round of the **Pakistan Social and Living Standard Measurement** PSLM survey, for instance 2018-19 at the provincial level and 2019-20 at the district level, a module has been added in the questionnaire to incorporate disability status in Pakistan

Organizations are required to implement a 'disability quota', which stipulates that persons with disabilities should comprise at least 2 per cent of an organization's employees. Requirements also prescribe the elimination of discrimination against women with disabilities and seek to improve data on disability in labour force statistics. Government- and private sector-led programmes have increased training for persons with disabilities, in order to prepare them with the skills needed to participate in the labour market.

The Government is also making it easier for differently-abled persons to join the civil service. The Federal Public Service Commission (FPSC) ensures that persons with disabilities can apply and be selected for all occupational groups. Recently, a visually impaired young man has joined the superior civil services as a civil judge posted in Lahore, Punjab.²

² Pakistan – 2019 VNR Report

Inclusion in Eye Health

Inclusion in eye health can be defined as ensuring all of eye health programmes are inclusive of men, women, children, persons with disability, older people, poorest communities, transgender and other marginalized group of the society. It is about promoting comprehensive accessibility and end stigma and discrimination.

The concept of inclusion in eye health has been brought to our country, Pakistan through the efforts and lobbying of different Eye International development agencies working in the country mainly Christoffel-Blindenmission (CBM) and the Sightsavers (SS). The inclusion is about **“Including everyone to create an equal world for All”** particularly for neglected segment of the society.

The global theme of disability inclusion was completely welcomed and owned by the Prof. Asad Aslam, the National Coordinator and Chairman, National Committee for Eye Health Pakistan. In September 2017, National Committee for Eye health Pakistan with the support of CBM took an initiative on “Inclusion in eye health” in the country. National inclusive eye health taskforce formed for bringing inclusive comprehensiveness in the eye health programme nationwide. Key work areas remained policy and legislation, financing, service delivery, human resources and data and research.

IEH initiative has been taken keenly by The National coordinator and his team and efforts are being made to spread the message nationally and take practical measures accordingly. The first innovate step taken was development and incorporation of Inclusive Eye Health Module in undergraduate courses (allied courses in eye health) which has been successfully approved by King Edward University and College of Ophthalmology and Allied Vision Sciences.

CBM and Inclusive Eye Health

Christoffel-BlindenMission (CBM) is an international development organization which was founded in 1908. The organization has official relations with World Health Organization since 1989 and Strong partner of International Agency for the Prevention of Blindness (IAPB).

CBM Started working in Pakistan 1968 and is heavily involved in the founding and achievements of Vision 2020 ‘Right to Sight. Eye health is a strong focus for CBM but has always worked with all disability groups. In 2006 CBM launched a new strategy, with its key focus on: - quality of life of people with disability - inclusion of people with disability. In order to achieve this, CBM is working closely with its partners in Pakistan and promoting disability inclusion through system strengthening approach.

Inclusive Eye Health Module

National Committee for Eye Health and CBM Pakistan has a critical role for developing Inclusive Eye Health module in Pakistan. International IEH Experts CBM, Leading national eye health organizations/institutions, technical consultants in health and education and inclusive eye health task force gave their valuable time & inputs to give module a final shape.



Prof Asad Aslam, National Coordinator, Dr. Haroon Awan, Consultant and David Lewis, International IEH expert discussing module during Inclusive Eye Health Task Force Meeting 2017

The purpose of developing this module is to

- Integrate disability inclusion into under graduate and continuing education for all eye healthcare professionals. Primarily, it is being done through implementing the module in all eye institutes imparting undergraduate courses.
- Ensure access to inclusive and comprehensive eye care services by advocating and sensitizing policy makers and health professionals on the subject

Inclusive Eye Health Module Workshop Chapter 1, Lahore

Inclusive Eye Health (IEH) Module training was first piloted at Lahore during Sept 2017. This activity was the first ever of its kind globally conducted under the supervision of National Coordinator, Prevention and Control of Blindness Pakistan where provincial PCB cells representatives, disability experts, leading eye institutes and hospitals were involved from different parts of the country.



Participants sharing ideas during Group exercise on identifying barriers faced by persons with disabilities

Participant organizations were College of Ophthalmology and Allied Vision Sciences, Layton Rehmatullah Benevolent Trust, Isra

School of Optometry Karachi, Pakistan Institute of Rehabilitation Sciences Islamabad, Pakistan Institute of Community Ophthalmology in Peshawar, Lahore University of Management Sciences Lahore, Al Baseer Foundation Karachi, Milestone - Disabled people Organization, representatives from Eye International Non- Governmental Organizations (INGO) like Fred Hollows Foundation (FHF), & provincial Prevention and Control of Blindness cells'

representatives. The workshop was organized by National Committee for Eye Health (NCEH) Pakistan with the support of CBM.



The facilitators were International Inclusive Eye Health Experts, named David Lewis CBM Focal Point for 'Inclusion in Eye Health' and 'Environmental Sustainability from Australia and SoumanaZamo, Disability Inclusion Advisor, West and Central Africa Regional Office, CBM International.

The purpose of the workshop was to develop national faculty on IEH, raise awareness about inclusion in eye health and sensitize decision makers to make eye care services accessible for all.

The national coordinator office remained the focal point for collection, review and follow up of all action plans submitted by the participant organizations by the end of the workshop. The success of this workshop was successful piloting and approval of the module in allied courses at COAVS and King Edward University, Lahore.



Accessibility Audit Experts from milestones addressing participants' queries after audit exercise at COAVS

Inclusive Eye Health Module Chapter 2, Karachi

The second phase of IEH Module was conducted in Karachi during Sept 2018, organized by NCEH with the support of CBM international. Project Director Sindh PCB Cell, Leading Eye Health institutes/organizations and disability experts in Pakistan were involved in the workshop. The facilitators were International Inclusive Eye Health Experts, named David Lewis and SoumanaZamo, , CBM International.

Participant organizations included COAVS, LRBT,



Isra School of Optometry Karachi, PICO Peshawar, Al Shifa Trust, Marie Adelaide Leprosy Center (MALC) Karachi, Connect Hear Karachi, Initiator - Human Development Foundation Karachi, Aghosh Special School Karachi, Disabled Welfare Association Karachi, Community based Inclusive Development Network, Al Baseer Foundation Karachi, CBM Nepal and country office representatives.



Prof. Saleh Memon, First National Coordinator sharing his vision on inclusion

The workshop inauguration ceremony was chaired by Prof. Saleh Memon, First National Coordinator in Eye Health, Pakistan and currently Director Al Ibrahim Eye Hospital (AIEH) Karachi. The current National Coordinator and Chairman, National Committee for Eye Health Pakistan, Prof Asad Aslam also graced the event with his presence and shared learnings of previous chapter with the participants.

Other dignitaries were Project Director, Comprehensive Eye Care Cell, Sindh, CBM Country Office Country Director and IEH Manager. The purpose of the workshop was to raise awareness at broader level, have a follow up of action plans of last module workshop and disseminate the subject of inclusion provincially.



Group photo of the participants and dignitaries at the closing ceremony of IEH Module Workshop 2018 Karachi

The national coordinator office remained the focal point for collection, review and follow up of all action plans submitted by the participant organizations by the end of the workshop.

Al Baseer Foundation and its efforts in Inclusive Eye Health



Ms. Fatima Zehra, Program Manager Al Baseer Foundation conducting capacity building workshop at MALC, Karachi

Al Baseer Foundation (ABF) remained an active participant in both workshops organized by NCEH in Lahore and Karachi. Al Baseer, as an implementation of their action plan submitted to NCEH, organized a series of capacity building workshops on IEH in eye institutes/hospitals in Karachi included Isra School Of Optometry, Al Ibrahim Eye Hospital (AIEH), Layton Rehmatullah Benevolent Trust (LRBT) & Marie Adelaide Leprosy Center (MALC) in consultation with International and national IEH experts.

The organization also celebrated “**Inclusive World Sight Day**” during 2017-18 and the report was submitted and published on the official site of the International Agency for the Prevention of Blindness (IAPB).



Inclusive World Sight Day 2017 Celebration with children with disabilities organized by Al Baseer

Inclusive Eye Health Module Training at the University of Lahore, Lahore

Introduction

In year 2019, Al Baseer Foundation planned to extend its efforts of raising awareness on IEH to the private sector. The organization advocated to the University of Lahore, one of the most reputable private institutions in Punjab province, Pakistan to organize an IEH module workshop at the University of Lahore, Lahore.

The Chairman and senior management welcomed the idea and agreed to conduct a workshop in collaboration of Al baser Foundation. The department of Optometry took a lead in organizing

the whole workshop. Faculty of Optometry and different allied health departments were involved in the workshop as participants. The agenda of the workshop was finalized in consultation with International and national IEH experts, CBM.

The set objectives of the workshop were:

- To raise awareness among health/eye care services providers and institutions on the concept of “Inclusive Eye Health” and promote disability inclusive practices
- To train eye health staff, faculty and students on Inclusive Eye Health Module.
- To incorporate inclusive eye health module in the curricula being taught to the students of BS & MPhil in optometry/ Allied Vision Sciences at different institutions across Pakistan.

Inauguration Ceremony



Prof Awais Rauf, Chairman UOL addressing welcome words at the inauguration ceremony of IEH workshop

The inauguration ceremony was started with the recitation of Holy verses of the Quran. The honorable Chairman, the University of Lahore Professor Awais Rauf warmly welcomed all the national and International dignitaries, guests and participants. He appreciated Al Baseer Foundation for introducing the concept of IEH at the UOL and ensured implementation of IEH practices. He appreciated the active participation of different eye institutes from all over the country.

David Lewis, International IEH Expert - CBM focal point for IEH and environmental Sustainability joined the ceremony from distance (Australia) through Skype and shared progress and achievements on Inclusive Eye health globally and in Pakistan. It was a real privilege to have him on board. ABF and UOL are so grateful to him that he gave his valuable time and helped conducting this workshop successfully.





Ms. Farah Naz, Country Director CBM Pakistan sharing national level progress on IEH at the University of Lahore, Lahore

Ms. Farah Naz, Country Director CBM Pakistan shared National Achievements and future prospect on Inclusive eye health in Pakistan. She appreciated the initiative taken by Al Baseer Foundation and The University of Lahore to promote disability inclusion. She further requested the Chairman for incorporation of Inclusive Eye Health Module in the curricula being taught to undergraduate students at the University of Lahore.

At the end of the ceremony, Mrs. Fatima Zehra, Program Manager Al Baser Foundation and facilitator of the workshop thanked all the dignitaries, heads of departments, honorable guests, participants and students for their participation.

Facilitators: The facilitators of the workshop were Mrs. Fatima Zehra, Program Manager Al Baseer Foundation Karachi and Ms. Sara Ikram, Public Health Educationist and representative from NCEH. They both are certified Master trainer in Inclusive Eye Health in Pakistan.

Summary of the four days' Workshop

The agenda of the workshop was planned and finalized in consultation with International and national IEH experts, CBM. The planned agenda executed successfully. The subject matter experts in eye health were invited as guest speakers from different parts of the country included Dr. Zahid Jadoon, Acting Dean and Deputy Director Pakistan Institute of Community Ophthalmology Peshawar for delivering a lecture on IEH frameworks including SDGs, Dr. Muhammad Mazhar Awan, Medical



Dr. Zahid Jadoon, Deputy Director PICO Peshawar while having a session on IFH



Mr Hassan Tareen, Low Vision specialist from LUMS delivering a lecture on Assistive

Director Khairuunisa Eye Hospital Karachi and CEO Vision Trust for delivering a lecture on importance of early access and intervention for children with visual impairment and school eye health services.

Disability experts were also invited to conduct sessions and train participants on how to deal with persons with different disabilities as healthcare

professionals and what measures should be taken at organizational level. Sign Language Interpreter from ConnectHear for conducting a lecture on improving communication with persons with hearing impairment, Mr. Hassan Tareen , low Vision specialist from Lahore University of Management Sciences , Lahore for a session on assistive technology and Accessibility Audit Experts from Milestone (Disabled People Organization) for (i) conducting accessibility audit exercise at the University and tertiary hospital. (ii) Sharing of real life challenges faced by persons with disabilities.



The workshop helped participants to learn overall concept of disability and inclusion in health care particularly in eye health. They got to know about disability related work being done in Pakistan and related policies and procedures at national level like UNCRPD ratification,

Community Based Inclusive Development Network, Pakistan Disability Act, Tax relief for persons with disability, customized wheelchairs VS Hospitalized wheelchairs and disability card/ Health Card etc. Additionally, recent Global and national updates on IEH were also shared with the participants.

During accessibility audit exercise at The University of Lahore and tertiary hospital, 4 A's technique (Availability, Accessibility, Affordability & Acceptability + quality) was adapted and it worked well. Comprehensive accessibility of the facility was assessed and observations were noted by the participants. Interview with patients helped in having 'live' feedbacks on 4 A's.



Accessibility Audit Exercise at University of Lahore Teaching Hospital

The whole workshop was consisted of informative and interactive sessions. During discussions, effective counselling techniques were explored by the participants/health professionals. Practical experiences and relevant solutions were shared. This made participants to realize the real hurdles faced by persons with disabilities and other marginalized groups. Healthy discussions were made on how to reduce barriers and ensure comprehensive accessibility especially for persons with disabilities.



Patients are being interviewed by the participants during accessibility Audit

Closing Ceremony



It was a great privilege that the closing ceremony was chaired by Professor Asad Aslam, the National Coordinator and The Chairman, National Committee for Eye Health Pakistan. He discussed the absolute importance of inclusion in eye health and shared progress at national level. He appreciated the initiative taken by The University of Lahore and Al Baseer Foundation for promoting disability inclusion and offered every possible support from national

coordinator's office for IEH module incorporation in the curriculum of optometry (BS and MPhil) courses being taught at The University of Lahore.

Dr. Mujahid Kamran, The Rector UOL also graced the occasion with his presence and had feedback of the workshop from the participants and guests. He thanked the facilitators for their hard work and ensured his full support for incorporation of IEH module in the curriculum of optometry courses being taught at the University of Lahore.



Dr. Mujahid Kamran, Rector UOL & Dr. Khizar Bashir Head of Optometry Department, UOL presenting shield of honor to Ms. Sara, Ikram, Co-Facilitator & public health Educationist

Dr. Zahid Awan, IEH Manager CBM Country Office Pakistan joined the ceremony through skype and shared valuable learnings of previous workshops in Pakistan. He also shared CBM's strategy and approaches to ensure inclusion and improving the quality of life of people with disabilities. He remained a great help as a technical expert during the whole workshop.

Dr. Azmat Shah from Al Basar International shared the current situation of disability, poverty and blindness in sub-Saharan Africa region specifically in Niger. There is a very low number of trained human resources available in Niger. He was much impressed with the work being done at The University of Lahore and ensured that Al Basar would also adapt IEH practices in their programs.

Dr. Khizar Bashir, Director Comprehensive Eye Care Program University of Lahore and Head of Optometry Department thanked all the participants and guest speakers for their invaluable contributions. On behalf of Al Baseer and The University of Lahore, he acknowledged the

guidance and support from National Coordinator's office for raising awareness on IEH concepts and practices all over the country.

At the end, shields of honor and certificates of appreciation were distributed among guest speakers and participants respectively by our chief guest, Prof Asad Aslam, National Coordinator and Chairman NCEH.



Ms. Hifza Imtiaz, Faculty member Optometry department, UOL receiving an appreciation certificate for participating in the module workshop

Note: Unfortunately, SoumanaZamo , Disability inclusion advisor CBM could not join the closing session due to some technical issue but our special thanks to him for his valuable inputs throughout the workshop.

Conclusion

The workshop allowed participants to learn about disability concepts and inclusion in eye health. It gave them an opportunity to have an exchange of innovative ideas and increase collaboration (between public & private sector) which may help in improving access to inclusive health care services. The trained faculty and management are now required to implement the learnings of the workshop in their work areas. They may further sensitize the policy makers to incorporate IEH module in the curricula being taught in undergraduate programs (BS & MPhil in optometry/ Allied Vision Sciences) at different institutions across Pakistan.

Key Learnings:

- The **target audience was diversified which broadened the canvas for people to think and work together for disability inclusion.** Eye health professionals from different provinces and professionals from different departments/work areas (allied) of UOL were brought together on one platform to ensure Inclusiveness. Professionals from Eye department, department of physiotherapy, sports sciences, health professional technology, institute of radiological sciences and medical imaging technology and others were involved.
- The workshop brought a positive energy among the participants for **increased collaboration between different departments within the University of Lahore** like referrals from eye department to physiotherapy and vice versa etc. The audience also

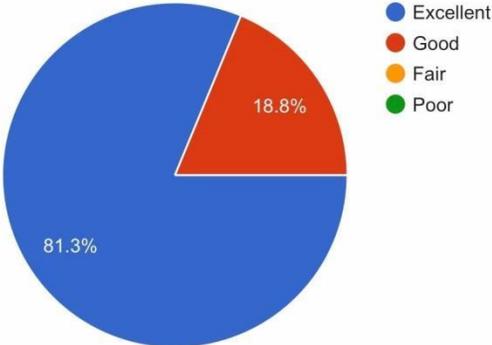
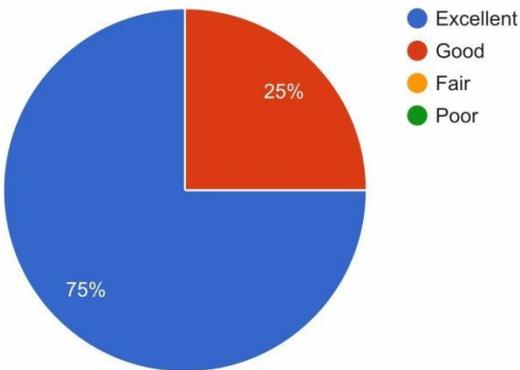
got sensitized enough to **strengthen referral and support system with other rehabilitation/support centers** to address the needs of persons with disabilities.

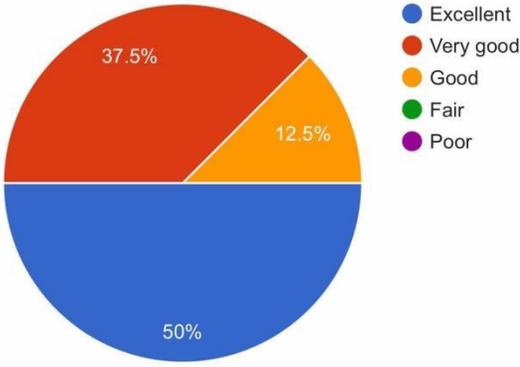
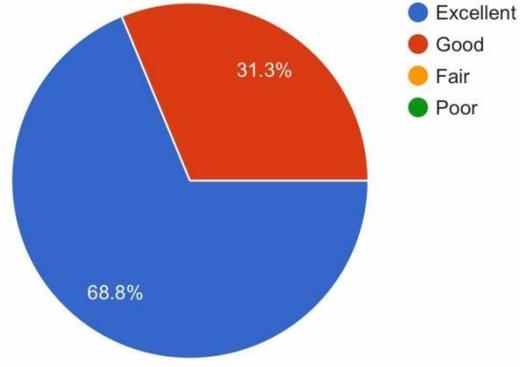
- **Interview with patients with disabilities and without disabilities during accessibility audit exercise** at the University hospital worked so well. Participants asked questions from the patients and had **“Live” feedback**. It was good to see that most of the patients were found to be happy with the services being provided at the university of Lahore teaching Hospital.
- Addition of topic **“Reasonable Accommodation”** was found useful in both theoretical and practical ways. It made participants to **realize what appropriate modifications or adjustments** can be **made specific to the individuals**. Prior to the workshop, the entrance of guests’ room was not accessible for wheelchair users. It had two small steps with no ramp. The need of ramp was immediately realized and temporary ramp had been made at the entrance by the UOL’s management.
- **Involvement of Different institutes offering undergraduate program** (allied courses) in optometry/ophthalmology within Lahore and outside of Lahore helped in **increased networking**. It may also help in promoting uniformity in curriculum and course structures in future.
- **Distant Learning** - The unique thing about the workshop was the **‘Distant learning Sessions’** from the IEH experts from Melbourne Australia and Islamabad, Pakistan through skype. David Lewis CBM International IEH Expert/Focal Point and Dr. Zahid Awan, IEH Manager CBM joined the workshop remotely. It was the first attempt of organizing distant learning sessions during the workshop. Through this, we learnt that how can we make it better in terms of technicalities and also involve more experts in future.
- Addition of session on **“School Eye Health Services”** was found helpful in raising awareness about the importance of early detection and intervention for children with visual impairment. It also highlighted the **significance of access to education & other opportunities”**.
- The audience was oriented on **“Child safeguarding policy and its implementation”**. Facilitator, Ms. Sara Ikram, representative from NCEH generously offered her support for further training on the subject and helping in Child safeguarding policy formulation at the University of Lahore.

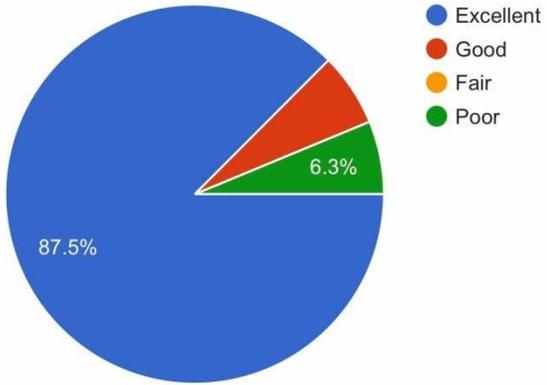
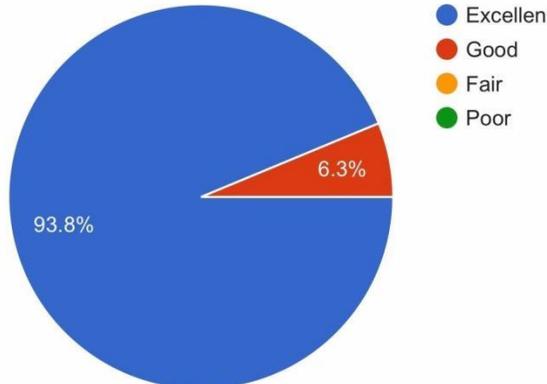
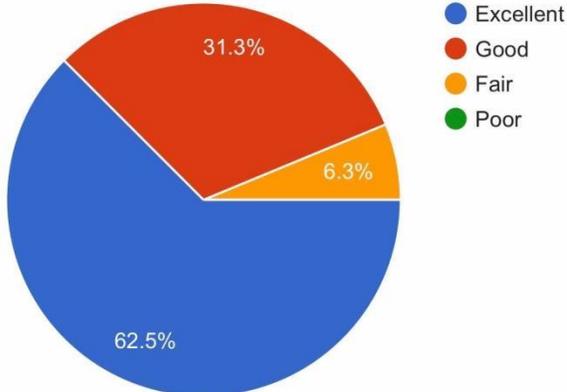
Feedback from the participants

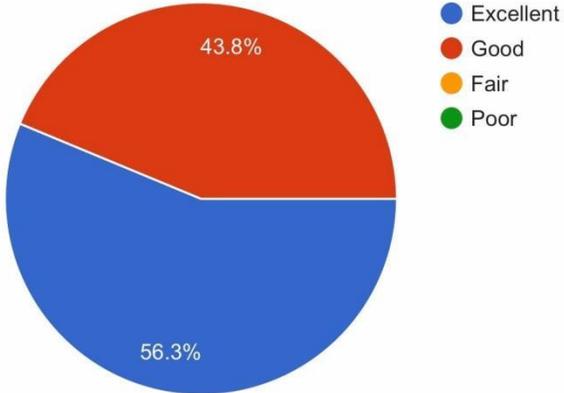
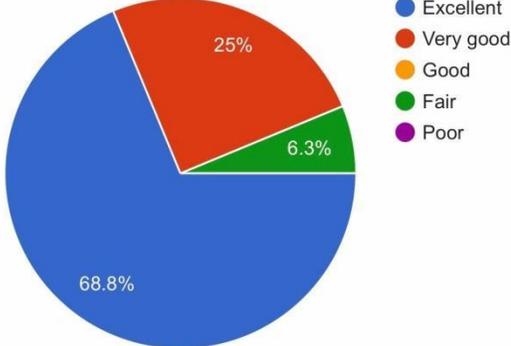
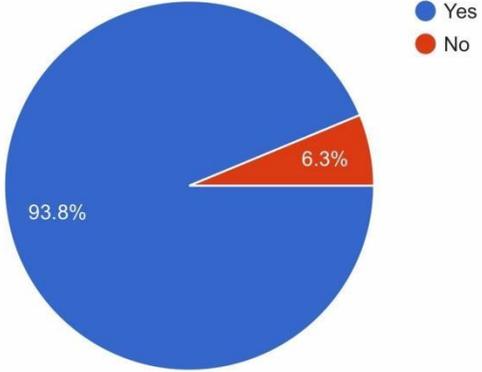
Workshop’s Feedback was gathered from the participants through a pre-designed feedback questionnaire:

- Among all the participants, 69% were female and 31% male.
- 75% of the participants were ranging from 18-30 years of age, 18.8% from 31-40 and 6.3% 61 or above.
- 68.8% of the participants responded that they identify themselves as a person with a disability while 31.3 % did not identify any disability in them. Following is the details of ratings given by the participants to the different sections of the workshop:

Description/ Sections of the training	Rating by Participants	Graphical Representation
<p>Section 1 of the training “Understanding disability”</p>	<p>81.3% of the participants answered it as excellent while 18.8% rated as good.</p>	 <p>A pie chart representing the feedback for Section 1. The chart is divided into two segments: a large blue segment representing 'Excellent' at 81.3% and a smaller red segment representing 'Good' at 18.8%. A legend to the right of the chart identifies the colors: blue for Excellent, red for Good, yellow for Fair, and green for Poor.</p>
<p>Section 2 “ Barriers and Accessibility”</p>	<p>75% of The participants rated it as excellent while 25% as good.</p>	 <p>A pie chart representing the feedback for Section 2. The chart is divided into two segments: a large blue segment representing 'Excellent' at 75% and a smaller red segment representing 'Good' at 25%. A legend to the right of the chart identifies the colors: blue for Excellent, red for Good, yellow for Fair, and green for Poor.</p>

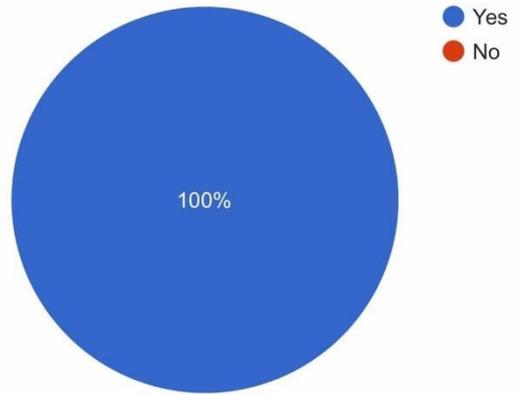
<p>Section 3: “Frameworks and Budgeting for IEH”</p>	<p>50% of the participants rated as excellent, 37.5% very good and 12.5% good.</p>	 <p> ● Excellent ● Very good ● Good ● Fair ● Poor </p>
<p>Session on Applying Inclusion in IEH programs – Importance of early access and intervention for children with visual impairment (School Eye health Services)</p>	<p>68.8% of the participants rated as excellent and 31.3% as good.</p>	 <p> ● Excellent ● Good ● Fair ● Poor </p>

<p>Access to health/ communication for people with disability – improving communication with patients who are deaf or hard of hearing</p>	<p>87.5% rated it as excellent, 6.2 as good and 6.3% poor</p>	 <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Excellent</td> <td>87.5%</td> </tr> <tr> <td>Good</td> <td>6.3%</td> </tr> <tr> <td>Fair</td> <td>0%</td> </tr> <tr> <td>Poor</td> <td>6.3%</td> </tr> </tbody> </table>	Category	Percentage	Excellent	87.5%	Good	6.3%	Fair	0%	Poor	6.3%
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<p>Access to health/ Communication for people with disability – Assistive technology</p>	<p>93.8% rated as excellent while 6.3% good.</p>	 <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Excellent</td> <td>93.8%</td> </tr> <tr> <td>Good</td> <td>6.3%</td> </tr> <tr> <td>Fair</td> <td>0%</td> </tr> <tr> <td>Poor</td> <td>0%</td> </tr> </tbody> </table>	Category	Percentage	Excellent	93.8%	Good	6.3%	Fair	0%	Poor	0%
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<p>Session on Inclusive Practice: Comprehensive Accessibility</p>	<p>62.5% participants rated as excellent, 31.3% good and 6.3% as fair.</p>	 <table border="1"> <thead> <tr> <th>Category</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Excellent</td> <td>62.5%</td> </tr> <tr> <td>Good</td> <td>31.3%</td> </tr> <tr> <td>Fair</td> <td>6.3%</td> </tr> <tr> <td>Poor</td> <td>0%</td> </tr> </tbody> </table>	Category	Percentage	Excellent	62.5%	Good	31.3%	Fair	6.3%	Poor	0%
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Good	31.3%											
Fair	6.3%											
Poor	0%											

<p>Session on Community Based Inclusive Development (CBID)</p>	<p>56.3% of the participants rated as excellent while 43.8% good</p>	 <p>A pie chart showing the distribution of ratings for the 'Session on Community Based Inclusive Development (CBID)'. The chart is divided into two segments: a large blue segment representing 'Excellent' at 56.3% and a smaller red segment representing 'Good' at 43.8%. A legend to the right of the chart lists four categories: Excellent (blue), Good (red), Fair (yellow), and Poor (green).</p> <table border="1"> <thead> <tr> <th>Rating</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Excellent</td> <td>56.3%</td> </tr> <tr> <td>Good</td> <td>43.8%</td> </tr> <tr> <td>Fair</td> <td>0%</td> </tr> <tr> <td>Poor</td> <td>0%</td> </tr> </tbody> </table>	Rating	Percentage	Excellent	56.3%	Good	43.8%	Fair	0%	Poor	0%		
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Fair	0%													
Poor	0%													
<p>Overall rating for the IEH Module Training</p>	<p>68.8% of the participants found it as excellent, 25% very good and 6.3% fair.</p>	 <p>A pie chart showing the overall ratings for the 'IEH Module Training'. The chart is divided into three segments: a large blue segment for 'Excellent' at 68.8%, a red segment for 'Very good' at 25%, and a small green segment for 'Fair' at 6.3%. A legend to the right lists five categories: Excellent (blue), Very good (red), Good (yellow), Fair (green), and Poor (purple).</p> <table border="1"> <thead> <tr> <th>Rating</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Excellent</td> <td>68.8%</td> </tr> <tr> <td>Very good</td> <td>25%</td> </tr> <tr> <td>Good</td> <td>0%</td> </tr> <tr> <td>Fair</td> <td>6.3%</td> </tr> <tr> <td>Poor</td> <td>0%</td> </tr> </tbody> </table>	Rating	Percentage	Excellent	68.8%	Very good	25%	Good	0%	Fair	6.3%	Poor	0%
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<p>Question: Following your participation in the IEH Module Training, do you see disability inclusion as being more relevant to your role and /or the work you do in your organization you previously thought?</p>	<p>93.8% of the participants responded "Yes" while only 6.3% "No"</p>	 <p>A pie chart showing responses to the question: 'Following your participation in the IEH Module Training, do you see disability inclusion as being more relevant to your role and /or the work you do in your organization you previously thought?'. The chart is divided into two segments: a large blue segment for 'Yes' at 93.8% and a small red segment for 'No' at 6.3%. A legend to the right lists two categories: Yes (blue) and No (red).</p> <table border="1"> <thead> <tr> <th>Response</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>93.8%</td> </tr> <tr> <td>No</td> <td>6.3%</td> </tr> </tbody> </table>	Response	Percentage	Yes	93.8%	No	6.3%						
Response	Percentage													
Yes	93.8%													
No	6.3%													

Did participating in the IEH training increase your knowledge on disability and inclusion?

Response is
100%  



Annexure 1: Agenda for Inclusive Eye Health Module Training, lahore

29TH JULY TO 1ST August 2019
TIMINGS: 9:00 AM TO 5:00 PM
AT THE UNIVERSITY OF LAHORE, LAHORE
IN COLLABORATION WITH
AL BASEER FOUNDATION

Objectives of the workshop:

- To raise awareness among eye care services providers and institutions on the concept of “Inclusive Eye Health” and promote disability inclusive practices
- To train eye health staff, faculty and students on Inclusive Eye Health Module.
- To incorporate inclusive eye health module in the curricula being taught to the students of BS & MPhil in optometry/ Allied Vision Sciences at different institutions across Pakistan.

PLEASE NOTE – PROGRAM MAY BE UPDATED DURING THE WEEK

Content	Time	Details
<p>Monday 29th July, 2019, 9:00 am Prayer, Welcome, Inauguration</p> <ul style="list-style-type: none"> ● Prayer (recitation of holy verses) by Any Participant ● Welcome remarks by Chairman , UOL ● Inauguration words and achievements on Inclusive Eye health globally – David Lewis IEH Expert, CBM from distance through Skype ● National Achievements; Sharing of progress and future prospect on Inclusive eye health in Pakistan - Few words from Ms. Farah Naz, Country Director CBM 	09:00 - 010:30	Dr. Muhammad Khizar Bashir and team
Morning Tea		
<p>Introductions/ outcomes expected</p> <ul style="list-style-type: none"> ● Ground rules ● Participant introductions (getting to know you – Ex: 1) ● Introduction & workshop objectives ● Introduction to Inclusive Eye Health and Community Based Inclusive Development – Global perspective of IEH in context to SDGs including CBM’s initiative in Pakistan ● Pre-learning test <p>(By end of these sessions, participants will understand: purpose of workshop; the absolute importance of inclusion in eye health; the changing realities of eye health in Pakistan; who CBM is and its role in developing, promoting & implementing IEH. They will also complete a short pre-test.).</p>	11:00- 12:00	Fatima
<p>Inclusive Eye Health in Pakistan</p> <ul style="list-style-type: none"> ● Inclusion in eye health in Pakistan –roadmap to date, with discussion on progress (system strengthening approach) at national level ● IEH practices adapted by UOL through joint venture of CECP and future 	12;00 - 13:00	Sara from national Coordinator’s office, COAVS Progress and Updates from Fatima, Al

<p>perspectives</p> <ul style="list-style-type: none"> ● (By end of this session, participants will have an overview of eye health in Pakistan and putting in place roadmap towards inclusion within system strengthening approach). 		Baseer& University of Lahore, Peshawar Islamabad, LRBT, AIEH, MALC Karachi PICO, PIRS
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Lunch

<p>Key disability concepts.</p> <ul style="list-style-type: none"> ● Introduction ● <u>Disability concepts & practices group work (4 groups) (Ex2)</u> ● <u>Report back group: 'names/ terminology'</u> ● Definition: Disability ● Definition: Impairment (visual and others) ● Epidemiology of disability, disability statistics worldwide and in Pakistan ● Introduction to 'action plans', which will be part of assessment for this module <p>(By end of this session, participants will be able to define the difference between disability and impairment, have an overview of disability worldwide and in Pakistan; understand the work needed for the week in developing action plans.)</p>	<p>14:00 – 15:00</p>	Fatima
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<p>Models, terminology & courtesy</p> <ul style="list-style-type: none"> ● Video ● Models of disability. ● Disability terminology & courtesy. <p>(By end of this session, participants will be able to describe various 'models of disability', and understand disability terminology and related courtesy in use of terms).</p>	<p>15:00 - 15:45</p>	Fatima Zehra and Sara
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Tea

<p>Applying Inclusion in IEH programs</p> <ul style="list-style-type: none"> ● Importance of early access & intervention for children with visual impairment (LV services, orientation & mobility, access to education & other opportunities etc) ● School Eye Health Services <p>With questions & discussion.</p>	<p>16:00 - 17:00</p>	DrMazhar Awan , CEO Vision Trust
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Preparation for hospital visit on Tuesday

Home task – study sections 3&4 of Inclusion Made Easy in Eye Health Guide, as preparation for Tuesday's Eye Hospital visit.
Consider points for your action plans.

Tuesday 30th July, 2019, 9:00 am

<p>Recap:</p> <ul style="list-style-type: none"> ● Report back quiz from Monday’s program and home assignment ● Introduction from Inclusion assessment/ accessibility audit experts ● Interview with persons with disability including patients accessing eye health. Gain understanding of how disability intersects with gender, poverty & other marginalization in terms of access to eye health and health outcomes. ● Groups division (04) <p>(By end of this session, participants will have heard directly from people with disability relating to their own experiences of accessing eye health and wider services/ opportunities relating to their impairment. An understanding of disability intersecting with gender, poverty and marginalization will have been gained.)</p> <p>Participants will be opened to ask questions</p>	<p>9:00 10:30</p>	<p>Fida will be leading the visit at UOL tertiary hospital With Accessibility Audit Experts – Milestones? Needs confirmation)</p>
<p>Visit to eye unit (Ex3)</p> <ul style="list-style-type: none"> ● During visit: investigation and discussion barriers <p>-Why broad based accessibility/ inclusion is essential</p> <p>-What do participants see as key principles of inclusion from what they observe?</p> <p>Note: All three groups will visit the different departments, i.e., outpatients, operating theatre, Investigations and administration..</p> <ul style="list-style-type: none"> ○ Availability – eg could ask patients how far they had to come/ means of transport etc? ○ Accessibility – eg could ask was hospital easy to find? How is it to enter, move around in, could your family identify helpful signage? Did you receive information about your treatment in a way you could understand? etc, ○ Affordability – eg how is the price for you? Are there ppl from your area who can’t afford? Do you have health insurance? ○ Acceptability/ quality eg have the staff treated you well? Do you feel the service was of good quality? (Could also question post-op patients). 	<p>10:30 -11:30</p>	<p>Facilitators with members from Disabled People Organizations</p>
<p>Tea</p>		
<p>Recap on morning visit.</p> <p>Summarise observations and learnings from visit in group work, and report back to plenary, with input from invited experts.</p> <p>(By end of the visit and recap session, participants will have experienced practical hands-on elements of accessibility and inclusion, which they can apply in their own work/ careers. They will be able to list the key elements).</p>	<p>11:45 - 12:45</p>	<p>Fatima, Sara and Accessibility Audit Experts</p>
<p>Video</p>		
<p>LUNCH</p>		

<p>Frameworks for IEH</p> <ul style="list-style-type: none"> ● UNCRPD, ● SDGs ● Alma Ata declaration, ● Vision 2020, ● IAPB Hyderabad Declaration, 2012 ● WHO, Eye-health Global Action Plan (2014-19) ● Frameworks from Pakistan <p>(By end of this session, participants will know the key frameworks including those from Pakistan, for designing and implementing inclusive eye health programs).</p> <p>Budgeting for IEH programmes at UOL</p> <ul style="list-style-type: none"> ● Introduction <ul style="list-style-type: none"> - Primary level - District level and tertiary level - Policy level <p>(By end of this session, participants will have skills to initiate budget discussions and put in place base level budgets for IEH in their field of work).</p>	<p>9:30 – 11:00</p>	<p>Dr Zahid Jadoon, With support from Fatima Zehra</p>
Morning tea		
<p>Assistive Technology</p> <ul style="list-style-type: none"> ● WHO’s Global Cooperation on Assistive Technology (GATE) ● An introduction to Assistive Technology (Practical Aspects) <p>(By end of this session participants will have broad understanding of assistive technologies available and its appropriateness in different contexts, eg village level, primary, high school, university, social life etc)</p>	<p>11:30 – 13:00</p>	<p>Fatima and Sara, Hassan Tareen from LUMS</p>
Lunch		
<p>Barriers and solutions in Eye Health (Ex5)</p> <ul style="list-style-type: none"> ● Identifying the main barriers to accessing eye health: <p>Group (4 groups) on barriers connected with eye health related to a) outpatients department b)family/community/transport c)access to educationd)policy level Also think back to the hospital visit.</p> <p>Tips: your group could cover the barriers listed on page 25 of IME manual.</p> <p>While working on the barriers, also think about solutions to the barriers. These will be covered in the next session.</p>	<p>14:00-</p>	
<p>Group Work & presentation on barriers</p>	<p>15:30</p>	<p>Sara & Fatima</p>
<p>Barriers and their solutions</p>	<p>15:30</p>	<p>Sara and Fatima</p>

<ul style="list-style-type: none"> World café style exercise in same groups to identify solutions to the barriers outlined in the group work. (Ex6) Consider barriers and solutions which may be specific to certain contexts. (Eg are there tribal groups who are marginalized? Do some areas have very poor transport access?). <p>(By end of the barrier sessions, participants will be able to identify the key barriers which exist at different levels, and learn how to create solutions to overcome them, through innovation).</p>	- 16:00	support from team
Tea		
<p>Inclusive practice: comprehensive accessibility</p> <ul style="list-style-type: none"> What is comprehensive accessibility Universal Design Reasonable Accommodation & Other elements <p>(By the end of this session, participants will be able to name the key elements of comprehensive accessibility and participate in making an eye unit accessible).</p> <p>Disability Disaggregated Data in IEH programmes</p> <ul style="list-style-type: none"> Introduction to Washington Group questions <p>Initial results from CBM pilot in Paraguay</p>	16:10- 17:00	Fatima with support from team
<p>Home Task</p> <ul style="list-style-type: none"> Read sections 5, 6 & 7 of IME in Eye Health. 		Fatima and team

THURSDAY 1ST AUGUST, 2019

<p>Recap:</p> <ul style="list-style-type: none"> Report back quiz from Wednesday's program and home assignment <p>Demonstration of the 'sighted guide' technique.</p>	9:00- 9:30	Dr Hira Anwar (OD, M.Phil Optometry)
<p>Wider opportunities for people with permanent vision impairment</p> <p>Community Based Inclusive Development (CBID)</p> <p>Access to education, livelihoods, social inclusion & other opportunities. Actions to take when CBID does not exist.</p> <p>Importance of counselling.</p> <p>(By end of this session, participants will gain understanding of the need and right people with permanent vision impairment have to access wider opportunities and</p>	9:30- 10:15 10:15 – 10:50	Milestone Dr. Samiya

the important role of eye health services to help facilitate this).		
Video		
Development of action plan (Ex7) <ul style="list-style-type: none"> Group work to finalise action plans, with tea break. (Students have individual plans; members of institutions have joint plans).	11:00-12:00	Fatima and team
Presentation of action plans Presentations & discussion of action plans. Note: trainers will make an assessment of each student's action plan.	12:00-13:00	Fatima and Sara
Lunch		
Presentation of action plans Presentations & discussion of action plans. Note: trainers will make an assessment of each student's action plan. 14:00 – 15:00		
Closing session <ul style="list-style-type: none"> Words from Dr Muhammad Khizar Bashir, Head of Optometry Department Words from Pro Rector, UOL Words from Soumana / CBM representative from Country Office Pakistan Words from Prof Asad Aslam Certificate distribution ceremony – Chairman, Prof Asad Aslam sb, CBM Rep, HOD, Allied Vision Sciences. 	15:30 - 17:00	
Tea		

Annexure 2: List of Participants

**Al Baseer Foundation and the University of Lahore, Lahore
 Inclusive Eye Health Module Workshop, Lahore
 27th July, 2019**

S. No:	Name of the Participant	Organization	Number of participants
1.	Senior Faculty Members, representatives from the departments of allied science, Staff Optometrists and students (names are mentioned in below table)	The University Of Lahore	15
2.	Tayyaba Burhan, Senior faculty member MsZeenat Khan, program officer	College Of Ophthalmology and Allied Vision Sciences	02
3.	MsShazia, Senior faculty member	Pakistan Institute of Community Ophthalmology (PICO)	01
4.	DrAmnaJavid, Lecturer School of Optometry (Main Campus) Dr Nida, Lecturer School of	University of Faisalabad	02

	Optometry (Alam Tower Campus)		
5.	Mr Rashid Asghar, Senior Lecturer Optometry DOVS	Imperial College of Business Studies, Lahore	01
6.	Mr. Shahid Noor, Demonstrator at the Department of Allied Health Sciences 03024718570 shahidnoor153@gmail.com	The Superior University , Lahore	01
7.	Ms. Sobia, Principal	Govt. Special Education Center, Nishter Town, Lahore	01
8.	Syed NishatAkram, Senior Lecturer / Prog. Coordinator Optometry.	Shalimar Institute of Health Sciences	01
9.	Ms. Sadaf Qayyum, faculty member	Pakistan Institute of Ophthalmology, Al Shifa Trust Rawalpindi	01
10.	Dr. Mazhar Awan, MD, Khairunnisa Eye Hospital & CEO Vision Trust	Khairunnisa Eye Hospital, Karachi	01
11.	Senior Faculty Member	Al Ibrahim Eye Hospital	01
12.	Ms. Naila, Senior Optometrist	Al Baseer Eye Hospital, Karachi	01
Total participants		12 organizations/Institutes	13 participants confirmed.

Note: This color shows that these participants were invited and nominated by the departments but could not attend the workshop due to some personal reasons.

Participants from the University Of Lahore, Lahore

S#	Name of the participants	Qualification/Designation
1.	Ms. Hifza Imtiaz	MPhil Optometry
2.	Ms. Tahira Kalsoom	MPhil Optometry
3.	Ms. Hira Anwer	MPhil Optometry
4.	Ms. Marwa Zahid	BS Optometry
5.	Ms. Kiran Shakeel	BS Optometry
6.	Ms. Pariza Jameel	BS Optometry
7.	Dr. Kanwal Arshad	Assistant Professor, Physiotherapy
8.	Dr. Husna Haroon	Senior Lecturer, Physiotherapy

9.	Dr. Bazal Bukhari	Senior Lecturer, Physiotherapy
10.	Ms. Muqaddas Zahra	Sports Sciences
11.	Ms. Shagufta Akhter	Sports Sciences
12.	Ms. Ayesha Qudus	Senior lecturer, University Institute of Radiological Sciences and Medical Imaging Technology
13.	Ms. Sana Saeed	Department of Health Professional Technology
14.	Dr. Samia Khan	Doctor of Optometry (OD) , UOL teaching hospital eye department
15.	Mr. Fida Hussain	OD, Project Manager , Comprehensive Eye Care Program, UOL Teaching Hospital

Total participants nominated: 28 from different institutes and organizations

Total participants attended: 23

Annexure 3: List of dignitaries, Guest Speakers, and other representatives for Inauguration and Closing

S.#	Category	Organization
1.	Mrs. Fatima Zehra, Facilitator	Al Baseer, Karachi
2.	Ms. Sara, CO-Facilitator	COAVS
Guest Speakers		
3.	Ms. Sahar Sajid, expert for a session on improving communication with hearing impairment	ConnectHear
4.	Mr. Shafiq, DPO (Topic : CBID) – Guest Speaker on Thursday	Milestone
5.	Ali Hamza and team	Milestone
6.	Mr. Hassan Muhammad Khan – Assistive technology , Low Vision, MrFaiz , Technology specialist	LUMS, Lahore
7.	Dr. Mazhar Awan, Guest Speaker (School Eye Health Services)	KEH, Karachi
8.	Dr. Zahid Jadoon	PICO, Peshawar
Dignitaries/ INGOs/NGOs Representatives For Inauguration		
9.	Prof. Awais Rauf, Chairman UOL	UOL
10.	David Lewis, Internation IEH Expert through skype from Australia (remotely)	CBM
11.	Ms. Farah Naz, Country Director	

12.	Dr. Izhaar	Punjab Welfare Trust for Differently abled people (PWDT)
13.	Dr. Amir Gillani, Dean Allied Health Sciences, DrAshfaqe, Associate dean and other heads of the department, UOL	UOL
National Coordinator, Prof Asad Aslam (SI) for Closing Ceremony		
Rector UOL, Dr Mujahid Kamran for Closing Ceremony		
SoumanaZamo, Disability Inclusion Advisor CBM – remotely through skype (couldn't join due to technical issue), Dr. Zahid Awan, IEH Manager CBM (remotely through Skype call on closing ceremony), Dr Azmat Shah, Al Basar International and Dr. Khizar Bashir Head of Optometry Department, UOL		
Note: Prof. Saleh Memon, Director AIEH and First National Coordinator, Eye Health Pakistan, Miss Munazza Gillani, Country Director Sightsavers and Mr. Farooq Awan, Country Manager Fred Hollows Foundation were also invited at inauguration ceremony but could not join due to some prior commitment.		

Annexure 4: Findings and relevant Action Points submitted by the participants

S#	Organization	Situational Analysis by Participants and Action Points
1.	The University Of Lahore	<p>Action Plans for University of Lahore presented at Inclusive Eye Health Workshop 29 th July – 1 st August</p> <ol style="list-style-type: none"> 1. There is Lack of awareness among Higher authorities, Faculties , staff and students at the University of Lahore regarding facilities needed for disable people, for this different types of workshops, seminars and interactive sessions should be held at UOL so that each and every one should get proper awareness and knowledge regarding the problems faced by disable people. 2. There is a lack of training in dealing with disable people, as they are also the part of our community and among us so to understand their problems communication is important, for this hand on sessions should be held to train everyone so they can communicate with disable people. E.g Sign language sessions should be conducted so that if there is any deaf student so the teacher is able to transfer knowledge through sign language, also Braille letters training sessions should be held so that optometrist are able understand Braille language 3. There is a lack of counselling techniques among health professionals at the hospital and at the university level. Counselling is important as disable people had already been affected due to unequal rights at our system, which had already made them hopeless and resistant to treatment with improved counselling techniques their stress will be reduced and they will be openly able to express their feelings. For counselling sessions the university should contact different NGOs who are working on counselling training and should train our hospital health professionals and faculty as well. 4. There is no proper parking and signage facility for disabled patients at university; this will make problems for them for mobility in one place to another from parking to their offices, classes and everywhere. Even though signage should be there to guide the disable people about different departments and buildings locations. 5. The accounts office, Cafeteria and drinking water areas are not accessible to the disable people. Accounts office window create

		problems for wheelchair patients, cafeteria has no ramps for wheelchair patients and drinking water taps are at a height which is totally not accessible for disable people.
2.	Pakistan Institute of Ophthalmology (PIO) Rawalpindi	The first action plan was to include inclusive eye health care in low vision course outline second objective was to give sessions on different sign languages and third was recommendations on the infrastructure of new pediatric department

3.	Shalimar Institute of Health Sciences	<ol style="list-style-type: none"> 1. Assessment of existing knowledge of inclusion of the staff (Clinical and non- clinical) 2. Advocacy with senior management for the need of inclusion and its benefits for the society 3. Infrastructure/ Modification 4. Arrangement of sessions/ workshops/ courses for staff to enhance their capacity regarding inclusion 5. Dissemination of the inclusion facility in the society via community sessions/ free camps/ literature/ announcements/media/ social media. 6. Implementation 7. Frequent Review
4.	The Superior University, Lahore	<p>Raise awareness among faculty by arranging meetings, lectures and awareness sessions on IEH</p> <p>Establishing of relationship with Disabled People Organizations</p> <p>Arranging of sessions with Persons with Disabilities for practical learning</p> <p>Advocacy of senior management to include IEH module part of the curriculum for students' education</p>
5.	Isra School of Optometry, Al Ibrahim Eye Hospital Karachi	<p>Planning to implement of inclusive eye health in BSVS outline</p> <p>Red line from all departments toward low vision department</p> <p>To put beep alarm on counter for visual impairment patients</p>
6.	Al Baseer Foundation	<p>Organizing of practical training of other optometrists on how to deal with persons with disabilities.</p> <p>Will improve Counselling techniques to make communication better with clients specifically with persons with disabilities.</p> <p>Arranging of workshops by involving persons with disabilities.</p> <p>Organizing of outreach activities to reach maximum group of persons with different disabilities</p>

7.	Pakistan Institute of Community Ophthalmology, Peshawar	Renovation of eye OPD in terms of inclusive eye health practices Awareness raising sessions Incorporation of IEH Module in the curriculum Advocacy for Accessibility measures at the facility
8.	Khairunnisa Eye Hospital, Karachi	<ol style="list-style-type: none"> 1. Awareness raising and sensitization on the subject of inclusion in eye health. 2. Environment of care - Policy making on inclusion of persons with disabilities and improving their access to eye care. Compliance will be ensured through audit, surveys, progress review, reporting and feedback. 2. Training/Capacity building of the staff at Khairunnisa Eye Hospital, Karachi 3. Developing of online training course on inclusion in eye health. 4. Developing of module on sign language for practitioners in consultation with sign language expert, Training of 2-3 staff on sign language interpretation. 5. Usage of different colored lines as a guiding track to help persons with low IQ/Intelligence for their easy access to different departments. 6. Wheelchairs are already available for persons with severe visual impairment. 7. Accessible washroom and water facilities are in place. 8. Would ensure availability of awareness material on inclusion in different local languages 9. Media engagement to raise awareness at broader level. 10. Will be posting material to the organizational website - Vision Trust
9.	College of Ophthalmology and Allied Vision Sciences	<p>Will ensure Improvement in counselling techniques as an optometrist specifically with persons with disabilities – family counselling</p> <p>Arranging of sessions on low vision</p> <p>Follow up and reporting on child safeguarding policies and procedures</p> <p>Proper review and follow up of already taken actions at COAVS</p>