



MALAWI COUNCIL FOR THE HANDICAPPED **MACOHA**

Disability is Not Inability

Vol 1 Issue No1

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Newsletter



President Dr. Chakwera inaugurates MACOHA Flag Week

CREATIVITY FOR DISABILITY:
Communities trained in making
assistive devices locally



MALAWI COUNCIL FOR THE HANDICAPPED

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Malawi Council for the Handicapped

MACOHA *Newsletter*

Disability is Not Inability

MACOHA Newsletter is a quarterly publication produced by Malawi Council for the Handicapped - Public Relations Section. The Newsletter showcases success stories, activities and events of the Council to its stakeholders and all interested parties of the general public.

The publication also serves as medium of communication for information regarding persons with disabilities on programs and services for MACOHA

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Acting Executive Director's Remarks

We are pleased to re-introduce the MACOHA Newsletter.

MACOHA and the whole disability sector has been tirelessly involved in several activities, awareness events and projects that aimed at fulfilling the mandate of the Council.

In this edition, which comes during the covid-19 pandemic, we are delighted to highlight some of the successful activities we are indulging in order to ease the plight of persons with disabilities arising from the novel virus.

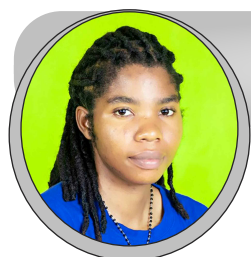
On behalf of the Council, let me thank all stakeholders whom we are working with in ensuring that persons with disabilities are protected from the various. Significantly, I would like to express gratitude to all individuals, com-



panies and organisations that have donated generously towards our activities.

Blessings!

Georgina Navicha



Harriet Kachimanga

Editor's Note

Welcome to the first Edition of the MACOHA Newsletter

MACOHA was established by an Act of Parliament, the Handicapped Persons Act 1971 Cap : 33 :02 as a statutory corporation.

MACOHA liaises with and reports to government through the Ministry of Gender, Community Development and Social Welfare through the Department of Disability and Elderly Affairs, on programmes or operational issues and the Department of Statutory Corporations in the Office of the President and Cabinet on personnel, financial, audit and administrative issues.

Its goal is to facilitate the empowerment of persons with disabilities to enable them to actively participate and integrate in social economic development activities of their communities and the country.

MACOHA's mission is to implement government

policies by providing rehabilitation programmes and services and promoting public interest towards the empowerment of persons with disabilities in order to achieve an inclusive society. MACOHA's interventions are in the areas of education, health, livelihoods, social inclusion and empowerment.

In the wake of COVID-19, MACOHA has responded to the pandemic. MACOHA's response aims at ensuring inclusiveness considering that persons with disabilities at a high risk of contracting the coronavirus.

The Newsletter encompasses updates from MACOHA's activities as well as success stories from MACOHA's implemented programmes.

We believe you will enjoy reading this publication.



President Dr. Chakwera inaugurates MACOHA Flag Week

President Dr. Lazarus Chakwera inaugurated the 2020 Malawi Council for the Handicapped (MACOHA) Flag Week with a call to all stakeholders to support programmes aimed at promoting the welfare of people with disabilities.

Speaking in Mzuzu when he presided over the ceremony, the President said his Government was committed to imple-

menting inclusive programmes to benefit all Malawians, including those with disabilities. The Malawi leader said the Tonse Administration realizes the importance of implementing programmes that “progressively promote the rights of persons with disabilities.”

MACOHA’s vice board chair person Alex Machila said most of the persons with disabilities

across the country face a number of challenges

“In the wake of Covid-19, the pandemic has shown that the question of equality of rights of persons with disabilities is yet to be achieved. Persons with disabilities are at a greater risk of contracting Covid-19 than other members of the community. In addition, persons with disabilities are unable to undertake their income generating activities normally and thereby affecting their daily needs”.

The 2020 MACOHA Flag Week was observed under the theme: Inclusive Health Response to Combat COVID-19. MACOHA targeted to raise K10 million during the week.

Every year MACOHA observes a Flag Week in order to create awareness on issues concerning persons with disabilities and raise funds to be invested in some of its programmes and services.

Where a Simple Photo Changed another Life

A NARRATIVE BY HARRIET KACHIMANGA



As BBC's Greame Greene puts it, many photographers have a sense of responsibility running through their photographic work. Such photographers use their skill to give something back to the people and places that make their work possible. In midst of a world of darkness, see how one photo ended up changing a little girl's life in Nsanje district.

Following the March 2019 Cyclone Idai disaster, I frequently travelled with the Malawi Council for the Handicapped's disaster response team. I was entrusted with taking pictures and creating graphical reports before and during distribution of relief items. For two months, with every click of the camera, I shot pictures of beneficiaries with disabilities from beginning to end. While documenting case stories, I was able to experience first-hand what persons with disabilities go through in times of disasters.

As we drew towards the end of the disaster response project, I joined the team once more for Nsanje relief distribution. As I kept taking pictures continuously without knowing that it will lead me into taking a picture that would be haunting me to date, I came across a little girl laying on the bare ground with a woman kneeling besides her. They had received their relief package. The situation was what later transpired to be a girl who could not walk and her grandmother who contemplated

on how to carry the relief package home without leaving her grandchild behind. I did not enquire more and we left for Blantyre.

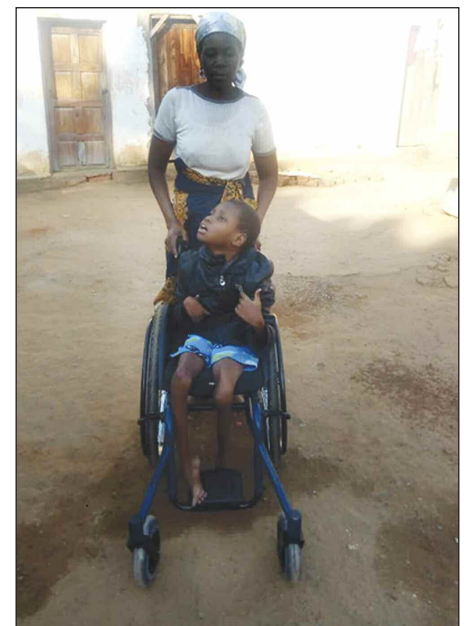
For days, images of the girl and her grandmother kept running through my head time and again. It was until one Saturday morning when I posted the picture on my WhatsApp status that I knew photography has the power to change lives. Many of my contacts enquired about the girl. I thought she had cerebral palsy and that she needed a wheelchair. That is all I could tell them.

I thought of digging deep into the girl life when one Thandie Tembo expressed the will to assist the girl. She suggested mobilizing a few more friends to get her a wheelchair. I then contacted Fred Mazoko, MACOHA's Nsanje district Rehabilitation Officer. It was later established that the girl was undergoing physiotherapy and giving her a wheelchair would compromise the efforts for her to walk again. Mazoko then suggested another girl who could benefit from the assistance. Mary Zuze, 13, a girl

with cerebral palsy from Marka, Nsanje was identified as one in need of a mobility device.

After Mazoko gathered all the necessary details of the girl, Thandie hastened the efforts to get her a wheelchair. She asked eight other friends if they could contribute something for the wheelchair. Within three weeks, a wheelchair was secured. In addition, a total sum of K32, 000 was also made available for Mary's mother to travel together with the girl to Blantyre to be checked by a physiotherapist at Queen Elizabeth Central Hospital before handing them the wheelchair.

To be honest, posting the photo was a result of the aesthetics and the haunting experience of the image. Never did I imagine anyone being interested in offering a helping hand. Seeing Mary on her wheelchair is by far one of the things that have soothed my soul. As an amateur in photography and communications, I have come to the realization that through using this medium, I have the ability to change someone's life for the better by using my camera as the main communication device between their story and the world.



Mary Zuze



MACOHA, MUB and MANAD Meet Minister of Health on Inclusive Covid-19 Response

Malawi Council for the Handicapped (MACOHA), Malawi Union of the Blind (MUB) and Malawi Association of the Blind (MANAD) have lobbied the Ministry of Health for inclusive programming in Covid-19 response.

The three organization's led by Executive Directors met the Minister of Health, Khumbize Chiponda and some officials

from her Ministry to brief her on their response to the pandemic despite minimal resources available.

During the meeting, the three organisations asked for inclusiveness during the response. Among other things, the ministry was asked to ensure that all public briefings delivered by the Minister of Health and any other government official, on the COVID-19

pandemic are accessible to all. This includes use of transparent face shields, braille, large print, television and radio channels to reach out to people in the most remote areas, providing captioning, sign interpretation, plain language and good pace while avoiding technical terms and acronyms without providing proper explanation.

The Minister assured the three organizations' that their concerns will be put into consideration and that information and messages on Covid-19 will be taken to the communication cluster to facilitate inclusiveness.

The Minister also said her ministry will work together with the Ministry of Gender, Community Development and Social Welfare (which oversees disability issues) in ensuring that persons with disabilities are accommodated in Government's Covid-19 response during the next budget allocation so that all persons with disabilities are reached and included.

On Inclusion of persons with disabilities in the Presidential Taskforce on Covid-19, the minister assured the committee that she will take the issue to the State President who is the appointing authority for the committee.

Global Aids Interfaith Alliance donates Covid-19 PPE to Bangwe Factory

Global Aids Interfaith Alliance donated Covid-19 personal protective equipment worth K340,000 to MACOHA Bangwe Factory in response.

According to Lucy Nyirenda, Programmes Coordinator for Global Aids Interfaith Alliance, the gesture is as a result of their plight for the underprivileged. "We work closely with vulnerable groups such as the elderly, persons with disabilities, women and children. Therefore, when

MACOHA approached us, we did not hesitate to pitch in" Nyirenda added that MACOHA has also been a partner in many initiatives through the Factory such as sewing school uniforms which are distributed to various beneficiaries.

The equipment donated include buckets, hand sanitizers, soap, face masks, towels, gloves and gumboots which were distributed amongst the Factory's employees.

MACOHA HEIGHTENS ACCESS TO EARLY CHILDHOOD DEVELOPMENT AND EDUCATION FOR CHILDREN WITH DISABILITIES IN MALAWI

By Mercy Mpunga

Kimberley Williams Crenshaw once said “If you don’t have a lens that’s been trained to look at how various forms of discrimination come together, you’re unlikely to develop a set of policies that will be as inclusive as they need to be.” Certainly, Malawi Council for the Handicapped has many of such lenses.

In its quest to promote access to quality and equitable early childhood development and education for children with disabilities, Malawi Council for the Handicapped (MACOHA) with funding from Open Society Initiative for Southern Africa (OSISA) embarked on a project aimed at orienting caregivers and primary school teachers along with parents or guardians in inclusive education within five districts of Malawi.

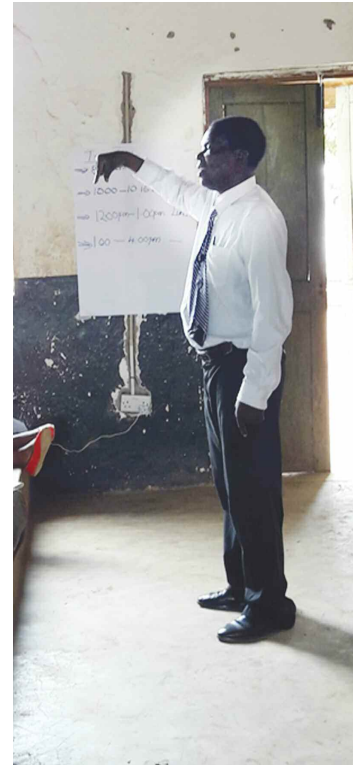
Among the project activities, MACOHA conducted awareness campaigns on the importance of including children with disabilities in early childhood development and education and oriented caregivers as well as primary school teachers in inclusive education. In addition, the project also aimed at orienting members of Community Based Childcare Centre (CBCC) and school management Committees in inclusive education.

The project which was undertaken in Chiradzulu, Kasungu, Mangochi, Mzimba and Phalombe targeted children with disabilities



Kasungu CBCC caregivers learning how to communicate in an inclusive setting

aged between 3 and 8, their parents or guardians, caregivers, teachers and community members. Mainly, teachers from standards 1 to 3 were involved during the project so that they take into account issues of transitioning of children with disabilities from a CBCC to primary school and ensure that they settle with ease in primary school. During the lessons, facilitators emphasized issues of production of accessible play materials, adaptation to the learning environment and infrastructure, identification of children with disabilities, child rights, and impor-



A facilitator demonstrating how to fingerspell in an effort to communicate with children with hearing impairment

tance of play for children with disabilities and how to manage children with disabilities such as those with visual and hearing impairments.

The project was conducted in partnership with various stakeholders in the disability sector. Notably, Montfort College of Special Needs Education, Department of Social Welfare, The Association of Early Childhood Development in Malawi and The Malawi National Association of the Deaf, Department of Education were part of the project.



MACOHA Reviews Early Childhood Development Education and Disability Mainstreaming Strategies

By Harriet Kachimanga

As a way of monitoring the progress of the Early Childhood Development Education (ECDE) project and modification of disability mainstreaming strategies, Malawi Council for the Handicapped (MACOHA), conducted a review meeting in Liwonde, Machinga with various stakeholders to brainstorm on the headway of the project.

With funding from Open Society Foundation of Southern Africa (OSISA), MACOHA has been implementing a Project on the inclusion of children with disabilities in ECDE in their communities. Through the project, a number of interventions and activities focusing on capacity building, awareness creation and promoting multi-sectoral collaboration amongst different stakeholders have been implemented to create a conducive environment for an active and effective participation of children with disabilities in ECDE.

Speaking on behalf of MACOHA's Executive Director, the Director of Rehabilitation Services, Dryford Mpunga opened the review meeting by highlighting how

the ECDE project has impacted communities in Malawi.

"Our efforts, through funding from OSISA, have reached out to many children with disabilities as evidenced by the increased attendance and retention of such children in ECDE centers. There has also been active participation of communities on issues of disability. It is our hope that the positive outcomes will continue."

However, the project's coordinator who is also the Women and Children Programmes Officer at MACOHA, Mercy Mpunga emphasized that despite the project's success in many districts, there is need to bang heads and reflect more on the project, hence the decision to hold the meeting.

"We are required to explore further how we can encourage many more children with disabilities to enroll in ECDE services in their communities. We should be encouraged to push forward for this agenda because we are obliged by many international as well as local instruments which discourage discrimination on any grounds including disability." Said Mpunga.

Mpunga also pointed that MA-

COHA used the review meeting as an opportunity to give an insight into disability mainstreaming in different sectors, particularly the education sector. "Disability mainstreaming is about inclusion and involving stigmatized issues as well as people into every aspect of society and development programmes. Having a number of stakeholders at this meeting has assured us that our recurring message on including people with disabilities in all aspects of the society such as education will be spread across the country." Remarkd, Mpunga.

The meeting revealed that stakeholders are facing a number of challenges in inclusion of children with disabilities in ECDE.

During the meeting, it was discovered that unskilled personnel, weak multi-sectoral collaboration, negative attitudes from both parents and communities and inaccessible infrastructure are some of the hindrances in ECDE for children with disabilities.

The meeting was attended by various stakeholders including Ministry of Children, Disability and Social Welfare, Malawi Against Physical Disabilities, Montfort Special Needs College, and Federation for Disability Organizations in Malawi.

CREATIVITY FOR DISABILITY

Communities trained in making assistive devices locally

By Harriet Kachimanga

While taking into consideration the economic state of Malawi and that many people including persons with disabilities cannot afford assistive devices, Malawi Council for the Handicapped (MACOHA) is training parents of children with disabilities, Community Based Childcare Centre committee members, local leaders and other community members in the management of children with Cerebral Palsy (CP) and the production of assistive devices using Appropriate Paper Technology (APT).

During the training in Chiradzulu, Kasungu, Mangochi, Phalombe and Mzimba districts, participants were trained on how to make a child with CP ready for school.

Among the course topics were early identification of disabilities, types of impairments, handling and positioning of children with impairments, choosing proper equipment for children with disabilities, making boards using cardboards, measurements of cerebral palsy chairs and prone boards and parallel bars, joining the boards, cutting of boards, joining of boards, fitting a child and finishing of the equipment.

By the end of the training programme, participants were able to make Cerebral Palsy chairs, Standing Frames and Parallel Bars. A total of 32 devices were made by the participants for selected children with disabilities during the training period.

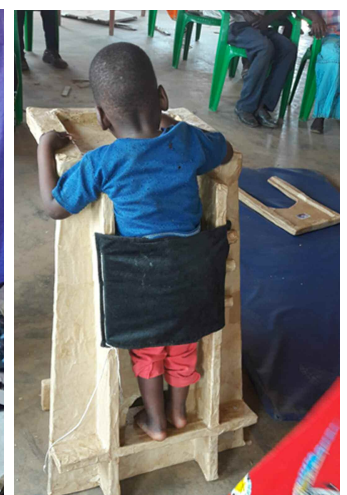


Parents and community members making a Cerebral Palsy Chair from used cartons, newspapers, ropes and other materials found locally.



Comfort: A child with Cerebral Palsy seated on a Chair made from APT during the training and to the left are some of the finished chairs and a standing frame

It's this simple: A Standing Frame made from APT and to the right is a child with Cerebral Palsy standing on his newly made Standing Frame





MACOHA trains Malawi-Scotland partnership members in disability mainstreaming

As a way of ensuring that persons with disabilities are not sidelined in any aspects of the society, Malawi Council for the Handicapped (MACOHA) in collaboration with CBM International and support from Global Concerns Trust conducted a 2-day training in disability mainstreaming which involved training Malawi-Scotland Partnership members how to incorporate

disability issues and persons with disabilities into an inclusive society and development programmes within their respective policies.

Speaking during the training which took place at Grace Banda Conference Centre in Blantyre, Chief Rehabilitation Officer in the Ministry Gender, Community Development and Social Welfare, Jessie Chiyamwaka, emphasized the importance of disability main-

streaming.

“Eighty percent of persons with disabilities live in developing countries and the failure to include and integrate them in all development activities will mean failure to achieve socio-economic development goals.

Malawi, a developing country, has more than 1.7 million persons with disabilities with different needs and demands. These 1.7 million plus persons with disabilities have the ability to contribute to the socio-economic development of Malawi in one way or another. It is therefore important to include them in all aspects of the society’s endeavors”, Chiyamwaka said.

Malawi Communications Regulatory Authority (MACRA) provided ICT equipment worth MK10 million to MACOHA.

Speaking during the handover ceremony, the Director General for MACRA, Godfrey Itaye said the donation came after MACOHA asked for assistance from MACRA.

“MACRA made the donation following calls from the two institutions to assist them with ICT service upgrades and equipment,” Itaye said.

Itaye further said that they did not hesitate with assistance knowing that ICT is fundamental to the development of any country

“The access and usage of ICTs is imperative to the development of the country,” Itaye continued.

MACOHA, with the financial assistance from MACRA, bought office furniture, desktop computers and printers which will help in operating automated sewing, tailoring and weaving machines.

The weaving factory-which forms the largest institution employing

MACRA DONATES ICT EQUIPMENT TO BANGWE FACTORY



people with disabilities in the country-is run by the Malawi Council for the Handicapped (Macoha) since its establishment in 1976. Among others, the factory-that also has tai-

loring and screen printing as core sectors- produces school and industrial uniforms, carpets and assorted branded promotional materials.

SALIMA BASED ARTISANS TRAINED IN DISABILITY INCLUSIVE PRACTISES

Following the construction of 72 houses for persons with disabilities in Salima district by Habitat for Humanity in partnership with Malawi Council for the Handicapped (MACOHA), there has been a capacity building workshop in inclusive practices targeting identified and selected local artisans who will in turn train the beneficiaries in various livelihood skills.

The training workshop which took place at Nakondwa Community Based Organisation offices, saw Rehabilitation Officers from MACOHA orienting 35 artisans for three days in managing persons with disabilities, use of proper disability language, the rights of persons with disabilities and how to prepare lesson plans. These artisans will train beneficiaries of the housing project in livelihood skills, particularly in carpentry, tailoring, barbering

and welding. Speaking during the closing of the training workshop, the Executive Director for MACOHA Georgina Navicha emphasized the need for training the housing beneficiaries in sustainable livelihood skills.

“Indeed, we have secured a home for our colleagues with disabilities but that is not enough. Like many other people, persons with disabilities are faced with poverty and livelihood insecurities. In order for the housing beneficiaries to be able to maintain their houses and better fend for their needs, it was felt necessary to train the beneficiaries in vocational skills using local artisans.

In her remarks, Navicha also underscored the significance of the workshop.

“Keeping in mind that these artisans will be working with persons with disabilities and that

they come from different backgrounds, it is necessary to familiarize them with disability inclusive practices.” Said, Navicha

One of the participants of the workshop from Traditional Authority Karonga, Botoman Manase who is also a tailor commended MACOHA for enlightening them on issues pertaining to people with disabilities.

“The three days have been very enlightening for me. I have met a number of persons with disabilities but I have never worked with any. Before the just ended workshop, I was a bit skeptical on how I will teach them my skills because I had no idea about their rights, what words to use when communicating with them and how to manage them. I am now ready to share my skills with them.” Manase said.

Salima persons with disabilities imparted with livelihood skills

By Charles Chipembere

In an initiative aimed at liberating persons with disabilities from a feeling of inferiority and enabling development of all-round skills, confidence and capabilities, the Malawi Council for the Handicapped with funding from Hope and Healing International is undertaking a Vocational Skills Training Programme for 52 persons with disabilities and 20 guardians in Salima district.

The 72 beneficiaries have taken part in the programme that focuses on developing daily living skills among them. The programme has enabled the beneficiaries acquire skills in welding, tailoring, barbering and carpentry and joinery.

Speaking during the project's appreciation tour which witnessed persons with disabilities showcasing various skills in their respective villages, MACOHA's Director of Rehabilitation Services, Dryford Mpunga commended the display of inclusive workmanship.

"At MACOHA, we believe that inclusivity is critical to overall societal development. MACOHA supports various initiatives with funding from various donors including Hope and Healing and directly impact the livelihood of persons with disabilities. Such programmes cater to providing beneficiaries with access to new opportunities which will result in an empowered and inclusive society. I am happy to see that our mission is being accomplished." Said, Mpunga.

The project's coordinator Elvis Katete expressed satisfaction. "It is heartening to see that the skills for persons with disabilities' Programmes have touched so many lives. 34 local artisans were recruited to help in training these beneficiaries in livelihood skills, particularly skills in carpentry and joinery,



tailoring, barbering and welding. One of the beneficiaries who has a physical disability, Anthony Paulino expressed gratitude for the skills given to him. "When I was given a chance to choose the skill I wanted to learn, I chose welding because it is what I can manage to do considering my disability. I have a son who helps to carry

around equipment and materials. At the moment, I am able to make a number of things including door frames, window frames and tables." Said, Paulino.

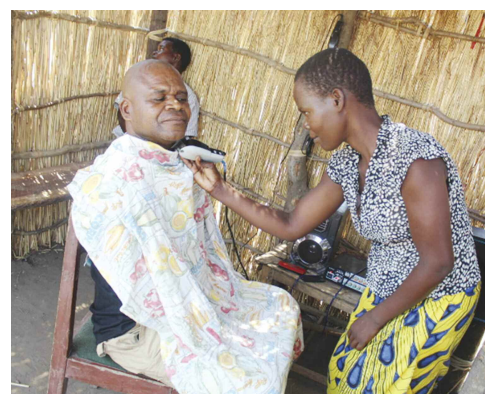
In Malawi, persons with disabilities lack capital and productive assets as they do not have required skills and capacity to involve themselves in self-reliance activities. It is from this assertion that MACOHA in conjunction with Hope and Healing International embarked on the project at a total cost of K44 million. Trainees were provided with start up tools and equipment such as welding machines, tailoring machines and carpentry kits to start up their own businesses while others were given employment opportunities where available upon completion of the training.



Mpunga interacts with a trainee welder with a physical disability

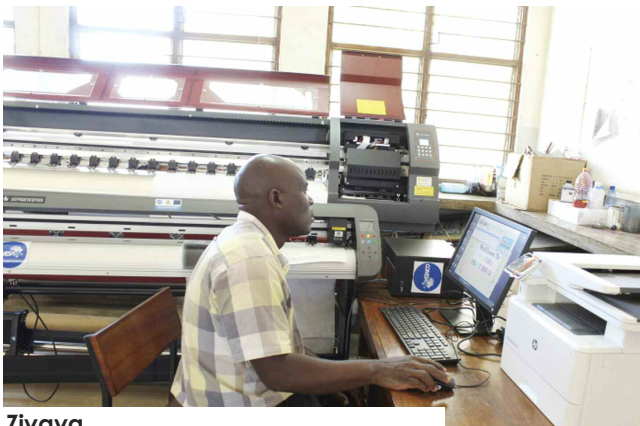


Paulino displaying the items he made



Katete getting a hair-cut by a trainee barber

MACOHA'S BANGWE FACTORY UNLOCKING SKILLS AND POTENTIAL OF PERSONS WITH DISABILITIES



Ziyaya

Despite having a physical disability, Peter Ziyaya, is an accomplished digital printer.

According to him, everything is possible regardless of one's disability "As you can see, I am using a digital printer. I personally create designs on this computer before printing them with the digital printer.

"I have a physical disability yes, but that does not stop me from utilizing my skills and producing state of the art designs" explains Ziyaya. The Digital Printer who joined Bangwe Weaving Factory in 1996 initially worked with Top Advertising as well as Crown Function as a Screen Printing Supervisor. Even though he has a physical disability, he is able to go to work every day and takes care of his wife and children just like any other family man.

Ziyaya is just one of the factory's 78 members of staff, of which 48 have disabilities. Situated in the outskirts of the commercial city of Blantyre, the Bangwe Weaving Factory which is located in Bangwe Township prides itself on being the only dedicated employment center for people with disabilities in Malawi. Opened under Malawi Council for the Handicapped (MACOHA) in 1976 to train and employ people with disabilities in various crafts, the factory is one to reckon with when it comes to Malawian industries.

According to the Centre Manager, Eunious Chirwa, the factory seeks to provide on-the-job training and long-term waged employment but also to showcase to other employers the abilities and potential of persons with disabilities.

Basing on the 2018 census conducted by the National Statistical Office, 727,045 people comprising of 323,985 males and 403,060 females of working age in Malawi have a disability. According to the International Labour Office (ILO) 2007 report on skill acquisition and work for people with disabilities in Southern Africa,

when persons with disabilities have access to training in skills which are relevant to the labour market, and suited to their abilities and interests, they can make a significant contribution in the workplace and to the living standards of their households, the community and wider society.

However, the report notes that, in many countries, the potential of many

persons with disabilities remains untapped, as they frequently do not have equal access to training in employable skills, relevant to the labour market in which they seek to work, either in formal employment, in self-employment or small businesses in the informal economy.

"A recent study of living conditions of disabled persons in Malawi, reports the unemployment rate among persons in the economically active age of 15-65 years as 54 per cent. The unemployment rate appears to be slightly higher among people with disabilities as compared to those without disabilities (57.7 per cent versus 53.2 per cent)," explains the report.

Ironically, as employers continue shunning persons with disabilities, a walk through the Bangwe weaving factory, will afford one an appreciation of the potential residing in persons with disabilities. In the factory are, women and men weaving dust coats, hard hats, gloves, and earplugs. Beating the odds, one will notice that they are all full of activity, eyes fixed on different machines such as digital printing machine, embroidery machine and screen printing tables. From one room into another, one will notice persons with disabilities in tailoring, weaving, embroidery, and screen-printing and tie-dye departments.

Captivatingly, many of these are persons with various degrees of disabilities. Amongst them are those with visual and hearing impairments as well as those with learning and physical disabilities.

Upon entering the factory's store room, one will not hesitate but to appreciate beautiful, wide range high quality goods,

ranging from rugs and wall hangings to bags and t-shirts. Enough evidence of great workmanship.

For instance, Jeffrey James is an expert in weaving. The Weaving Supervisor with physical disability maneuvers through weaved materials turning mere threads into various materials such as bags, hats and sweaters. "Once you have the zeal to learn how to use these machines, it becomes easy to bring out the hidden talents within oneself" Says James. Like Ziyaya, the father of four, also joined the factory in 1996. From his salary, he is able to pay for his children's school fees. He has also managed to purchase a piece of land on which he plans to build a house.

Globally, inclusive companies that provide real opportunities, descent work and development for people with disabilities provide an important contribution to the welfare and prosperity of a country. Some of the most successful companies in the world today are those that build diversity into all aspects of their workplace, from recruitment to career development. These businesses know that people with disabilities are an under-represented talent pool and a significant source of new growth.

A good example of a leading national organisation practising overwhelming inclusion in Malawi is the Malawi Broadcasting Corporation (MBC).

The national broadcaster makes into the disability friendly list for offering alternative career tracks and communication opportunities to employees with disabilities.

Indeed, like Bangwe factory, MBC understands that a diverse workforce leads to increased innovation and productivity, making them more competitive in local and global markets. Can more companies and organisations borrow a leaf?



ACCEPTED DISABILITY TERMINOLOGIES MAU OYENERA OKHUDZANA NDI KULUMALA

English

Accepted / Not accepted Disability Terminologies

Not accepted: Disabled Person/People

Accepted: A Person(s) with Disability/Disabilities

Not accepted: Normal/Able Bodied

Accepted: A person without disability/non-disabled

Not accepted: Blind

Accepted: A person who is visually impaired/ a person with visual impairment

Not accepted: Deaf and Dumb; Stone Deaf; Mute

Accepted: A person who has hearing impairment/ A person who is hard of hearing

Not accepted: Big Headed

Accepted: Persons with Hydrocephalus

Not accepted: Albino

Accepted: A person with albinism

Not accepted: Crippled; Lame; handicapped; withered; polio victim; deformed; physically challenged

Accepted: A person with physical disability (a person who has functional limitations that interferes with his ability to use limbs)

Not accepted: Mongol

Accepted: Down Syndrome

Not accepted: Mentally retarded Insane; Idiots; Crazy; Stupid; Abnormal; Mentally Challenged; Mentally Incapacitated; Slow Learners; Silly; Retards; Brutes; Mad; Morons

Accepted: a person with learning difficulties / children with special needs/ persons with intellectual disability

Not accepted: Wheelchair bound; confined to wheel chair; wheel chair user

Accepted: A person who uses a wheel chair

Chichewa

Mau oyenera/osayenera okhudzana ndikulumala

Mau Osavomerezedwa: Kupunduka; Kupuwala

Mau Ovomerezedwa: Ulumali; Kulumala

Mau Osavomerezedwa: Opunduka/Opuwala

Mau Ovomerezedwa: Munthu Olumala

Mau Osavomerezedwa: Abwino; Osalumala; Osapunduka

Mau Ovomerezedwa: Anthu alunga

Mau Osavomerezedwa: Osaona; Wakhungu

Mau Ovomerezedwa: Munthu wosaona

Mau Osavomerezedwa: Bububu; Gonthi

Mau Ovomerezedwa: Munthu wosamva

Mau Osavomerezedwa: Napweri; Mzungu; Khobili; Nyau; Akhiwa; Anyeri

Mau Ovomerezedwa: Munthu woyera khungu ndi tsitsi

Mau Osavomerezedwa: Opunduka; Opuwala ziwalo

Mau Ovomerezedwa: Munthu wolumala ziwalo

Mau Osavomerezedwa: Ozerezeka; Chitsiru; Ombwabwana; Mbutuma; Bulutu; Ozizira

Mau Ovomerezedwa: Munthu wa vuto la mu ubongo; munthu amene amafunika nthawi yaitali kuti aphunzire zinthu



MALAWI COUNCIL FOR THE HANDICAPPED LILONGWE VOCATIONAL TRAINING CENTRE



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- * Accounting
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- * Information Technology & Programming
- * Rural Community Development.
- * Technician Diploma in Accounting *Diploma in Rural Community Development (ABMA)

For application and further details, please contact:

The Centre Manager
Lilongwe Vocational Training Centre LVTC
Area 32, Off Paul Kagame Road, Between

P.O. Box 986, LILONGWE.
Phone: +265 0 997 835 566 / 0888 118 805
E-mail: macohalvtc@yahoo.com



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