



## INTRODUCTION TO NOWPDP

NOWPDP was established in 2008 as a **disability inclusion initiative**. We operate in the areas of education and economic empowerment through our dedicated programs, Dastoor and Yaqeen, and other interventions.

**Vision:** Persons with disabilities (PWDs) have equal access to opportunities and are an integral part of society.

**Mission:** Promote an inclusive society through holistic and sustainable endeavors in the areas of education and economic empowerment.

### **Objectives:**

- Raise awareness about persons with disabilities.
- Build the capacity of institutions and persons with disabilities.
- Advocate for the rights of persons with disabilities.
- Facilitate access to opportunities and services for persons with disabilities.

### **Programs:**

**Dastoor** focuses on enhancing access to educational opportunities of persons with disabilities by building the capacity of existing mainstream and special education schools and vocational training centers to cater to persons with disabilities, as well as, providing vocational training to persons with disabilities at the NOWPDP Training Center.



**Yaqeen** is our disability consulting program which focuses on promoting equal opportunities of economic empowerment to persons with disabilities, through provision of self-employment opportunities and by building the capacity of institutions to become inclusive and providers of equal opportunity employment.



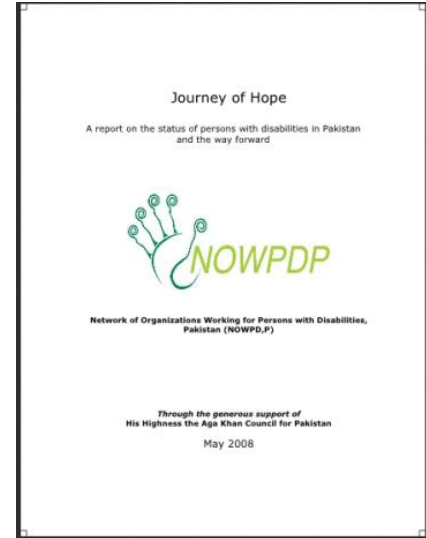
### **Other Interventions and Steps to Inclusion:**

Working towards an inclusive society entails covering various aspects relating to the lives of persons with disabilities such as mobility, information and awareness. NOWPDP has undertaken various projects that have been instrumental towards helping it achieve its vision and mission. These projects include the Special CNIC Registration Drive, the Accessible Cycle Project, a Resource Directory, and on-going disability research.

## PAST ACHIEVEMENTS

### **2008:**

**Journey of Hope Report** was published to promote human rights, recognize persons with disabilities, and support the organizations working towards the emancipation of persons with disabilities. The report consisted of classification and causes of disabilities, provincial breakdown of populations of persons with disabilities, statistics to highlight the magnitude of the problem, development of Special Education programs in Pakistan, legislation and policy reforms, major challenges and constraints faced in the development of inclusive society.



### **2009:**

**Masters Trainers Program** was initiated to train 600 teachers for sight reading and behaviour management, and was aimed at the caregivers and teachers at schools and/or training organizations that are members of NOWPDP. The pilot workshop session was held in partnership with Deaf Reach for senior teachers and trainers from schools for mental disabilities in Karachi.

**Youth Advocacy Forum** was organized by NOWPDP as part of its advocacy drive for the rights of persons with disabilities in Pakistan. The forum was hosted in collaboration with the Children's Museum for Peace and Human Rights, and it highlighted the collection of nearly eight hundred thousand signatures on a petition urging the ratification of the United Nations Convention on the Rights of Persons with Disabilities, signed by Pakistan on 25th September 2008.

**NOWPDP Art Competitions** were organized by NOWPDP in 2009 and 2011, in which more than 565 individuals from all over Pakistan participated, with calligraphy and painting being the two categories for participation. The objective was to provide children with disabilities with an opportunity to make their voice heard, generate a broader level of awareness about the needs and rights of persons with disabilities and harness their potential as an active positive contributor to society. It also provided networking ground to member schools and organizations.





**Legal Rights and Benefits Brochures** were published by NOWPDP for outlining the provisions of various sectors available for people with disabilities. The brochures included pre-requisites for people with disabilities to avail these benefits. 7,000 copies, in Urdu and English, were published and disseminated to member organizations and governments departments.

**NOWPDP Recruitment Services (NRS)** was an initiative launched to provide a platform for talented PWDs to secure potential employment opportunities. It facilitated employment opportunities and connected organizations, which hire PWDs, to potential candidates. NOWPDP followed four steps, which are:

- Identify available job roles
- Shortlist candidates
- Organize interviews followed by commencement of employment
- Sensitization trainings for all employees, as well as suggestions to create an accessible workplace.

Through this initiative, a total of 50+ companies were contacted, 550+ CVs were forwarded to potential employers, and 174 PWDs were placed according to their abilities in 2009.

### **2010:**

**Education Developmental Improvement Programme (EDIP)** was an inclusive education program launched in Gilgit – Baltistan (2010 – 2013) covering 98 schools in six districts. The objective of the programme was to introduce the concept of inclusive education in the region. The teachers were given training to be sensitized and promote inclusive educational institutions. The training manual was based on Training Needs Assessment, gauging the attitudes and perceptions towards disability in the area.



## 2011:



**Artpreneurs for Change (2011 - 2014)** was initiated in 2011, in collaboration with NayaJeevan, as a therapeutic intervention for children with intellectual and physical impairments. The aim of this project was to provide a secure and healthy opportunity to children to express their emotionally and encourage social engagement. The program trained Art Therapy Practitioners, who then further engaged with children with disabilities at various schools to use art as a therapeutic tool. AfC was reinitiated in 2017.

**Disability Services Directory** was launched as an online portal to map facilities and services for persons with disabilities, as well as accessible locations across Pakistan.

## 2012:

**Making Karachi an Accessible City** was launched as a survey and assessment campaign of existing infrastructure, in collaboration with Institute of Architects Pakistan (IAP) and Karachi Metropolitan Corporation (KMC). Recommendations were made in public and private companies to ensure that infrastructure and provisions are upgraded to create accessibility for all citizens.

**SCNIC Registration Drive** was organized in collaboration with Special Education Department, Social Welfare Department and Labour Department in Sindh and NADRA in which issuance of more than 1,000 SCNICs to PWDs was facilitated. The aim of the drive was to provide a faster and smoother process of issuance of SCNICs. The drive paved the way for a larger campaign by the partners to register 10,000 PWDs for Special CNIC across Sindh.



NOWPDP also distributed brochures to create awareness about the required steps for registration of SCNIC and guide PWDs about the required documents, processes and locations from where they could obtain SCNICs. The brochure was published in both English and Urdu, and 2000 copies were disseminated to PWDs through the network members.

**heARTwork and The Rickshaw Project** were launched as programs focusing on vocational training (heARTwork) and mobility (The Rickshaw Project) of persons with disabilities.

### **2013:**

**Yaqeen** was launched as a disability consulting program based on the findings of previous projects and campaigns of NOWPDP.

### **2014 – 2015:**

**Inclusive Karachi for People with Disabilities**, an advocacy and awareness campaign, was undertaken in collaboration with 'I AM Karachi'. As part of the campaign, NOWPDP developed an accessible model workplace, conducted skills development training of students with disabilities, raised awareness about persons with disabilities through guerrilla marketing activities and radio programs and conducted sensitization sessions at educational institutions.



**Disability Inclusion at Engro (2014 – 2016)**, an institutional capacity building project was undertaken through with Engro Corp and its subsidiaries to make them inclusive of persons with disabilities. Through this project disability awareness raising activities were undertaken at 10 locations in which more than 900 people participated. Moreover, a comprehensive accessibility survey was carried out and

recommendations regarding workplace adjustments were shared with Engro, HR training was conducted and HR Policy was reviewed. This led to Engro initiating an internship program for persons with disabilities in Karachi, Sukkur and Sahiwal, which was facilitated by NOWPDP.

**Disability Inclusion at HBL** was undertaken across 30 HBL branches in Karachi, Lahore and Islamabad in an effort to make them more inclusive. Through this project, accessibility reviews were conducted across the 30 branches, disability sensitization sessions were conducted for more than 370 employees, and HR personnel were trained.



**2016:**



**Accessible Cycle Design Challenge** was carried out nationally to improve the design of the tricycle, which is commonly used by persons with lower-limb impairment.

**Special CNIC Registration Drive** was organized at the NOWPDP premises to provide a one-window operation to facilitate the issuance of employment cards, disability certificates, and special CNICs for 200 persons with disabilities.



**Project Awaz** was undertaken in collaboration with Shell Pakistan. The 6 month project facilitated the employment of 16 persons with hearing and speech impairment at 11 Shell sites in Karachi.

**Dastoor** was launched as an education and skills development program to facilitate opportunities for children and adults with disabilities in special and mainstream schools, and vocational training centres (VTCs), respectively.



**Disability Equality Training** conducted with Trócaire and its 18 implementation partners across Pakistan. NOWPDP collaborated with Trócaire to include disability in their programmatic themes of humanitarian response, gender based violence, disaster-risk reduction and livelihood. 178 individuals from Trocaire and its partners, based in all four provinces participated in 15 training sessions which were conducted in Hyderabad, Jamshoro, Islamabad, Peshawar, Mardan, and Swat.



**Inclusive Vocational Training at Mainstream Vocational Training Centers** was undertaken in collaboration with The Hunar Foundation, Pakistan American Cultural Center, and ZVMG Rangoonwala Trust to enable persons with disabilities to access opportunities in an inclusive environment at mainstream vocational training centers.

## 2017:



**Disability Inclusion at HBL:** Disability Inclusion Initiative at HBL moved into the compliance phase along with the completion of post accessibility audits of 30 branches, training of the master trainers, employment of 4 persons with disabilities and recommendations made for sustaining the project. Besides this, HBL partnered with NOWPDP to develop Pakistan's first Model Accessible Branch. For this, a refresher sensitization session was held with the branch staff and two disability champions were trained.

**Disability Inclusion at Abu Dawood:** NOWPDP collaborated with Abu Dawood Pakistan for inclusion of persons with disabilities at its Head Office and 5 warehouses across Karachi, Lahore and Islamabad. Accessibility reviews of these locations have been completed and 5 placements of persons with disabilities were made across Pakistan







**Disability Inclusion at Khaadi:** Khaadi and NOWPDP partnered for the project, “Being Able” for its head office and five retail outlets in Karachi and Lahore. Phase I of the project concluded with eight focus group discussions and two interviews in which 89 Khaadi employees participated. Accessibility audits of the selected locations have also been completed. The project has entered into the implementation phase where five sensitization sessions have been held with 250 Khaadi employees.

**Disability Inclusion at Unilever:** Unilever collaborated with NOWPDP to become equal opportunity employer. Around 150 Unilever employees were sensitized and three persons with disabilities were placed in various functions at Unilever’s Head Office. An accessibility audit of the Head Office was also carried out.



**Disability Inclusion at K-Electric:** NOWPDP and KE have agreed to make the KE head office and five Integrated Business Centers inclusive of persons with disabilities.

**Baithaks** were revamped and re-initiated at NOWPDP, where various industry leaders and CEOs were invited to give motivational sessions to persons with disabilities. Some of the leaders that came to give sessions included, Ms. Musharaf Hai, MD L'Oréal Pakistan, Mr. Shahzeb Mahmood, MD Reckitt Benckiser (RB), and many more.



**Project Shapar** was undertaken in collaboration with the Aman Foundation and Special Olympics Pakistan (SOP) to facilitate vocational training opportunities at The Aman Foundation. This collaboration, titled 'Project SHAHPAR' was announced and commemorated at the Unified Sports event (also marking the finale of the Aman Sports Gala 2017) held at the Aman Foundation's Head Office. Trainees with hearing and intellectual impairment from NOWPDP and Special Olympics Pakistan (SOP) began their journey at AMANTECH for the Auto Body and Paint training.



**The British Council in Pakistan** joined hands with NOWPDP to author a research which gauges perceptions, experiences and challenges of young persons with disabilities in Pakistan in developing employability skills that support access to work or self-employment opportunities. The research will also identify the gaps between the practices at vocational training/ special education institutes in Pakistan and the existing employment opportunities. A set of recommendations and interventions will emerge to mitigate any gaps and to enhance opportunities for young persons with disabilities.

**United Nations Development Programme's (UNDP) and Soorty Enterprises** began working with NOWPDP to provide vocational training to youth with speech and hearing impairment. The purpose was to develop the skills of persons with disabilities to increase their access to job opportunities. Following the training provided at NOWPDP, 12 individuals with hearing and speech impairment were employed at Soorty Enterprises (Pvt.) Ltd. in the quality check department.



**Project 'Khud Mukhtar' – a business idea competition for persons with disabilities** was launched by NOWPDP in collaboration with Planet N Group (Strategic Partner funding 10 best business ideas) and IBA Aman-CED (Strategic Partner providing support for venue and knowledge sharing). The project was initiated to economically empower persons with disabilities. More than 30 persons with disabilities were shortlisted from an initial pool of 100+. Men and women with physical, visual and hearing impairment, from across Karachi presented their business ideas to the jury in group and individual form. These individuals underwent various stages to refine their business plans and prepare for the finale, especially in the mentorship phase where experienced entrepreneurs from Karachi were assigned to them for guidance and knowledge-sharing.

**Radio Broadcasting Training was conducted in collaboration with Pakistan American Cultural Centre (PACC).** The 3-month training in radio broadcasting was conducted for persons with visual impairment, enrolled by NOWPDP's education and training initiative Dastoor. The training was a combination of theory, guest speaker sessions, and visits to radio broadcasting studios. The trainees are prepared for a career in radio broadcasting, imbued with all skills necessary to launch into a professional experience.





**The Hunar Foundation & NOWPDP**, After the success of the first batch of students, once again joined hands to train persons with hearing and speech impairment in the year-long plumbing course. Those taking the training will also be sitting for examinations by the Trade Testing Board, a local body, as well as the UK City and Guilds examination.

**Abilities Expo 2017**, was hosted by Special Education Department, Government of Sindh, in collaboration with a network of disability organizations, including KVTC and NOWPDP, to provide a comprehensive platform for persons with disabilities (PWDs). NOWPDP facilitated and supported the Job Fair of the Expo in which 10 private organizations participated, including Jubilee General Insurance, Automobile Corporation of Pakistan (Autocom), Hashwani Group, Charter for Compassion, Soorty Enterprises, Standard Chartered Bank (SCB), Liberty Mills Limited and Careem Pakistan.



**Meri Dunya Ke Rang** (an art exhibition to showcase the expression of emotion by children with disabilities and promote the use of art as a medium of therapy) was hosted by NOWPDP at the Sanat Gallery. This exhibition was conceptualized to give children with disabilities a voice, and includes paintings from the pilot round of Artpreneurs for Change, an art therapy project which helps children with disabilities express themselves and develop emotionally. The exhibition was also a way to mark the re-initiation of Artpreneurs for Change in 2017 after a 3 year hiatus.

## **2018:**

NOWPDP's nomination for "Work Place Accessibility for Persons with Disabilities in Pakistan" was selected as an **Innovative Practice 2018 by Zero Project**. The practice has been featured in the Zero Project Report 2018 on Accessibility, and Mr. Omair Ahmad, Director – NOWPDP, presented the practice at the Zero Project conference in February 2018 at the UN headquarters in Vienna.

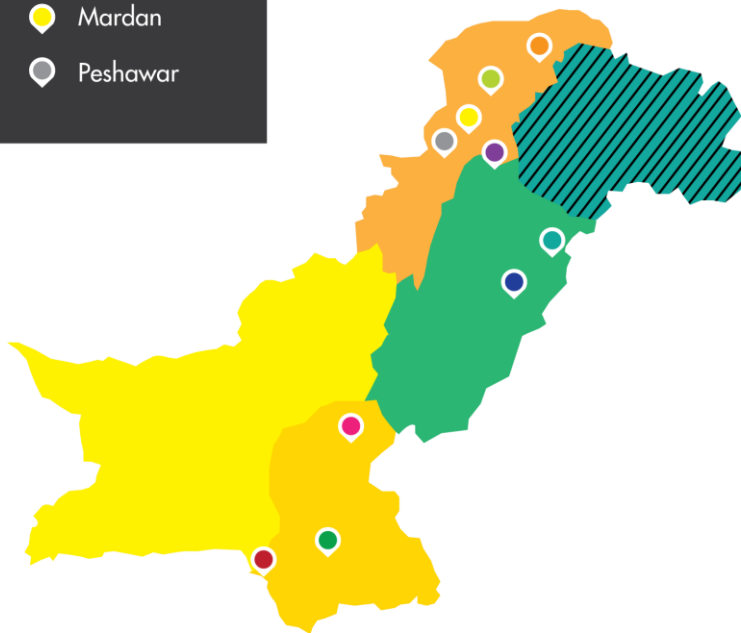


### **OUR IMPACT**

- Raised awareness about disability among approximately 6,000 individuals through different activities and campaigns
- Trained 650+ special schools' students/children through different skills development courses
- Facilitated the training of more than 350+ adults with disabilities in mainstream vocational training centers and NOWPDP's in-house vocational training center
- Provided training in inclusive education to 525 teachers from 98 schools in Gilgit-Baltistan
- Trained 600 special education teachers in Sindh on teaching techniques
- 53 Art Therapy Practitioners trained and therapy provided to over 133 children with disabilities using art as a medium
- Facilitated the job placements and paid internships of 400+ persons with disabilities
- Facilitated incubation of 18 businesses run by persons with disabilities
- Facilitated the issuance of 2,200 Special CNICs
- Made 50+ accessibility recommendation reports
- Collected 1.1 million signatures to support the ratification of the UN Convention on disability

## Our Footprint

-  Karachi
-  Hyderabad
-  Gilgit-Baltistan
-  Sukkur
-  Lahore
-  Islamabad
-  Sahiwal
-  Swat
-  Mardan
-  Peshawar



## Impact till 2018



400+

Job placements



1000+

Persons with disabilities trained



18

Businesses by persons with disabilities initiated



2300+



SCNIC facilitated



10,000+

Added in Database for jobs & training opportunities

 [www.nowpdp.org](http://www.nowpdp.org)  NOWPDP  NOWPDP  [info@nowpdp.org](mailto:info@nowpdp.org)

 NOWPDP House, Bungalow No.83/1 N I Line Saghir Hussain Shaheed Road, Saddar, Karachi 74400  021-32294527-28

Approved under clause (c) of sub section (36) of section 2 of the Income Tax Ordinance, 2001

NOWPDP is certified by the Pakistan Centre for Philanthropy (PCP),

and is also a member of the Provincial Council for Rehabilitation of Disabled Persons (PCRDP), Government of Sindh.

NOWPDP is also accredited for the Conference of State Parties to the UN Convention of Rights of Persons with Disabilities (CRPD).

## LEGAL STANDING

NOWPDP is registered/certified with the following entities:

- Societies Registration Act
- FBR for Tax exemption
- Member of Provincial Council for Rehabilitation of Disabled People (PCRDP), Social Welfare Department, Government of Sindh
- Certified by Pakistan Center for Philanthropy (PCP)
- Registered with Sindh Technical and Vocational Training Authority (STEVTA)
- Accredited by the United Nations to the Conference of State Parties to the Convention on Rights of Persons with Disabilities (CRPD).

For more information, please visit <http://www.nowpdp.org/>

